

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

**Monday, November 23, 2015**  
**Minutes**

The Randolph County Board of Education met for their regular monthly meeting on Monday, November 23, 2015 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: Board Chair, Todd Cutler, Vice Chair, Gary Cook, Tracy Boyles, 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. October 20--“Super Tuesday” football event. Congratulations went to Southeastern Randolph Middle School and their coach, Ross Houston, on their win in the championship game.
2. October 22--Randolph County Marching Band Invitational.
3. October 26--Randolph County Sports Council Banquet at Snyder Farms Restaurant where two students from each high school were recognized as “Unsung Heroes.”
4. October 27--All County Chorus event at Wheatmore High School
5. October 30--Annual Endowment Golf Tournament was held at Pinewood Country Club. The tournament raises money to fund teacher grants awarded at the December Board meeting.
6. November 7--WHS volleyball team will compete for the 2A state championship in Raleigh.
7. November 10--Veteran’s Day Assembly at Randleman High School.

The superintendent congratulated Nathan Beasley, Agriculture teacher at Eastern Randolph High School, on receiving a grant in the amount of \$4,750 from Carolina Farm Credit. The grant will be used for an expansion project at Eastern Randolph High School. Also, congratulations went to Mark Walker, Agriculture teacher at Randleman High School, and the students on their performance at the 88<sup>th</sup> annual National FFA Convention in Louisville, Kentucky during October 28-31. Dr. Gainey visited and read in several classrooms throughout the school system as a part of the “Leadership Reads” program. Finally, congratulations went to members of the Trinity High School boys’ soccer team and their coach, Mike Sink, on a successful season.

Dr. Gainey distributed a schedule of holiday events for the month of December to each board member.

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**Approval of Minutes**

Matthew Lambeth made a motion and the motion was seconded by Gary Cook to approve the minutes for the meeting held on October 19, 2015. Motion passed unanimously.

**Recognitions**

1. MiMi Cooper, Randolph County's Public Health Director

MiMi Cooper, Randolph County's Public Health Director, is retiring on December 31, 2015. The Randolph County School System extended a heartfelt thank you by presenting Ms. Cooper with a special "Friend to RCSS" certificate to show appreciation for her support of our students and schools.

2. Bottled Water Drive participants

Randolph County School System's central office and thirteen schools participated in a drive, collecting a total of 16,802 bottles of water. Mr. Boyles and the participating schools were recognized for their efforts in assisting the citizens of South Carolina.

3. 2015-2016 Signature Schools

Archdale Elementary School and Southwestern Randolph High School were recognized as the 2015-2016 Signature Schools.

4. 2015 Wheatmore High School volleyball team

Congratulations went to Head Coach, Rodney Kirby, and the players for finishing the season with a record of 25-2. The team won its fifth straight conference tournament championship, defeated the number one seed to win the NCHSAA 2-A West Regional championship, and advanced to its second state title match in three years.

5. STAR<sup>3</sup> students

The following students were recognized:

Coleridge Elementary School - LaDaryan Spinks - 4<sup>th</sup> Grade

Eastern Randolph High School - Shanna Langley - 11<sup>th</sup> Grade

Farmer Elementary School - Riley Key - 3<sup>rd</sup> Grade

Seagrove Elementary School - Jonathan De La Torre - 3<sup>rd</sup> Grade

Southeastern Randolph Middle School - Priscilla Peguero Day - 8<sup>th</sup> Grade

Southmont Elementary School - Alek Millikan - 4<sup>th</sup> Grade

Southwestern Randolph High School - Kimberly Aguirre - 12<sup>th</sup> Grade

Southwestern Randolph Middle School - Savannah Kennedy - 8<sup>th</sup> Grade

Tabernacle Elementary School - Bethany Stoneman - 4<sup>th</sup> Grade

Uwharrie Middle School - Maggie Dunn - 8<sup>th</sup> Grade

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

There were no public comments.

