

**LINCOLN COUNTY BOARD OF EDUCATION
Minutes of October 9, 2018**

The Lincoln County Board of Education held their regular monthly meeting on **Tuesday, October 9, 2018 at 6:30 PM** in the Board Conference Room. The meeting was called to order by Mr. Mark Mullen, Chairperson, who declared a quorum was present consisting of Ms. Heather Rhyne, Vice-Chairperson, Ms. Joan Avery, Ms. Candy Burgin, Ms. Cathy Davis, Mr. Kirk Herbertson, and Mr. Todd Wulfhorst. Mr. Dean Shatley, School Board Attorney, was also in attendance.

Administrative staff members present were Dr. Lory Morrow, Superintendent-Secretary to the Board; Dr. Aaron Allen, Associate Superintendent; Dr. Rhonda Hager, Assistant Superintendent for Curriculum and Instruction; Dr. Heath Belcher, Chief of Human Resources; Ms. Pam McBryde, Director of Financial Operations; Mr. Eric Eaker, Chief of Operations; Ms. Kimberly Davis, Director of Exceptional Children; Mr. Steven Hoyle, Director of Technology; Ms. Shelly Rhyne, Director of Child Nutrition; Mr. Rusty Saine, Director of Accountability; and Ms. Cathy Gates, Clerk to the Board.

The Board observed a moment of silence.

Approval of the Agenda

The following agenda was submitted for approval:

PROPOSED AGENDA

- 1. Call to Order**
- 2. Opening of Meeting/Moment of Silence/Pledge of Allegiance**
- 3. Additions/Deletions to the Agenda- Approval of the Agenda**
- 4. Consent Agenda Items- Part 1**
 - Approval of Minutes: September 11, 2018
 - Budget Amendments
 - Extended Field Trips- Curricular
- 5. Special Presentations/Recognitions**
 - 2018-2019 Exceptional Children’s Educator of Excellence
 - North Carolina School Boards Association Silver Bell Award
- 6. Individuals and/or Groups Appearing Before the Board**
 - Mr. Brian Hanley

7. Action Items

a) Budget and Finance Committee Meeting- Mr. Todd Wulfhorst, Chairperson

- Quarter-Cent Sales Tax Memorandum of Understanding

b) Curriculum Committee Recommendations / Report

- Beginning Teacher Support Plan

c) Policy Committee Recommendations / Report

- Approval of Policies Which Stood Open 25 Days
 - Policy 1710/4021/7230 *Prohibition Against Discrimination, Harassment, and Bullying*
 - Policy 1720/4015/7225 *Discrimination, Harassment, and Bullying Complaint Procedure*
 - Policy 3200 *Selection of Instructional Materials*
 - Policy 3450 *Class Rankings*
 - Policy 3565/8307 *Title I Program Comparability of Services*
 - Policy 4400 *Attendance*
 - Policy 5010 *Parent Organizations*
 - Policy 5030 *Community Use of Facilities* and Regulation 5030-R *Use of School Facilities* as amended
 - Policy 6220 *Operation of School Nutrition Services*
 - Policy 6420 *Contracts with the Board*
 - Policy 6421 *Preaudit and Disbursement Certifications*
 - Policy 8220 *Gifts and Bequests* as amended
 - Policy 8300 *Fiscal Management Standards*
 - Policy 8325 *Daily Deposits*
 - Policy 8510 *School Finance Officer*

d) Building and Site Committee Meeting- Ms. Candy Burgin, Chairperson

- Capital Improvement Plan / Facility Needs

2018-2019 REMINDERS and ANNOUNCEMENTS			
DATE	EVENT	LOCATION	TIME
Oct 11	Early Release for Students/Parent-Teacher Conferences		
Oct 17-19	NCSBA Fall Law Conference	Asheville, NC	TBD
Oct 26	End of First 9 Weeks		
Oct 29	Mandatory Teacher Workday		
Nov 6	HOLD for Work Session/Committee Meetings	BOE Office	TBD
Nov 12	Veteran's Day Holiday Observed		
Nov 13	Monthly Board Meeting	BOE Office	6:30 PM
Nov 21	Mandatory Vacation		
Nov 22-23	Thanksgiving Holiday		

8. Closed Session, if needed

9. **Consent Agenda Items- Part 2**
 - Personnel Recommendations

10. **Plus/Delta**

11. **Adjournment**

A motion was made by Ms. Avery, seconded by Ms. Rhyne, that the agenda be approved as submitted. The motion carried.

