

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

**Monday, February 15, 2016**  
**Minutes**

The Randolph County Board of Education met for their regular monthly meeting on Monday, February 15, 2016 at 6:30 p.m. in the Central Services Boardroom at the 2222 S. Fayetteville Street Office in Asheboro. Board Members in attendance were as follows: Todd Cutler (Board Chair), Gary Cook (Vice Chair), Tracy Boyles, Brian Biggs, Fred Burgess, Emily T. Coltrane, and Matthew Lambeth. Also present, Dr. Stephen Gainey, Superintendent, Leadership Team members, and Jill Wilson, Board Attorney.

**Call to Order**

Board Chairman Todd Cutler called the meeting to order at 6:30 p.m. and welcomed those in attendance.

**Moment of Silence**

The board observed a moment of silence.

**Pledge of Allegiance**

The pledge of allegiance was led by the Board of Education members.

**Comments by Superintendent**

1. January 21 – First year teachers meeting
2. January 21 – Attended the “Dr. George Kearns Society” reception where Grays Chapel Elementary received a grant for \$10,000 to install a 1/6-mile asphalt track and Franklinville Elementary received \$1,948.27 to purchase heart monitors for use in physical education classes. These grants were awarded to these schools by the Randolph Hospital Community Health Foundation.
3. Congratulations went to Southwestern Randolph Middle on winning the middle school wrestling tournament on January 30.
4. Congratulations went to Uwharrie Middle girls’ basketball team and the Archdale-Trinity Middle boys’ basketball team for winning the middle school basketball tournaments.
5. Congratulations went to Hannah Meyer, a 7<sup>th</sup> grade student at Archdale-Trinity Middle, on winning the 2016 Randolph County School System Spelling Bee for the second consecutive year.
6. February 24 – Attended an awards ceremony in Pinehurst where Hopewell Elementary was one of four NCASCD Lighthouse School award recipients in North Carolina. Congratulations went to principal of Hopewell Elementary, Sharon Harper and the Hopewell staff.
7. February 11 – Attended a winter concert at Seagrove Elementary. Congratulations went to music teacher, Ms. Sidden, and the students.
8. February 12 – Attended a “Way to Grow” event for 3<sup>rd</sup> graders at Hopewell Elementary.
9. Agriculture teachers, Nathan Beasley at Eastern Randolph High, Amy Kidd at Providence Grove High, and Caroline Sheffield at Trinity High were congratulated on receiving a North Carolina Tobacco Trust Fund grant.

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**Approval of Minutes**

Gary Cook made a motion and the motion was seconded by Tracy Boyles to approve the minutes for the meeting held on January 11, 2016. Motion passed unanimously.

**Recognitions**

Recognitions for February 15 will be rescheduled for the March and April Board of Education meetings.

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

There were no public comments.

**Adoption of Agenda**

Gary Cook made a motion and the motion was seconded by Matthew Lambeth to adopt the agenda as presented. Motion passed unanimously.

**Information Items**

*Finance and Budget*

1. Audit report for 2014-2015

Todd Lowe, Finance Officer, introduced Steve Hackett, representing Maxton McDowell's CPA firm. Mr. Hackett presented the results for the 2014-2015 school year. After a review of the audit, the Randolph County Board of Education complied in all material respects, with the requirements referred to that are applicable to each of its major federal programs for the year ending June 30, 2015.

**Consent Items**

Matthew Lambeth made a motion; motion was seconded by Brian Biggs to approve the consent items as presented. Motion passed unanimously. The consent items approved are as follows:

*Superintendent's Office/Board of Education*

1. Approved recommendation to revise Board Policy 1010-Board Authority and Duties (First Reading)
2. Approved recommendation to revise Board Policy 1100-Governing Principles (First Reading)
3. Approved recommendation to revise Board Policy 1510/4200/7270-School Safety (First Reading)
4. Approved recommendation to revise Board Policy 1610/7800-Professional and Staff Development (First Reading)
5. Approved recommendation to revise Board Policy 1720/4015/7225-Discrimination, Harassment, and Bullying Complaint Procedure (First Reading)
6. Approved recommendation to revise Board Policy 1742/5060-Responding to Complaints (First Reading)
7. Approved recommendation to revise Board Policy 1750/7220-Grievance Procedure for Employees (First Reading)