**Adoption of Agenda**

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

**Information Items**

Curriculum and Instruction

1. Revision to State Board Policy GCS-Q-000-Dropout Exit Conference and Referral Process  
Catherine Berry, Assistant Superintendent for Curriculum and Instruction, shared information based on recent revisions that were made to the State Board Policy GCS-Q-000-Dropout Exit Conference and Referral Process for those students who withdraw from our high schools with a W2 (dropout) code. Ms. Berry shared how the new process is a positive for our school system and will help continue to move forward the good things that are already taking place with our dropout data. Information was presented and reviewed regarding the exit conference and referral process. Students withdrawing from high school prior to graduation to attend an Adult High School program shall be coded as W2T (drop to attend adult high school program at a community college where an agreement of affiliation with the district is in place) with verification of enrollment. The number of students coded as W2T will be reported annually to the State Board of Education. Students completing an Adult High School and earning a diploma prior to the scheduled graduation year for his/her cohort may be counted in the graduation rate for that academic year. The student should be transitioned from W2T status to W6 (graduate). School systems must have an Affiliation Agreement between the local school district and the community college in which W2T students enroll for Adult High School programs. The Randolph County School System currently has an Affiliation Agreement with Randolph Community College and is in the process of requesting Affiliation Agreements with other neighboring community colleges.

Human Resources

1. Teacher turnover for the 2014-2015 school year

Dr. Gainey, Superintendent, presented the teacher turnover report for the 2014-2015 school year beginning in March 2014 through March 2015. A chart was presented including the teacher turnover numbers and percentages listed by reasons and a chart listing teacher count, turnover number, and percentage by school. The teacher turnover percentage for 2014-2015 is 12.82% and the average for all school districts in North Carolina is 14.10%. The superintendent also spoke of the growing number of retirements during the last five years.

Operations

1. 2013-2014 dropout data information

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Marty Trotter, Assistant Superintendent, presented the most current dropout data information for the 2013-2014 school year. The dropout rate for grades 7-13 dropout in 2013-2014 = 1.19 and the NC graded 7-13 dropout = 1.52. Mr. Trotter presented a five year comparison by gender/race and by individual school.

**Consent Items**

Dr. Gainey noted the current Board Policy 7505-Duty Free Period is being deleted due to this being referenced in other Board Policies. Board Policy 7505-Compliance with State Board of Education Employment Policies is being adopted as a new policy. Gary Cook made a motion; motion was seconded by Emily T. Coltrane 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 to revise Board Policy 7610-Defense of Board Employees (First Reading)
2. Approved to revise Board Policy 7620-Payroll Deductions (First Reading)
3. Approved to revise Board Policy 7730-Employee Conflict of Interest (First Reading)
4. Approved to revise Board Policy 7810-Evaluation of Licensed Employees (First Reading)
5. Approved to revise Board Policy 7811-Plans for Growth and Improvement of Licensed Employees (First Reading)
6. Approved to revise Board Policy 7900-Resignation (First Reading)
7. Approved to revise Board Policy 7950-Non-Career Status Teachers: Nonrenewal (First Reading)
8. Approved to revise Board Policy 5027/7275-Weapons and Explosives Prohibited (Second Reading)
9. Approved to adopt Board Policy 7410-Teacher Contracts (Second Reading)
10. Approved to delete Board Policy 7415-Professional Personnel Contracts (Second Reading)
11. Approved to revise Board Policy 7420-Superintendent Contract (Second Reading)
12. Approved to adopt Board Policy 7422-Deputy/Associate/Assistant Superintendent Contracts (Second Reading)
13. Approved to revise Board Policy 7425-School Administrator Contracts (Second Reading)
14. Approved to revise Board Policy 7440-Assignments/Reassignments/Transfers (Second Reading)
15. Approved to revise Board Policy 7500-Workday and Overtime (Second Reading)
16. Approved to delete Board Policy 7505-Duty Free Period (Second Reading)
17. Approved to adopt Board Policy 7505-Compliance with State Board of Education Employment Policies (Second Reading)
18. Approved to revise Board Policy 7510-Leave (Second Reading)
19. Approved to revise Board Policy 7530-Military Leave (Second Reading)
20. Approved to revise Board Policy 7540-Voluntary Shared Leave (Second Reading)