Consent Agenda Items

Chairperson Mullen entertained a motion to approve Consent Agenda Items-Part 1, which contained minutes, budget amendments, and extended field trips-curricular.

A motion was made by Ms. Avery, seconded by Ms. Rhyne, that the minutes of the September 11, 2018 Board meeting, budget amendments #3 and #4, and extended field trips-curricular under Consent Agenda Items-Part 1 be approved as submitted. The motion carried.

Special Presentations / Recognitions

2018-2019 Exceptional Children's Educator of Excellence

Ms. Davis recognized Ms. Jayme Farmer of West Lincoln High School as the Lincoln County Schools 2018-2019 Exceptional Children's Educator of Excellence. Ms. Davis stated that Ms. Farmer is a dedicated educator, a teacher leader, and is described by her Administrators as organized, efficient, professional, loving, nurturing, and supportive. Ms. Davis added that Ms. Farmer will be recognized at the 68th Annual Exceptional Children's conference in November 2018.

North Carolina School Boards Association Silver Bell Award

Dr. Morrow recognized the Lincoln County Board of Education for receiving the Silver Bell Award at the North Carolina School Boards Association District 6 meeting. Dr. Morrow stated that the Silver Bell Award recognizes Boards where every member has actively worked towards meeting 12 hours of training during the July 1 through June 30 timeframe. Dr. Morrow reported that the District 6 meeting was held on September 20, 2018 at the Charlotte-Mecklenburg Schools Governor's Village STEM Academy in Charlotte, NC.

Hurricane Florence School Supply Drive

Dr. Morrow announced that the district would kick off a school supply drive to benefit the Jones County School district in southeast North Carolina. Dr. Morrow reported that Jones County is located approximately 8 miles from the Atlantic Ocean and two of their six schools were badly damaged by Hurricane Florence. Dr. Morrow requested that the school system and community come together in a show of support for the students and staff of Jones County Schools. Dr.

Morrow stated that Houser Logistics, Inc. had graciously volunteered to deliver the school supplies to Jones County at the end of the supply drive. Dr. Morrow informed Board members that all schools in the district had been equipped with boxes and would serve as collection sites and that the school supply drive would take place from October 10, 2018 through October 24, 2018.

Individuals and/or Groups Appearing Before the Board

Board Policy 2310 *Public Participation at Board Meetings* states that anyone desiring to appear before the Board shall notify the Superintendent's office by noon Wednesday preceding the regular board meeting. Mr. Brian Hanley met these requirements to appear at the October 9, 2018 Board meeting. Mr. Hanley requested to speak to Board members during their closed session.

Board policy also allows, by majority vote of the Board, individuals to appear before the Board without following the established procedures if the matter is of an emergent nature. No requests were received.

Action Items

Budget and Finance Committee Recommendations / Report

Mr. Wulfhorst made the following recommendations on behalf of the Budget and Finance Committee:

- That the Board approve the Quarter-Cent Sales Tax Memorandum of Understanding as amended

The motion carried.

Curriculum Committee Recommendations / Report

Ms. Rhyne made the following recommendations on behalf of the Curriculum Committee:

- That the Board approve the Beginning Teacher Support Plan as submitted

The motion carried.

Policy Committee Recommendations / Report

Ms. Davis made the following recommendations on behalf of the Policy Committee:

- That the Board approve the following policies which have stood open 25 days for input:
 - Policy 1710/4021/7230 *Prohibition Against Discrimination, Harassment, and Bullying*
 - Policy 1720/4015/7225 *Discrimination, Harassment, and Bullying Complaint Procedure*
 - Policy 3200 *Selection of Instructional Materials*
 - Policy 3450 *Class Rankings* as amended

- Policy 3565/8307 *Title I Program Comparability of Services*
- Policy 4400 *Attendance*
- Policy 5010 *Parent Organizations*
- Policy 5030 *Community Use of Facilities and Regulation 5030-R Use of School Facilities*
- Policy 6220 *Operation of School Nutrition Services*
- Policy 6420 *Contracts with the Board*
- Policy 6421 *Preaudit and Disbursement Certifications*
- Policy 8220 *Gifts and Bequests*
- Policy 8300 *Fiscal Management Standards*
- Policy 8325 *Daily Deposits*
- Policy 8510 *School Finance Officer*

The motion carried.