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8. Approved recommendation to revise Board Policy 4000-Focus on Students (First Reading)
9. Approved recommendation to adopt Board Policy 7560-Permitted Salary Deductions for Absences and Discipline of Exempt Employees (First Reading)
10. Approved recommendation to revise Board Policy 7820-Personnel Files (Second Reading)
11. Approved recommendation to revise Board Policy 7920-Professional Personnel Reduction in Force (Second Reading)

Finance and Budget

1. Approved budget amendment #4

Operations

1. Approved declaration of surplus property

**Action Items**

Superintendent's Office/Board of Education

1. National School Boards Association (NSBA) Conference

There was discussion among the board members regarding guidelines for attending conferences.

Curriculum and Instruction

1. Summer 2016 reading camp fee and applications for proficient students  
Catherine Berry, Assistant Superintendent for Curriculum and Instruction, presented the Summer 2016 reading camp fee and applications. After review, Tracy Boyles made a motion to approve the 2016 reading camp fee and applications as presented; motion was seconded by Brian Biggs. Motion passed unanimously.
2. Randolph County School System School Improvement Plans for low-performing schools  
Catherine Berry, Assistant Superintendent for Curriculum and Instruction, presented the School Improvement Plans for the low-performing schools. After review, Brian Biggs made a motion; motion was seconded by Gary Cook to approve the plans as presented. Motion passed unanimously.
3. Final plans for improvement for low-performing schools  
Catherine Berry, Assistant Superintendent for Curriculum and Instruction, presented the final plans for improvement for low-performing schools. After review, Emily T. Coltrane made a motion; motion was seconded by Gary Cook to approve the final plans as presented. Motion passed unanimously.
4. North Carolina New Schools contract for Southeastern Randolph Middle School  
Ms. Berry shared how the Randolph County School System is currently in a partnership with North Carolina New Schools. The existing agreement is in support of the Randolph Early College High School. The agreement presented is a separate proposal that outlines a program of service for

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Southeastern Randolph Middle School which supports teaching and learning. The service agreement for 2015-2016 was also presented for review. After review, Tracy Boyles made a motion to approve the agreement as presented; motion was seconded by Brian Biggs. Motion passed unanimously.

Operations

1. Recommendation to approve the 2016-2017 school calendar for Randolph Early College High School

Marty Trotter, Assistant Superintendent for Operations, presented the 2016-2017 school calendar for the Randolph Early College High School. After review, Brian Biggs made a motion; motion was seconded by Fred Burgess. Motion passed unanimously.

2. Recommendation to approve the 2017-2018 calendar (Second Reading)

Marty Trotter presented the second reading for the 2017-2018 calendar. The calendar was posted for 45 days for the public to review and the calendar committee also met for a final review. After discussion, Brian Biggs made a motion to approve the 2017-2018 calendar recommendation; motion was seconded by Gary Cook. Motion passed unanimously.

**Closed Session**

Gary Cook made a motion to 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 §143.318.11. Brian Biggs seconded the motion and the motion passed unanimously.

**Return to Open Session**

The board returned to open session at 8:22 p.m.

Human Resources

1. Action items

Certified Personnel Report

Tracy Boyles made a motion and the motion was seconded by Fred Burgess to approve the certified personnel report as presented. The motion passed unanimously. The following is the certified personnel report approved by the Board of Education:

| <b>Name</b>              | <b>Position</b>       | <b>Work Location</b> | <b>Date Effective</b> |
|--------------------------|-----------------------|----------------------|-----------------------|
| <b><u>Employment</u></b> |                       |                      |                       |
| Dylan Brown              | PE/Health Teacher     | ERHS                 | 02/18/16              |
| Brian Smith              | CTE - Masonry Teacher | ERHS                 | 02/15/16              |
| KyLynn Slimmer           | Grade 2 Teacher       | Franklinville        | 02/01/16              |

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|------------------|---------------------|-----------|----------|
| Patrick Merrill  | Grade 5 Teacher     | Liberty   | 01/14/16 |
| Sheila Brown     | Grade 2 Teacher     | RES       | 02/05/16 |
| April Dyles      | Grade 2 Teacher     | RES       | 01/19/16 |
| Carla Hulin      | EC Resource Teacher | SWRHS     | 03/11/16 |
| Natalie Picazo   | ESL Teacher         | SWRMS/UMS | 01/19/16 |
| Morganne Kirkman | EC Resource Teacher | SWRMS     | 02/25/16 |