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Finance and Budget

1. Approved budget amendment #1

**Action Items**

Curriculum and Instruction

1. Randolph County School System School Improvement Plans

Catherine Berry, Assistant Superintendent, presented the remaining School Improvement Plans. There were five of the thirty-one schools presented and approved at the October 19 board meeting. Ms. Berry shared the process begins with updates in January/February and the plans are updated in the Fall when the data is available. Plans will be approved when the board returns to open session at the conclusion of the meeting.

2. Updated preliminary plan for improvement for low-performing schools

Ms. Berry presented the updated preliminary plans. These plans were posted on the district website for 30 days and letters were sent home with all students in the 5 schools on October 20, 2015. The preliminary plans were updated following a review of the feedback provided. Ms. Berry stated the items in “red” are the additions to the original plans that were presented to the Board on October 19, 2015. The plans will be submitted to the state for review on November 24. Gary Cook made a motion; motion was seconded by Matthew Lambeth to approve the updated plans for improvement for low-performing schools as presented. Motion passed unanimously.

3. Agreement of affiliation-adult high school diploma program-Randolph County School System and Randolph Community College

Ms. Berry presented the agreement. After review, Gary Cook made a motion to approve the agreement as presented. Fred Burgess seconded the motion and the motion passed unanimously.

Operations

1. Providence Grove High School concession stand

Marty Trotter, Assistant Superintendent for Operations, presented information regarding naming a concession stand at Providence Grove High School. Per Board Policy 9300 *Naming Facilities* the Board will not take action on the request until the next board meeting following the presentation of the request at a board meeting. The information was shared at the October 19, 2015 Board meeting. Mr. Trotter also presented a copy of the request from the Providence Grove Athletics Booster Club. After the board’s review and discussion, Matthew Lambeth made a motion and the motion was seconded by Fred Burgess to approve the name of the facility as requested. Motion carried: 4-2 (Cutler; Cook)

2. Recommendation for the 2017-2018 School Calendar (First Reading)

Marty Trotter presented the 2017-2018 school calendar for first reading. He shared there were 180 student days, 14 teacher workdays, 11 holidays, and 10 annual leave days with a total of 215 days.

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After review, Tracy Boyles made a motion; motion was seconded by Fred Burgess and the motion passed unanimously.

**Closed Session**

Gary Cook made a motion and the motion was seconded by Tracy Boyles to enter into closed session to preserve the attorney-client privilege to discuss confidential personnel matters protected by state law; and to discuss student safety plans specifically provided in state statute as provided in North Carolina General Statute §143.318.11.

**Return to Open Session**

The board returned to open session at 8:30 p.m.

Operations

1. Action items

Tracy Boyles made a motion and the motion was seconded by Fred Burgess to approve the School Improvement Plans as presented. Motion passed unanimously.

Human Resources

1. Action items

Certified Personnel Report

Tracy Boyles made a motion and the motion was seconded by Emily T. Coltrane 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:

Name	Position	Work Location	Date Effective
<u>Employment</u>			
Charles Max Weiss	Kindergarten Teacher (Substitute pay)	Grays Chapel	10/26/15
Christy Weist	Grade 3 Teacher	Hopewell	11/13/15
Jamie Yow	Grade 2 Teacher	Liberty	11/23/15
Ty Norwood	PE/Health Teacher (Substitute pay)	NERMS	11/30/15
Deborah Harris	Interventionist	SERMS	12/03/15
Jennifer Cash	Interventionist	SWRMS	12/18/15
Morgan McLean	EC Resource Teacher (Substitute pay)	SWRMS	11/30/15
<u>Temporary Employment</u>			
Kay Miller	Remediation Tutor	Archdale	10/28/15- 06/03/16