Building and Site Committee Recommendations / Report

Ms. Burgin made the following recommendations on behalf of the Building and Site Committee:

- That the Board approve the Capital Improvement Plan as submitted

The motion carried.

2018-2019 Reminders and Announcements

Mr. Mullen reviewed the reminders and announcements calendar, noting the North Carolina School Boards Association Fall Law Conference being held on October 17-19, 2018 and the end of the first nine weeks for students. Mr. Mullen stated that there would be a need for Committee meetings on November 6, 2018. Mr. Mullen also reminded Board members of the monthly Board meeting on November 13, 2018.

Closed Session

A motion was made by Ms. Rhyne, seconded by Ms. Avery, that the Board adjourn into closed session to prevent the disclosure of privileged information under N.C.G.S. 143-318.11 (a)(1) to discuss matters that are confidential, under North Carolina law particularly personnel matters under G.S. 115C-319-321 and student matters under FERPA, and (a)(3) to discuss matters that are protected by attorney client privilege. The motion carried.

Return to Open Session

A motion was made by Ms. Rhyne, seconded by Ms. Avery, to return to open session. The motion carried unanimously.

Mr. Mullen reported that no action was taken in closed session.

Personnel Recommendations

A motion was made by Ms. Rhyne, seconded by Mr. Wulfhorst, that the personal recommendations, including the addendum, be approved as submitted. The motion carried with

Ms. Avery opposed.

Plus / Delta

- + Ms. Jayme Farmer, Exceptional Children’s Educator of Excellence
- + The School Supply Drive

Dr. Morrow provided an explanation of the flyers that had been placed at the seat of each Board member. Flyers included announcements for the Hurricane Florence School Supply Drive, the district fundraiser for the United Way, the Chick-fil-A Bright Futures 5K Race, and the Battleground Elementary School Health Day of Service.

Adjournment

Mr. Mullen entertained a motion to adjourn. A motion was made by Ms. Avery, seconded by Ms. Rhyne, that the meeting be adjourned. The motion carried unanimously.

The meeting adjourned at 7:27 PM.

Respectfully submitted,

Mark Mullen, Chairperson

Lory D. Morrow, Ed.D, Secretary

Cathy Gates, Clerk to the Board

Superintendent's Recommendations for Human Resources- October 9, 2018

NEW EMPLOYEES:

NAME	CERT/ CLASS	SCHOOL	POSITION	REPLACING	REASON	DEGREE	TEACHING EXP	LICENSE	START DATE	END DATE
Reece Jr, Stephen	CLASS	ELH	Head Custodian	Carroll Johnson	Resigned	N/A	N/A	N/A	10/10/2018	
Norris-Main, Tina Nicole	CERT	ELH	Guidance Counselor	Lori Maxwell	Transfer	MA - School Counselling	14 Years	Valid	10/24/2018	
Spurlin, Anja	CLASS	ELM	Dist Behavior Support Liaison (EC)	Adrienne Mayfield	Transfer	N/A	N/A	N/A	10/8/2018	6/12/2019
Jarrett, June	CLASS	IS	Tutor	N/A	N/A	N/A	N/A	N/A	9/24/2018	6/12/2019
Clarke, Tanya	CLASS	SJ	Teacher Assist/Sub Bus Driver	Julie Smith	Transfer	N/A	N/A	N/A	10/8/2018	
Ross Jr., Forest	CLASS	WLH	Men's V Head Coach (Wrestling)	Forest Ross Jr.	Retired	N/A	N/A	N/A	11/14/2018	2/12/2019

CHANE OF STATUS:

