

**RANDOLPH COUNTY BOARD OF EDUCATION**  
**Regular Monthly Session**

**Monday, September 16, 2013**  
**Minutes**

The Randolph County Board of Education met in a regular monthly session on Monday, September 16, 2013 at 6:30 p.m. in the auditorium of Eastern Randolph High School. Board Members in attendance were as follows: Tommy McDonald, Board Chair, Emily Coltrane, Vice Chair, Tracy Boyles, Gary Cook, Todd Cutler, Matthew Lambeth, and Gary Mason. Also present were Superintendent, Stephen Gainey, leadership team, and Jill Wilson, Board Attorney.

**Open Session**

**Call to Order**

Board Chairman, T. McDonald called the meeting to order at 6:35 p.m.

**Moment of Silence**

The Board observed a moment of silence before beginning the meeting.

**Pledge of Allegiance**

The Board Chairman led the Pledge of Allegiance.

**Comments by Board Chair, Board Members, and Superintendent**

Mr. McDonald, Board Chair, spoke of his appreciation and support of the "Success by Six" program at Randleman Elementary School. He discussed his involvement with the program and getting to see firsthand the impact it has on the children.

Mr. Cutler gave delivered comments on the touching remembrance program held on 9/11 at Grays Chapel Elementary School. He thanked the crisis team and central services personnel for their professionalism and assistance during a recent loss at Trinity Elementary School.

Mr. Boyles thanked the staff for their hard work and efforts in hiring new administrators. He thanked Mr. Trotter and the operations division employees for their hard work of maintaining the school facilities.

Mr. Cook thanked the staff and superintendent for all their hard work and team effort. Mr. Cook also highlighted the Communities In Schools (CIS) program.

Mr. Lambeth stated he was proud of the school system, the level of leadership from the central staff, and commended Dr. Gainey for his leadership.

Mr. Mason shared he was glad to see the Board of Education meeting at Eastern Randolph High School, as well as other meetings being scheduled across the county this school year. He expressed his excitement to work in the people business, and taking care of the children of Randolph County. Mr. Mason also thanked the RCSS leadership.

Ms. Coltrane, Vice-Chair, spoke of the positives regarding the meet and greet of staff members, and the direction that RCSS is moving.

Superintendent, Stephen Gainey, spoke of the opportunity he had to attend the meetings of the operations staff including maintenance, transportation, and bus drivers. He shared his appreciation of the job these unsung heroes do for RCSS each day. Reported on day one of the school year there were 17,778 students and 18,159 students as of Friday, September 13. On August 28, 2013 Dr. Gainey had the pleasure of attending a breakfast hosted by Farm Bureau and shared their desire to increase their partnership with our school system. Dr. Gainey had the opportunity to speak to the Leadership Randolph group at the Randolph Early College High School, and on September 10, 2013 the leadership team made a visit to Randleman Elementary and surprised Ms. Laurie Sypole, who was named as the 2013-2014 RCSS Principal of the Year. He spoke of a special event he attended on 9/11 at ERHS and commended the students, staff, and those who were a part of this remembrance. Recently, he attended a meeting with the Archdale-

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Trinity Tax Council and looks forward to working with this group of leaders. Dr. Gainey thanked the board, community, and staff members for the welcome to Randolph County and the reception held for his family on September 10, 2013.

**Approval of Minutes**

M. Lambeth made a motion seconded by T. Boyles to approve the minutes of the August 20, 2013 work session and regular monthly session as presented. Motion carried: 7-0.

**Public Comments (G.S. 115C-51)**

Mr. Robert Jessie spoke to the board to express his concerns regarding the safety issues of mobile unit classrooms.

**Recognitions**

1. STAR<sup>3</sup> students--- Brennen Todd – 5<sup>th</sup> grade student at Coleridge Elementary School; Nocona Anderson – 4<sup>th</sup> grade student at Franklinville Elementary School; Katie Adams – 5<sup>th</sup> grade student at Grays Chapel Elementary School; Alyssa Beasley – 4<sup>th</sup> grade student at Liberty Elementary School; N’Jaya Swarigen – 5<sup>th</sup> grade student at Ramseur Elementary School; Marcos Benitez Blanco – 8<sup>th</sup> grade student at Northeastern Randolph Middle School ; Eblin Chavarria – 8<sup>th</sup> grade student at Southeastern Randolph Middle School; Morgan Staley – Senior at Eastern Randolph High School; Wendy Hall – Senior at Providence Grove High School; Monica Serfin – Senior at Randolph Early College High School.
2. State Board of Education high school student advisor---Shykeim Williams – 11<sup>th</sup> grade student at Randleman High School.
3. 2013-2014 Randolph County School System’s Principal of the Year---Laurie Sypole, Principal at Randleman Elementary School.