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Peggy Scott	Remediation Tutor	Archdale	10/28/15- 06/03/16
Susan Tolbert	Remediation Tutor	Archdale	10/28/15- 06/03/16
Dennis Hughes	Interventionist	Braxton	11/09/15- 06/09/16
Geri Bressler	Substitute for Science Teacher	ERHS	10/27/15- 12/28/15
Linda Leonard	Remediation Tutor	Franklinville	11/02/15- 05/20/15
Amy Austin	Remediation Tutor	Level Cross	10/20/15- 04/28/16
Patsy Haltom	Remediation Tutor	RES	11/02/15- 03/30/16
Shelma Hammond	Remediation Tutor	RES	11/02/15- 03/30/16
Leevan Hughes	50% Interventionist	RMS	10/21/15- 06/09/16
Linda Midgett	50% Interventionist	RMS	10/21/15- 06/09/16
Shirley Simpson	Remediation Tutor	Tabernacle	10/26/15- 11/20/15
Annette Byrd	70% Interim School Counselor	TES	01/20/16- 06/09/16
Judy Freeman	60% interim School Counselor	THS	01/04/16- 06/09/16
Diana Mishoe	40% interim School Counselor	THS	01/04/16- 06/09/16
Zach Thornburg	50% Math Teacher	THS	10/16/15- 06/09/16
Patricia Underwood	50% Math Teacher	THS	10/19/15- 01/20/16
Terry Groseclose	50% Interventionist	UMS	12/01/15- 06/09/16
Charlene Smith	50% Interventionist	UMS	12/01/15- 06/09/16

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Temporary Employment Ending

Sonya West	Substitute for EC Resource Teacher	SWRMS	11/27/15
Patricia Underwood	50% Math Teacher	THS	11/04/15

Transfer

Jaron Neal	PE/Health Teacher	Braxton to Lawrence	11/09/15
Laura Henderson	Substitute pay to Teacher pay	Grays Chapel	09/19/15
Jodie Allmon	Instructional Coach 10% to 50%	Ramseur	10/06/15
Teresa Irvin	Substitute pay to Teacher pay	SERMS	10/05/15

Resignation

Sarah Lovejoy	Kindergarten Teacher	Archdale	12/18/15
Amanda Bush	Itinerant Autistic Teacher	Central Services	12/09/15
Sean Barnes	Health/PE Teacher	ERHS	11/13/15
Thomas Rick Watson	Math Teacher	THS	10/16/15

Retirement

Kathy Loflin	Media Specialist	Farmer	02/01/16
Amy Taylor	Grade 1 Teacher	Farmer	01/01/16
Ann Kelly	Grade 2 Teacher	Franklinville	01/01/16
Robert Armfield	EC Resource Teacher	PGHS	02/01/16
Judy Kinlaw	ESL Teacher	SWRMS	01/01/16
Barbara Dunn	Reading Specialist	Tabernacle	01/01/16

Classified Personnel Report

Tracy Boyles made a motion and the motion was seconded by Gary Cook 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:

Name	Position	Work Location	Date Effective
<u>Employment</u>			
Jessica Martin	Occupational Therapist	Central Services	10/19/15
Sandra Albright	Bus Driver	Coleridge	11/23/15
Brittany Smith	School Nutrition Assistant	New Market	10/19/15



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Donald Wright, II	Bus Driver	Randleman Elemen	10/26/15
Donald Thompson	Custodian	Randleman High	11/02/15
Susan Freeman	Custodian/BD	Southmont	10/14/15
John Allred	Custodian	Wheatmore	11/02/15
Telisha Kennedy	Custodian	Wheatmore	11/09/15