NAME	CERT/ CLASS	SCHOOL	POSITION	ADD/ NEW	CHANGED ASSIGNMENT	SCHOOL	START DATE	END DATE
Harkey, Tommy	CLASS	BG	Custodian (7 hr/per day)/Sub Bus Driver	NEW	Custodian (8 hr/per day)/Sub Bus Driver	BG	8/16/2018	
Sronce, Kathy	CLASS	CN	CN Sub	ADD	Sub Bus Driver (EC)	TRANSP	9/25/2018	
Minter, Martha	CLASS	CS/LCS	Teacher Assist/Bus Driver/Sub Bus Driver/Activity Bus Driver	ADD	Bus Athletic Events	NLH	9/21/2018	6/10/2019
Begert, Craig	CERT	ELH	CTE Teacher (Business)/ Bus Driver/Activity Bus Driver	ADD	Homebound Teacher	ELH	8/27/2018	6/7/2019
Murillo, Remetha	CLASS	ELH	Custodian (6 hrs./per day)	NEW	Custodian 8 hrs./per day)	ELH	9/19/2018	
Simeone, Jennifer	CLASS	ELH	Office Support 1: Receptionist	ADD	Sub Bus Driver	ELH	9/26/2018	
Fann, Andrew	CERT	ELH	Teacher (EC-General)	ADD	Men's JV Head Coach (Basketball)/Men's Volunteer V Assist Coach (Basketball)	ELH	11/14/2018	2/12/2019
Mumola, Patricia	CLASS	ELM	CIS Afterschool Care Assist	ADD	CIS Afterschool Care Assist	ELM	10/1/2018	
Dellinger, Kimberly	CLASS	ELM	CN Assist Manager	ADD	Catering Assist	CN	10/8/2018	
Maxwell, Vernon	CLASS	ELM/LCS	Bus Driver (5 hrs. per day)/ Sub Bus Driver/Activity Bus Driver	NEW	Bus Driver (3 hr/day)/Sub Bus Driver/ Activity Bus Driver	ELM	8/27/2018	
Perry, Reginald	CLASS	ELM/LCS	Office Support I: ISS Coordinator/Custodian/Sub Bus Driver	ADD	First Responder	ELM	9/14/2018	12/13/2018
Perry, Reginald	CLASS	ELM/LCS	Office Support I: ISS Coordinator/Custodian/Sub Bus Driver	ADD	First Responder	ELM	3/14/2019	6/12/2019
Simmons, Dana	CLASS	GEM	CN Manager	NEW	CN Sub (Varies)	LCS	10/4/2018	