**Adoption of Agenda**

The superintendent requested to add to the action items under Superintendent’s Office/Board of Education item #4 High School Math Grant. E. Coltrane made a motion seconded by G. Mason to approve the request of the additional item as requested. Motion passed unanimously.

**Consent Items**

G. Mason made a motion seconded by M. Lambeth to approve the consent items. Motion carried: 7-0. The consent items as approved by the Board of Education are as follows:

Curriculum and Instruction

1. Board Policy 3430 - School Improvement Plan (Second Reading)
2. Board Policy 3000 - Goals and Objectives of the Educational Program (Second Reading)
3. Board Policy 3100 - Curriculum Development (Second Reading)
4. Board Policy 3115 - Curriculum and Instructional Guide (Second Reading)
5. Board Policy 3120 - Lesson Planning (Second Reading)
6. Board Policy 3510 - Religion Based Exemption from School Programs (Second Reading)
7. Board Policy 1310/4002 - Parental Involvement (Second Reading)
8. Board Policy 3420 - Student Promotion and Accountability (Second Reading)
9. Board Policy 3460 - Graduation Requirements (Second Reading)
10. Board Policy 3225/4312/7320 - Technology Responsible Use (Second Reading)
11. Board Policy 5210 - Distribution of Non-School Materials (Second Reading)

Finance and Budget

1. Budget amendments
  - a. Budget amendment #1
  - b. Budget amendment #2

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Human Resources

1. Update qualified observers list

Operations

1. Board Policy 4400 – Attendance (Second Reading)

**Action Items**

Superintendent's Office/Board of Education

1. Approval of "Path to Pride"----G. Mason made a motion seconded by E. Coltrane to approve the "Path to Pride" Strategic Plan for the 2013-2014 school year as presented by the superintendent. Motion carried: 7-0.
2. Approval of revisions to school system's mission statement---The superintendent presented for the board's approval revisions to the school system's mission statement. M. Lambeth made a motion seconded by T. Boyles to approve the revisions to the mission statement as presented. Motion carried: 7-0.
3. Approval of revisions to school system's vision statement---The superintendent presented for the board's approval revisions to the school system's vision statement. T. Boyles made a motion seconded by T. Cutler to approve the revisions as presented. Motion carried: 7-0.
4. Additional consent agenda item ---high school math grant

Dr. Gainey presented an opportunity to the board to be the agent for a high school math grant of \$1.5 over 3 years in the east, west, and central regions with 40 teachers per cohort. He stated the grant is a partnership with surrounding systems and would be a quality situation for the school system. Grant dollars would be available to fund a part-time position to handle the finances of the grant. Additional information could be brought to the board for review. The superintendent expressed the need for RCSS to show their intent. After review and discussion, E. Coltrane made a motion seconded by T. Boyles to approve the high school math grant as presented. The motion carried unanimously.

Curriculum and Instruction

1. Recommendation to address parent complaint about the book entitled Invisible Man by Ralph Ellison

Catherine Berry, Assistant Superintendent of Curriculum and Instruction, shared this was the conclusion of the book review brought before the board. The board questioned if this particular book was an assignment. Ms. Berry stated it is on the summer assignment list and on the supplemental book list along with other book options. After review and discussion, the board chairman called for a motion to leave the book presented on the selected reading list. T. Cutler made the motion seconded by E. Coltrane. Motion failed: 2-5. M. Lambeth then made a motion seconded by G. Mason to remove the book title as presented from all Randolph County School System's libraries. Motion carried: 5-2.

Human Resources

Cathy Brady, Assistant Superintendent of Human Resources, reviewed each of the following revised policies for first reading referencing the NCSBA requested changes. After review T. Cutler made a motion seconded by G. Mason to approve the first revised reading of the policies as presented. Motion carried unanimously.

1. Board Policy 1750/7220 – Grievance Procedure for Employees (First Reading)
2. Board Policy 7100 – Recruitment and Selection of Personnel (First Reading)
3. Board Policy 7120 – Employee Health Certificate (First Reading)
4. Board Policy 7130 – Licensure (First Reading)
5. Board Policy 7240 – Drug-Free and Alcohol-Free Workplace (First Reading)

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6. Board Policy 7430 – Substitute Teachers (First Reading)
7. Board Policy 7510 – Leave (First Reading)
8. Board Policy 7520 – Family and Medical Leave (FMLA) (First Reading)
9. Board Policy 7810 – Evaluation of Licensed Employees (First Reading)

**Closed Session**

E. Coltrane made a motion seconded by M. Lambeth that the Randolph County Board of Education enter into closed session to preserve the attorney client privilege and to discuss confidential personnel matters protected by state law as provided in North Carolina General Statute 115C-319 et. seq.