**Temporary**  
**Employment**

|                    |                                |              |                   |
|--------------------|--------------------------------|--------------|-------------------|
| Lisa Wilson        | Substitute for Grade 4 Teacher | Archdale     | 01/07/16-03/21/16 |
| Robert Vinson      | 69% Interventionist            | ATMS         | 02/01/16-06/07/16 |
| Gaye Sartin        | 50% Interventionist            | Braxton      | 01/21/16-06/07/16 |
| Linda Hornaday     | 50% Interventionist            | Braxton      | 01/21/16-06/07/16 |
| Susan Stevenson    | Remediation Tutor              | Coleridge    | 02/08/16-04/20/16 |
| Angela Hawks       | 50% Interventionist            | ERHS         | 01/19/16-06/07/16 |
| Robin Hussey       | 50% Interventionist            | Farmer       | 01/21/16-06/07/16 |
| Robin Adams        | 50% Interventionist            | Farmer       | 01/21/16-06/07/16 |
| Rhonda Ratcliffe   | Remediation Tutor              | Farmer       | 01/16/16-06/09/16 |
| Kim Cassell        | Interventionist                | Grays Chapel | 01/21/16-06/07/16 |
| Sue Shumaker       | Remediation Tutor              | Level Cross  | 02/03/16-04/28/16 |
| Gail Deal          | Remediation Tutor              | Liberty      | 02/08/16-06/07/16 |
| Wendy Gooch        | Interventionist                | Liberty      | 02/04/16-06/07/16 |
| Tabitha Judson     | Remediation Tutor              | Liberty      | 01/25/16-05/15/16 |
| Christine Smith    | Remediation Tutor              | Liberty      | 01/25/16-05/15/16 |
| Wendy McMillion    | Substitute for Grade 4 Teacher | New Market   | 02/04/16-04/01/16 |
| David Brown        | 70% Interventionist            | NERMS        | 01/21/16-06/07/16 |
| Brian Shaffer      | Interventionist                | RES          | 01/21/16-06/07/16 |
|                    | Substitute for CTE Health      |              |                   |
| Katherine Brown    | Sciences Teacher               | RHS          | 01/21/16-03/08/16 |
| Elton Caviness     | 25% Chemistry Teacher          | RHS          | 01/20/16-06/09/16 |
| Gail Williamson    | 50% English Teacher            | RHS          | 01/21/16-06/09/16 |
| Shelly Kivett      | 50% Math Teacher               | SERMS        | 01/20/16-06/09/16 |
| Patricia Underwood | 50% Math Teacher               | SERMS        | 01/20/16-06/09/16 |
| Kathryn Sumner     | 50% English Teacher            | WHS          | 01/21/16-06/09/16 |

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**Additional Employment**

|                |                     |             |                   |
|----------------|---------------------|-------------|-------------------|
| Addie Sotherly | 50% Interventionist | Level Cross | 02/02/16-06/07/16 |
| Jodie Allmon   | 50% Interventionist | Ramseur     | 01/28/16-06/07/16 |

**Transfer**

|                  |  |              |                   |
|------------------|--|--------------|-------------------|
| Jessica Canty    | Sub pay to teacher pay<br>Intervention Assistant to Social Studies | ERHS         | 12/12/15          |
| Ethan Haithcox   | Teacher  | ERHS         | 02/02/16          |
| Max Weiss        | Sub pay to teacher pay   | Grays Chapel | 12/15/15          |
| Amy Austin       | Tutor to 50% Interventionist                                       | Level Cross  | 02/02/16-06/07/16 |
| Nicholl Hicks    | Grade 5 Teacher to PreK Teacher                                    | Liberty      | 01/14/16          |
| Ty Norwood       | Sub pay to teacher pay   | NERMS        | 12/14/15          |
| Deborah Hardison | Teacher Assistant to Grade 5 Teacher                               | Southmont    | 01/19/16          |
| Morgan McLean    | Sub pay to teacher pay   | SWRMS        | 12/14/15          |
| Shirley Simpson  | Tutor to 74% Reading Specialist                                    | Tabernacle   | 02/06/16-06/09/16 |
| Heidi Varner     | 50% English to 100% Social Studies                                 | WHS          | 01/21/16          |