Flanigan, Valarie	CLASS	GEM/LCS	Teacher Assist/Sub Bus Driver	ADD	Bus Driver	GEM	8/27/2018	
Hooks, Kimberly	CLASS	LCS	Sub Teacher/Sub Bus Driver/Act Bus Dr	ADD	CIS Afterschool Care Site Coordinator	ELM	10/1/2018	
Atkinson, Kellie	CLASS	LCS	Sub Teacher	ADD	Temporary Clerical (Office Support III: Middle School Payroll Secretary)	ELM	9/24/2018	10/20/2018
Atkinson, Kellie	CLASS	LCS	Sub Teacher	ADD	Sub Teacher (3)	PCI	11/26/2018	1/2/2019
Zirkle, Shawn	CERT	LCS/ELM	Sub Teacher /Office Support III: Middle School Payroll Secretary	NEW	Teacher (EC) (7th/8th Inclusion Math/Language Arts)	ELM	9/24/2018	
Hudgins, Alicia	CLASS	LCS/SJ	Sub Teacher/Temp Sub Teacher (2)	NEW	Teacher Assist/Sub Bus Driver	SJ	TBD	
Smith, Malcolm	CERT	LM	Teacher (ELA/ Men's Head Coach Track)/ Men's Head Coach (Cross Country)	ADD	Women's Head Coach (Basketball)	LM	12/14/2018	3/14/2019
Alwran, Ronald Clint	CLASS	LM	Men's/Women's Non-Faculty Assist Coach (Wrestling)/Women's Non-Faculty Head Coach (Track)	ADD	Men's Non-Faculty Volunteer Assist Coach (Football)	LM	9/14/2018	12/13/2018
Swarthout, Henry	CLASS	LM	Custodian (3.9 hrs. per day)/Bus Driver	NEW	Custodian (3.75 hrs. per day)/Bus Driver	LM	8/16/2018	
Sims, Demetrius	CLASS	LM/LCS	Teacher Assist (EC) (6.95 hr/day)/Bus Driver (1.2 hrs. per day)/Sub Bus Driver	NEW	Teacher Assist (EC)(6.75 hr/day)/Bus Driver (1.2 hrs. per day)/Sub Bus Driver	LM	8/16/2018	
Abernathy, Tasha	CLASS	LOVE	Teacher Assist	ADD	Sub Bus Driver	LOVE	8/27/2018	
Bowman, Sheri	CLASS	NB/LCS	CN Assist/Sub Bus Driver	NEW	CN Manager	GEM	10/4/2018	
Burns, Reba	CLASS	NLH	CN Assist (4.75 hrs. per day)/ Bus Driver (2.9 hrs. per day)	NEW	CN Assist (4.6 hrs. per day)/ Bus Driver (3.4 hrs. per day)	NLH	8/16/2018	
Conley, Steven	CLASS	NLM	Custodian/Bus Driver	ADD	Activity Bus Driver	NLM	9/17/2018	
Warlick, Michael	CERT	NLM/LCS	Teacher Health/PE)/AD/Men's/Women's Assist Coach (Wrestling)Sub Bus Driver/ Activity Bus Driver	ADD	Men's Assist Coach (Football)	NLM	9/14/2018	12/13/2018
Smith, Julie	CLASS	SJ/LCS	Teacher Assist/Sub Bus Driver	NEW	Office Support III: Powerschool Data Mgr	ELH	10/1/2018	
Morris Jr., William	CLASS	TRANSP	Sub Bus Driver/Activity Bus Driver	ADD	Bus Driver (4.4 hrs. per day)	LH	8/27/2018	
Kope, Debbie	CLASS	TRANSP	Bus Driver- EC (22.5 hr/wk)/Sub Bus Driver	NEW	Bus Driver- EC (16 hr/wk)/Sub Bus Driver	TRANSP	8/27/2018	
Wood, April	CLASS	UN	CN Assist/ Bus Driver (AM Route)	ADD	Bus Driver (PM Route)	UN	9/17/2018	
Jarrell, Dora	CLASS	WLH	CN Assist (5 hr/day)/Bus Driver (2.25 hr/day)	NEW	CN Assist (4.75 hr/day)/Bus Driver (3.25 hr/day)	WLH	8/16/2018	
Farmer, Jayme	CLASS	WLH	Teacher (EC)(Occupational Course)	ADD	Homebound Teacher	WLH	8/27/2018	6/7/2019
Hickman, Joan	CLASS	WLM	Bus Driver	ADD	CN Assist	LM	9/21/2018	
Cooke, Mia	CLASS	WLM	Teacher (6) (Math/Sci)/Bus Athletic Events	ADD	Sub Bus Driver	WLM	8/16/2018	

SUBSTITUTES:

NAME	SUBSTITUTE TYPE (Teacher; CN; Bus)
Coco, Jannette	Teacher
Faulkenberry, Ashley	Teacher
Prorock, Mitzi	Teacher
Pruitt, Dana	Teacher
Ross Jr., Forest	Teacher

NON-CONTINUING (Information Only):

NAME	CERT/ CLASS	SCHOOL	POSITION	EFFECTIVE DATE	REASON
Catoe, Gina	CLASS	ELM	CIS Afterschool Care Site Coordinator	9/12/2018	Resigned
Mumola, Patricia	CLASS	ELM	CIS Afterschool Care Assist	10/11/2018	Resigned
Simmons, Dana	CLASS	GEM	CN Manager	10/3/2018	Resigned
Hickman, Joan	CLASS	LM	CN Assist	9/28/2018	Resigned
Reeves, Sunny	CLASS	NLH	Office Support I: Guidance Secretary	9/21/2018	Resigned
Jarrett, James Robert	CLASS	NSC	Head Custodian	10/5/2018	Resigned
Sossamon, Tammy	CLASS	PCP	CN Assist	1/1/2019	Retired
Shaw, Sherri	CERT	SJ	Teacher (4)	1/1/2019	Retired
Wyant, Brandi	CERT	WLH	Guidance Counselor	10/31/2018	Resigned

LEAVE OF ABSENCE (Information Only):

NAME	DATES/FROM-TO
Bailey, Cynthia	9/17/2018-12/7/2018
Boyles, Rebecca Bess	10/1/2018-11/18/2018
Dean, Tonya	9/10/2018-TBD
Detter, Hannah	8/29/2018-11/27/2018
Gudger, Monica	10/9/2018-10/30/2018
McCall, Robert	9/10/2018-TBD
Santos, Jennifer	10/11/2018-11/26/2018
Thompson, Hannah Eileen Ross	9/11/2018-11/19/2018