**The Board returned to open session.**

Human Resources

1. Action items

M. Lambeth made a motion seconded by G. Cook to approve the certified and classified personnel reports as presented. Motion carried: 7-0. The personnel reports as approved by the board are as follows:

**Certified Personnel Report**

<b>Name</b>	<b>Position</b>	<b>Work Location</b>	<b>Date Effective</b>
<b><u>Employment</u></b>			
Lynn Simpson	Math Lab Tutor	Archdale	08/29/13-06/06/14
June Hysell	Cross Cat Teacher	ATMS	08/15/13
Carmelina Almanzar	Interim Social Studies Teacher	ATMS	08/20/13-06/11/14
Austin Davis	PE/Health Teacher	ATMS	08/22/13
Wendy Copelan	AIG Program Specialist	Central Office	09/16/13
Mary Justice	30% Speech Pathologist	Central Office	08/16/13
Melissa Tatum	EC Program Facilitator	Central Office	TBD
Angela Kelly	Kindergarten Teacher	Coleridge	08/26/13
Clint Pugh	Intervention Center	ERHS	08/15/13
Cindy Teague	EC LD Teacher (Substitute Pending License Requirements)	ERHS	08/23/13
Michael Williams	JROTC Teacher	ERHS	09/09/13
Jennifer Collier	Kindergarten Teacher	Franklinville	08/22/13
Martha Jane Embree	50% Reading Specialist	Franklinville	09/03/13
Mandie Robbins	Kindergarten Teacher	Grays Chapel	08/22/13
Linda Foushee	Music Enrichment	Hopewell	09/13/13-05/30/14
Christy Weist	Remediation Tutor	Hopewell	09/09/13-06/11/14
Renee Pollock	Remediation Tutor	Hopewell	09/09/13-06/11/14
Alison Hargett	EC Resource Teacher	Lawrence	08/28/13
Judy Freeman	Substitute for School Counselor	NERMS	09/06/13-TBD
Christopher Pegram	Math Teacher	NERMS	08/26/13
Michele Thompson	French Teacher	PGHS	09/26/13

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Laura Hasenauer	Grade 2 Teacher	Ramseur	08/29/13
Sara Kathy Posey	Interim EC SED Teacher	Ramseur	08/23/13-09/27/13
Allison Key	Substitute for Kindergarten	Ramseur	08/24/13-11/11/13
Sarah Detwiler	Kindergarten Teacher	RES	08/19/13
Shelley Johnson	Grade 1 Teacher	RES	08/19/13
Kayla Hill	Grade 1 Teacher	RES	08/20/13
Jamie Powell	ESL	RES	09/03/13
Kris LeRoy	EC LD Teacher (Substitute Pending License Requirements)	RHS	08/23/13
Martin Collinson	Science Teacher	RHS	08/23/13-01/21/14
Amy Brewer	Grade 4 Teacher	Seagrove	08/16/13
Ashley Caudle	Grade 4 Teacher	Seagrove	08/16/13
Jackson Brown	Math Teacher	SERMS	08/16/13
Susan Goins	EC Resource Teacher	Southmont	08/26/13-TBD
Joy Sudduth	EC Resource Teacher	SWRHS	08/22/13
Michele Futrell	50% Social Worker	SWRHS/Tabernacle	08/19/13
Jessica Servis	Interim EC Resource Teacher	Tabernacle	08/15/13
Harmonee Klein	EC Functional Skills Teacher	Tabernacle	08/19/13
Karen Rice	Grade 2 Teacher	TES	08/23/13
Domonique Patrick	EC Resource Teacher	TES	08/26/13
Michael Barnes	Science	WHS	09/03/13

**Transfer**

Patricia Nance	PE Teacher	ATMS to Grays Chapel	08/15/13
Morgan Sarine	LD Resource to Cross Cat	Hopewell	09/09/13
Sara Presnell	Pre-K Teacher	Liberty to Trindale	08/15/13
Alisa Hicks	Math to Business Teacher	NERMS	08/15/13
Sheila McClure	ESL Interim to Permanent ESL	RES	08/15/13