Temporary Employment

Amanda Bestmann	Teacher Assistant	Farmer	10/26/15-06/07/16
Angela Taylor	Teacher Assistant	Franklinville	11/09/15-06/07/16
Kayla Garner	Teacher Assistant	Franklinville	11/12/15-06/07/16
Suzanne Bugg	Teacher Assistant	Hopewell	11/12/15-06/09/16
Kaitlin Smith	Teacher Assistant	Hopewell	11/23/15-06/07/16
Mindy Kinley-Surratt	Teacher Assistant	Hopewell	11/09/15-06/09/16
Gwendolyn Mathai	Teacher Assistant	John Lawrence	11/09/15-06/07/16
Kristen Werner	Teacher Assistant	Level Cross	11/09/15-06/09/16
Chelsey Ritchie	Teacher Assistant	Liberty	11/09/15-06/07/16
Eren Morris	Teacher Assistant	New Market	10/19/15-06/07/16
Jennifer Hopper	Math Tutor	New Market	10/19/15-04/12/16
Sarah Register	Teacher Assistant	Randleman Elem	10/21/15-06/07/16
Dennie Ezzelle	Teacher Assistant	Randleman Elem	10/26/15-06/07/16
	Communities in Schools		
Amanda Hancock	Coordinator	Randleman High	11/02/15-06/09/16
Barrett Davis	ISS Coordinator	Randleman High	10/15/15-06/09/16
Katlyn Walker	Teacher Assistant	Seagrove	11/09/15-06/07/16
Kimberly Garner	Teacher Assistant	Tabernacle	11/16/15-06/07/16
Vickie Ward	Teacher Assistant	Trinity Elem	10/26/15-06/07/16

Transfer

Michelle Hinson	School Nutrition Assistant	Braxton to John Lawrence	11/02/15
Olivia Brown	After School Care Asst to Teacher Assistant	Coleridge	11/2/15-06/07/16
Veronica Bartell	School Nutrition/Custodian/BD to SN Assistant	Coleridge	11/09/15
Felecia Taylor	School Nutrition Assistant	Franklinville to Grays Chapel	11/01/15

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Misty Doyle	Teacher Assistant (50% to 94%)	Hopewell	10/26/15-06/07/16
Ann Berridge	Custodian to Head Custodian	John Lawrence	10/14/15
Kimberly Hopkins	School Nutrition/BD to SN Assistant Manager	New Market	11/01/15
Alexis Wirt	Study Skills Asst to Student Advocate	Randleman High RHS to John Lawrence	11/04/15-06/09/16
Robert Supon, II	Custodian	Lawrence	12/01/15
Cinthya Cardenas	ASC Co-Director to Teacher Assistant	Southmont	11/16/15-06/07/16
Douglas Beadle	Bus Driver to Custodian/BD	SWRMS	11/01/15
Debra Simmons	School Nutrition Assistant to SN Assistant Mgr	Trinity Elementary	11/01/15
Amanda Gooch	ASC Assistant to EC Teacher Assistant	Trinity Elementary to Hopewell	11/06/15-06/09/16
Gary Hill	Custodian/BD to Custodian	Trinity High	10/13/15
Sylvia Cox	Custodian to Custodian/BD	Wheatmore	11/02/15
Sophia Myers	Custodian/BD to Custodian	Wheatmore to ATMS	11/02/15
<u>Transfer (temporary)</u>			
Sebra Brown	School Nutrition Assistant	Randleman Elem to SWRHS	11/02/15-12/31/15
Pamela Hurley	School Nutrition Assistant	SWRHS to Seagrove	11/02/15-12/31/15
<u>Reinstatement</u>			
Kristen Hodges	Study Skills Assistant	Randleman High	11/4/15-06/01/16
<u>Change of Service</u>			
Kathryn Fleming	Bus Driver 4 hours to 3 hours 47 minutes	ATMS	08/24/15
Margery Maness	School Nutrition/BD 3 hours to 3.5 hours SN	Grays Chapel	10/01/15
Ashley Albertson	School Nutrition Asst Manager 7 hours to 6.5 hours	Hopewell	11/10/15