**Resignation**

|                      |                               |               |          |
|----------------------|-------------------------------|---------------|----------|
| Wade Chris Culberson | CTE - Masonry Teacher         | ERHS          | 01/15/16 |
| Akilah West          | CTE - Health Sciences Teacher | ERHS          | 12/31/15 |
| Katelyn Hursh        | Grade 4 Teacher               | Franklinville | 03/31/16 |
| Tamara Rau           | Grade 4/5 Teacher             | Franklinville | 06/09/16 |
| Brittany Frow        | EC Cross Cat Teacher          | Hopewell      | 02/12/16 |
| Jackson Brown        | Math Teacher                  | SERMS         | 02/12/16 |
| Allison Wylie        | EC Resource Teacher           | Tabernacle    | 02/19/16 |

**Retirement**

|                |                     |       |          |
|----------------|---------------------|-------|----------|
| Deborah Hester | EC Resource Teacher | SWRHS | 02/01/16 |
|----------------|---------------------|-------|----------|

**Classified Personnel Report**

Emily Coltrane made a motion and the motion was seconded by Matthew Lambeth to approve the classified personnel report as presented. The motion passed unanimously. The following is the certified personnel report approved by the Board of Education:

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| <b>Name</b> | <b>Position</b> | <b>Work Location</b> | <b>Date Effective</b> |
|-------------|-----------------|----------------------|-----------------------|
|-------------|-----------------|----------------------|-----------------------|

**Employment**

|                    |                               |            |          |
|--------------------|-------------------------------|------------|----------|
| William Brown      | Custodian                     | Coleridge  | 01/21/16 |
| Hope West          | School Nutrition Assistant    | New Market | 02/08/16 |
| Kim "Robert" Mower | Custodian                     | PGHS       | 02/01/16 |
|                    |                               | Randleman  |          |
| John Callicutt     | Custodian                     | High       | 02/01/16 |
| Amanda Phelps      | After School Care Co-Director | Southmont  | 01/11/16 |
| Patricia Stargardt | School Nutrition/ BD          | Tabernacle | 01/21/16 |

**Temp Employment**

|                 |                         |              |                   |
|-----------------|-------------------------|--------------|-------------------|
| Dustin Haithcox | Interventionist         | ERHS         | 01/29/16-06/07/16 |
| Becky Ellis     | EC Teacher Assistant    | ERHS         | 01/28/16-06/09/16 |
| Stacy Hall      | Reading Tutor           | Farmer       | 01/21/16-06/07/16 |
| April Vaughn    | Teacher Assistant       | Grays Chapel | 02/09/16-06/07/16 |
| Natsha Hamlet   | Math Tutor              | Liberty      | 10/15/15-05/15/16 |
| Janie Avant     | Math Tutor              | New Market   | 02/01/16-04/15/16 |
|                 |                         | Randleman    |                   |
| Barrett Davis   | Tutor                   | High         | 02/01/16-05/28/16 |
| Beverly King    | Instructional Assistant | Southmont    | 01/06/16-06/07/16 |

**Transfer**

|                 |                                    |              |                   |
|-----------------|------------------------------------|--------------|-------------------|
| Renee Leonard   | Teacher Asst to EC Teacher Asst    | Grays Chapel | 01/19/16-06/09/16 |
| Shelby Smith    | School Nutrition/BD to SN Asst Mgr | Level Cross  | 01/21/16          |
| Angela Taylor   | ASC Director to Teacher Assistant  | New Market   | 02/01/16-06/07/16 |
| Dwight Hall, Jr | Custodian to Head Custodian        | PGHS         | 02/01/16          |
|                 | School Nutrition/BD to Bus Driver  |              |                   |
| Tanya Amaro     | only                               | Ramseur      | 02/01/16          |
|                 |                                    | Randleman    |                   |
| Barrett Davis   | ISS Coordinator to EC TA           | High         | 01/14/16-06/09/16 |
|                 |                                    | Randleman    |                   |
| Jonathan Small  | EC TA to ISS Coordinator           | High         | 01/14/16-06/09/16 |
|                 |                                    | RMS to Level |                   |
| Jessica Webb    | School Nutrition/ BD               | Cross        | 02/01/16          |
|                 |                                    | RMS to       |                   |
| Debra Hurley    | Custodian to Bus Driver            | SWRHS        | 02/16/16          |
| Aimee Wansley   | Teacher Assistant to TA/ BD        | Seagrove     | 01/14/16          |