**Resignation**

Adams Jones	Social Studies Teacher	ATMS	08/20/13
Nicole Bellemore	EC Resource Teacher	ATMS	08/15/13
David McKenney	PE Teacher	Grays Chapel	08/15/13
Richard Austin	School Counselor	NERMS	08/20/13
Jennifer Davis	Grade 1 Teacher	RES	08/20/13
Catherine Hammond	Science Teacher	RHS	08/22/13

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Kris LeRoy	EC LD Teacher (Substitute Pending License Requirements)	RHS	08/26/13
Christopher Hubbard	Science Teacher	SWRMS	08/26/13
Deborah Holliday	EC Functional Skills Teacher	SWRMS	09/20/2013
Charlene Marsh	Science Teacher	WHS	08/30/13

**Other**

Jason Oliver	PE Teacher	RES	08/15/13-TBD
Amy Howard	Math Teacher	THS	08/28/13-TBD
Lauren OBrien	Social Studies Teacher	RMS	10/14/13-12/13/13
Heather Ellison	Speech Pathologist	Trindale	10/07/13-10/30/13
Margaret Ellen Jones	Science Teacher	ERHS	09/01/13-05/21/14

**Classified Personnel Report**

<b>Name</b>	<b>Position</b>	<b>Work Location</b>	<b>Date Effective</b>
Employment			
Tina Browning	Bus Driver	ATMS	08/26/13
Wanda Curd	CN Assistant Rotating	ATMS	08/21/13
Katelyn Kidd	Teacher Assistant EC	Coleridge	08/30/13
Deborah Hardison	Teacher Assistant	Farmer	08/26/13
Kelly Craven	Teacher Assistant/ BD	Franklinville	09/03/13
Haleigh Moore	ASC Assistant	Hopewell	08/26/13
Brandy Coggins	Teacher Assistant	Hopewell	08/15/13
Donna Stevenson	ASC Assistant	Lawrence	08/26/13
James Wilson	Custodian	Level Cross	09/01/13
Kimberly Justus	CN Assistant Rotating	Liberty	08/19/13
Natasha Hamlet	ASC Director	Liberty	08/26/13
Larry Lambert	Custodian	NERMS	08/19/13
Jerry Puckett	CN Assistant	New Market	08/26/13
Pamela Maness	CN Assistant Rotating	New Market	09/11/13
Margery Maness	CN Assistant	PGHS	08/21/13
Pamela Bledsoe	Custodian	PGHS	08/22/13
Christie Clark	Testing Coordinator/Sub Teacher	PGHS	08/21/13
Gary Burton	Custodian	PGHS	08/19/13
Gregory King	ISS Coordinator	PGHS	08/26/13
Bridgeman Johnson	TA EC Direct Support	Ramseur	08/26/13

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Kristina Gurgainus	Teacher Assistant	Ramseur	08/26/13
Douglas Griffith	Teacher Assistant EC	Ramseur	08/27/13
Krystin Boling	Bus Driver	Randleman Elementary	08/26/13
Rejeana Swaim	Teacher Assistant Communities in Schools	Randleman Elementary	09/03/13
Lina Clausel	Coordinator	Randleman Middle	08/19/13
Brittany Parker	Teacher Assistant	Seagrove	08/19/13
Corey Saunders	Teacher Assistant	Seagrove	08/22/13
Donnie McNeill	Teacher Assistant	Seagrove	09/03/13
Jennifer Bales	CN Assistant	SERMS	08/21/13
Christie Steed	CN Assistant	SERMS	08/26/13
Ethan Marsh	Intervention Center Assistant	SWRHS	08/26/13-06/11/14
Jennifer Allison	TA PreK EC	Tabernacle	08/15/13
Stephanie Scarboro	Teacher Assistant	Tabernacle	08/26/13
Julie Diehl	Teacher Assistant	Tabernacle	08/26/13
Patricia Hill	Teacher Assistant	Tabernacle	08/23/13
Karen Schilly	ASC Assistant	Trinity Elementary	08/26/13
Kristy Aguilar	Teacher Assistant	Trinity Elementary	09/03/13
Taylor Ridge	Custodian	Trinity Elementary	09/06/13
Nathan Sink	Intervention Center Assistant	Trinity High	08/15/13

**Temp Employment**

Lucia Slone	Tutor	Braxton	08/26/13
Lucia Slone	Tutor	Hopewell	08/26/13
Carrie Loy	Teacher Assistant	Ramseur	08/27/13-12/06/13
Paige Crotts	Freshman Transition Presenter	Trinity High	8/6/13-8/7/13
Sharon Hodges	Freshman Transition Guide	Trinity High	8/6/13-8/7/13
Sheila White	Freshman Transition Presenter	Trinity High	8/6/13-8/7/13