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Lauren McNeill	School Nutrition/BD 6 hours to 5 hours	Randleman Elementary	11/01/15
Genevieve Brown	School Nutrition Assistant 8 hours to 7 hours	Randleman Elementary	11/01/15
Celia Trotter	School Nutrition Assistant 7 hours to 6.25 hours	Randleman Elementary	11/01/15
Martha White	School Nutrition Assistant 6.5 hours to 6 hours	Randleman Elementary	11/01/15
Melissa McDonald	School Nutrition/BD 3.75 hours to 5 hours SN	Southmont	11/01/15
Susan Mclaughlin	School Nutrition Assistant 6.5 hours to 7.5 hours	Southmont	11/01/15
Virginia Shuler	School Nutrition/BD 5 hours to 5.75 hours SN	Southmont	11/01/15
Tracey Reeder	Receptionist 4 hours to 6 hours	Tabernacle	10/14/15
Aaron Duncan	Custodian 7.5 hours to 8 hours	Wheatmore	11/02/15

Change of Service (temporary)

Ashley Bunch	School Nutrition Manager	Seagrove	extend through 12/31/15
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Resignation

Catherine Little	Administrative Assistant Secondary Education	Central Services	11/30/15
Cherrie Rodriguez	School Nutrition Assistant	Grays Chapel	10/13/15
Joseph Roberts	School Nutrition Assistant	Hopewell	11/06/15
Maidalee Williams	Math Tutor	Liberty	11/13/15
Kristen Hodges	Student Advocate	Randleman High	11/03/15
Wendy Pierce	Data Manager	Randleman Middle	11/17/15
Michael Crotts	Custodian	SWRMS	10/15/15
Elizabeth Varner-Crabb	School Nutrition/BD	Trinity Elementary	11/10/15
Gary Hill	Custodian	Trinity High	11/12/15
Jessica Pisciotta	School Nutrition Assistant	Wheatmore	11/06/15

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Retirement

Teresa Hudson	Teacher Assistant	New Market	02/01/16
Elizabeth Bullins	EC Bus Driver	Transportation	01/01/16
Tammy Cox	EC Transportation Supervisor	Transportation	12/01/15

Substitute Teachers

Name	Grades	Schools	Pay Level
Tracey Gillispie	6-12	AT Area	Non Certified
Jennifer Hopper	K-12	AT Area	Non Certified
Lynda Sowers	K-5	AT Area	STET
Anna Wright	K-12	AT Area	Non Certified
Ashley Ogles	K-12	AT/Randleman Area	Non Certified
Erin Presnell	K-5	AT/Randleman Area	Non Certified
Dana Deuling	K-12	Eastern Area	Non Certified
Phyllis Primrose	K-12	Eastern Area	Non Certified
Terri Wright	K-8	Eastern/Randleman Area	Certified
Lindsey Hutto	K-12	Eastern/Southwestern Area	Non Certified
Jessica Oates	K-12	Eastern/Southwestern Area	Non Certified
Josephine Paige	K-12	Eastern/Southwestern Area	Certified
Connie Beane	6-12	NERMS/RMS/PGHS	Certified
Evelyn Kisely	K-5	Ramseur/Franklinville	Certified
Shelba Branson	K-12	Southwestern Area	Non Certified
Vanessa Ornelas	K-8	Southwestern Area	Non Certified
Linda Skinner	K-12	Southwestern Area	Non Certified
Shannon Rice	K-12	Southwestern/Randleman Area	Non Certified

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Matthew Lambeth made a motion and the motion was seconded by Fred Burgess to approve the recommendation to authorize Rod Malone, Attorney with Tharrington Smith, LLP, to add the Randolph County Board of Education as a placeholder with Bertie County Board of Education and others, et al. v Janet Cowell, et al; 15 CVS 13881. Motion passed unanimously.

**Adjournment**

Tracy Boyles made a motion and the motion was seconded by Emily T. Coltrane to adjourn the meeting. The motion passed unanimously and the meeting was adjourned at 8:40 p.m.

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Board Chair

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Board Secretary