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| Susan Markham  | School Nutrition/ BD   | Seagrove to<br>Uwharrie | 02/16/16 |
| William Allred | Mechanic II to Shop Mechanic<br>Cost Clerk to Transportation | Transportation          | 02/01/16 |
| Jennifer Davis | Coordinator  | Transportation          | 02/01/16 |

**Transfer (extended)**

|                |                            |           |                   |
|----------------|----------------------------|-----------|-------------------|
| Ashley Bunch   | School Nutrition Manager   | Seagrove  | 01/01/16-06/08/16 |
| Pamela Hurley  | School Nutrition Assistant | Seagrove  | 01/01/16-06/08/16 |
| Jeanette Sykes | School Nutrition Manager   | Southmont | 01/22/16-1/31/16  |
| Jeanette Sykes | School Nutrition Manager   | Southmont | 2/1/16-TBD        |

**Change of Service**

|                 |   |           |          |
|-----------------|---|-----------|----------|
| Maria Raya      | School Nutrition Assistant<br>7 hours to 7.25 hours             | Ramseur   | 02/01/16 |
| Ruth Grantham   | School Nutrition Assistant<br>6 hours to 6.5 hours              | Seagrove  | 02/16/16 |
| Janice Benfield | School Nutrition/BD<br>25 hours weekly to 22 hours weekly<br>SN | Trindale  | 02/09/16 |
| John Allred     | Custodian<br>7.5 hours to 8 hours                               | Wheatmore | 02/01/16 |
| Michael Cutts   | Custodian<br>7.5 hours to 8 hours                               | Wheatmore | 02/01/16 |
| Kimberly Wilkes | Custodian<br>6 hours to 7 hours                                 | Wheatmore | 02/01/16 |

**Resignation**

|                   |                               |                      |          |
|-------------------|-------------------------------|----------------------|----------|
| Donna Ransom      | School Nutrition Assistant    | Archdale             | 02/05/16 |
| Sherree Doss      | Intervention Center Assistant | ERHS                 | 02/29/16 |
| Daniel Woodard    | Head Custodian                | Liberty<br>Randleman | 02/02/16 |
| Celia Trotter     | School Nutrition Assistant    | Elementary           | 01/29/16 |
| Amy Hughes        | Student Advocate              | SERMS                | 01/15/16 |
| Kristen Lineberry | Instructional Assistant       | Southmont            | 02/19/16 |
| Tonda Coleman     | Custodian                     | Trinity High         | 01/29/16 |
| Lori Hussey       | General Office Assistant      | Uwharrie             | 02/19/16 |



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Sonia Marcum                      School Nutrition/ BD                      Uwharrie                      01/29/16

**Substitute Teachers**

| <b>Name</b>      | <b>Grades</b> | <b>Schools</b> | <b>Pay Level</b> |
|------------------|---------------|----------------|------------------|
| Amanda Arnold    | K-12          | AT Area        | Non Certified    |
| Danny Garner     | K-5           | AT Area        | Certified        |
| Kelly Moorefield | K-12          | AT Area        | Non Certified    |
| Brenda Saylor    | K-8           | Eastern Area   | Certified        |
| Madeline Allen   | 9-12          | ERHS           | Non Certified    |
| Douglas Collins  | 9-12          | ERHS, PGHS     | Certified        |
| Rhonda Ratcliffe | K-5           | Farmer         | Certified        |
| Holly Davis      | K-5           | Hopewell       | Non Certified    |
| Tabitha Judson   | K-5           | Liberty        | Certified        |
| Wendy McMillian  | K-5           | New Market     | Certified        |
| Glenda Gaines    | K-5           | Seagrove       | STET             |
| John Lindsey     | 9-12          | THS/WHS        | STET             |

**Adjournment**

Gary Cook made a motion and the motion was seconded by Matthew Lambeth to adjourn the meeting. The motion passed unanimously and the meeting was adjourned at 8:40 p.m.

\_\_\_\_\_  
Board Chair

\_\_\_\_\_  
Board Secretary