**Reinstatement**

Amy Baynard	General Office Assistant	Hopewell	08/19/13
Rebecca Spencer	Teacher Assistant EC	Wheatmore	08/22/13

**Transfer**

Connie Haynes	TA/BD to Teacher Assistant	Franklinville to Seagrove	09/03/13
Susan Daniel	TA PreK EC	Liberty to Ramseur	08/15/13
Melody Hartwell	Custodian to Custodian/BD	NERMS	09/01/13
Lisa Peeler	GOA to Teacher Assistant/GOA	New Market	08/15/13
Lorrie Gaster	Teacher Assistant to TA EC	Randleman Elementary	08/26/13

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Cathy Escutia	CN/BD to CN Assistant	Randleman High	08/21/13
Temple Weiss	Teacher Assistant EC Custodian/BD to Child	RMS to Randleman High	08/26/13
Kristin Thomas	Nutrition/BD	SERMS	08/26/13
Mark Hinshaw	CN Assistant to CN/BD	Southmont	08/26/13
Donna Allred	EC Bus Monitor to EC Bus Driver	Transportation	08/23/13
Jerry Davis	Custodian	Trinity High	08/26/13

**Change of Service**

Julie Hurley	Crisis Intervention Asst (9 mo to 10 mo)	Central Office	08/15/13
Linda Hohn	Receptionist (4 hrs to 5 hrs)	Trindale	08/26/13
Sibylle Jarrett	Teacher Assistant (100% to 94%)	Trindale	08/15/13
Carol Thompson	Teacher Assistant (5 hrs to 4 hrs)	Trindale	08/26/13
Penny Bryan	Receptionist (5 hrs to 8 hrs)	Trinity Elementary	08/15/13
James Luetjen	Custodian (6 hrs to 8 hrs)	Wheatmore	09/01/13

**Other**

Martha Lambeth	CN Assistant	Braxton	08/21/13
Cynthia Hill	Child Nutrition/BD	New Market	09/03/13
Kimberly Skeen	Child Nutrition/BD	Uwharrie	08/21/13
Delores Brown	General Office Assistant	Randleman High	09/11/13

**Resignation**

Tracy Jones	Custodian	Archdale	08/20/13
William McCoy, Jr	Custodian	Archdale	08/14/13
Carol Johnson	Custodian/BD	Braxton	09/06/13
Kristie Church	CN Assistant Manager	Farmer	08/16/13
Charlotte Herman	Teacher Assistant	Ramseur	08/15/13
Sandra Rose	Teacher Assistant	Randleman Middle	08/26/13
Letha Crisp	Teacher Assistant	Southmont	08/30/13
Reggie Lassiter	Intervention Center Assistant	SWRHS	08/14/13
Sarah Busmire	ASC Assistant	Tabernacle	08/16/13
Sharon Honeycutt	EC Bus Driver	Transportation	08/19/13
Melissa Gregory	CN Manager	Trinity High	06/10/13
Michael Baynes	Custodian	Trinity High	08/27/13



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**Position Eliminated**

Teresa Walker	Teacher Assistant	Farmer	06/10/13
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**Termination**

Caitlin Kirk	ASC Assistant	Trinity Elementary	06/14/13
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**Retirement**

Cathy Freeman	Media Assistant	Wheatmore	09/01/13
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**Substitute Teachers**

<b>Name</b>	<b>Grades</b>	<b>Schools</b>	<b>Pay Level</b>
Julie Auler	K-5	Randleman Area	Non Certified
Joshua Bowers	6-8	RMS/NERMS	Non Certified
Melissa Bradley	K-12	Randleman Area	Non Certified
Anissa Brewer	6-8	SWRMS	Non Certified
Cynthia Clodfelter	9-12	AT Area	Certified
Caylea Craven	K-12	Eastern Area	Non Certified
Crandall Ellison	K-5	Eastern Area	Non Certified
Teresa Humphreys	K-2	GC/Franklinville	Non Certified
Cathy Jones	K-12	Southwestern Area	Certified
Marion Laughlin	K-12	Eastern area	Non Certified
Steve Morgan	9-12	ERHS	Certified
Olivia Poole	K-5	Coleridge	Non Certified
Kathy Shackelford	K-3	Lawrence	Non Certified
Dawn Stutts	K-5	Southmont	Certified

**Adjournment**

T. Boyles made a motion to adjourn seconded by G. Mason. Motion carried: 7-0. The meeting adjourned at 7:50 p.m.

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Board Chair

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Board Secretary