

MOORE COUNTY BOARD OF EDUCATION
Regular Business Meeting
August 13, 2018

MINUTES

The Moore County Board of Education met at Central Office in Carthage on Monday, August 13, 2018, at 6:00 pm for its regular business meeting.

The following Board members were present:

Dr. Betty Brown	Stacey Caldwell
Elizabeth Carter	Ed Dennison
Bruce Cunningham	Helena Wallin-Miller

Also present for the meeting were Superintendent Robert Grimesey, Assistant to the Board Sonya Potter, senior staff members Anita Alpenfels, Catherine Murphy, John Birath, Tim Locklair and Mike Bundy; and Board Attorney Neal Ramee.

Helena Wallin-Miller called the meeting to order at 6:00 pm.

I. CALL TO ORDER

Elizabeth Carter made a motion for the Board to enter closed session to discuss confidential personnel matters and to consult with the Board attorney and preserve the attorney-client privilege pursuant to G.S. 143-318.11(a)(1), (a)(3), (a)(5), and (a)(6), including a discussion of North Carolina School Boards Association v. Moore (Wake County Superior Court No. 98-CVS-14158) and Bertie v. Cowell (Wake County Superior Court No. 15-CVS-13881). Ed Dennison seconded, and the motion carried 6-0.

The Board returned to open session at approximately 6:31 pm.

Chair Wallin-Miller recognized Louis Gregory, County Commissioner.

Ed Dennison made a motion to approve the agenda. Dr. Betty Wells Brown seconded, and the motion carried 6-0.

II. PLEDGE AND MOMENT OF SILENCE

Will Miller, rising 6th grade student, West Pine Middle School, led the Board and audience in the Pledge of Allegiance.

The Board and audience observed a moment of silence.

III. PROGRAM HIGHLIGHT

The Program Highlight "Summer Curriculum Workshops" was presented by Bridget Johnson and staff members of the curriculum and instruction team. Over 100 teachers participated in this year's Summer Curriculum Workshop. The Summer Curriculum Workshop provided

teachers with the opportunity to collaborate together to create and update MCS pacing and unit guides. There was a brief presentation that highlighted the major accomplishments of the two week's work as well as celebrate some of the teachers who participated.

IV. CONSENT AGENDA

Ed Dennison made a motion to approve the consent agenda. Dr. Betty Wells Brown seconded, and the motion carried 6-0. The Consent Agenda consisted of the following items:

- John E. Sexton and Associates Audiology Services [Contract](#)
- Sandhills Children's Center [Contract](#)
- Invision [Contract](#) for Teacher of Visually Impaired
- All American Interpreters for the Deaf, Inc. [Contract](#) for Sign Language Interpreting Services
- Maxim Healthcare Nursing Services [Contract](#)
- 2017-2018 Amended Budget [Resolution](#) for Fourth Quarter
- Second Reading of New and Revised Policies
- Board Minutes
 - [July 16, 2018](#)
- Personnel Report

VI. SUPERINTENDENT'S REPORT

Dr. Grimesey presented the Superintendent's Report as follows: Madame Chair and members of the Board, I have much to report this evening. To begin with, we welcome back many of our teachers this Wednesday through Friday as we conduct our annual Moore Learning Conference at Union Pines High School. All of our 10-month employees return on Monday, August 20 with this year's kick-off assembly scheduled for:

- the Pinecrest-Area III schools at 1:30 Monday, August 20 in the Pinecrest High School auditorium;
- the Union Pines-Area I schools at 8:30 a.m. Tuesday, August 21 in the Union Pines gym; and
- the North Moore-Area II schools later that same day at 1:30 p.m. in North Moore High School auditorium.

Our programs for the Moore Learning Conference, the area-wide Kick-Off Assemblies and our August 22 and 23 professional development programs are better-than-ever and a testament to the hard work of our district staff and their willingness to work closely with principals, teachers and support staff to align the itineraries with their needs. I am grateful to everyone who has contributed to the planning of these events. Tomorrow morning, I am looking forward to helping Kevin Griffin and our bus drivers and Janet Lovelady and our child nutrition managers kick off their final planning and preparation for the school year. Of course all of our energy is focused on our final preparation for the return of our students on Monday, August 27. As remains my tradition, I will visit all of the Pinecrest-Area III schools on the first day of school, the Union Pines-Area I schools on the second day of school, and the North Moore-Area II schools on the third day of school. I conducted my monthly tour of the Area 1 school construction site with John Birath last Thursday. Impressive progress continues.

My compliments to Tim Locklair, Mike Metcalf, Bridget Johnson, Seth Powers and entire Curriculum, Instruction and Student Support Services team for their organization and facilitation of the Moore County School Leadership Conference on July 31 through August 3.

As a follow up to tonight's program highlight, I want to take a moment to publicly validate the work of our kindergarten teachers and our curriculum and instruction staff in the development of our "purposeful play" curriculum. Moore County Schools moved too quickly and went too far in 2012-14 when it imposed a more rigid academic framework in kindergarten. That decision was made and the framework was implemented prior to my arrival. Today I am delighted to endorse, encourage and support our teachers, principals and curriculum and instruction staff as we begin to restore "purposeful play" as a developmentally appropriate framework by which to inspire our kindergartners' creativity, content knowledge and skills.

Dr. Grimesey continued by officially introducing the newest members of MCS school leadership team. Ms. Kenna Wilson was asked to step forth to join Dr. Grimesey at the podium.

Ms. Wilson assumed her duties as principal of the Community Learning Center at Pinckney on July 1. She comes to Moore County after 22 years of service with Lee County Schools where she served as a special education teacher, assistant principal, principal, and most recently as the district's Director of Exceptional Children. She was named the Lee County Schools Principal of the Year in 2010-2011. Ms. Wilson has proven abilities to ensure a school culture that encourages continuous improvement utilizing data to address student achievement. She possesses the energy and passion necessary for providing a safe, nurturing learning environment focused on equity, academic success and the healthy social development of all students." Ms. Wilson has a master's degree in School Administration from Campbell University, and master's and bachelor's degrees in Education and Special Education from the University of Florida. She currently is working on her doctoral degree in Educational Leadership from East Carolina University.

Next, Dr. Grimesey invited Ms. Stefanie Phillips to join him at the podium. Also in July, the Board of Education approved the promotion of Ms. Stefanie Phillips from assistant principal to principal of Pinecrest High School. Ms. Phillips has been with Moore County Schools since 2009, serving as a science teacher and assistant principal at Pinecrest; then as district specialist for science and healthful living; followed by two years as principal at Aberdeen Elementary School before returning to Pinecrest to serve as assistant principal for the past two years. Prior to coming to Moore County Schools, Ms. Phillips worked for Scotland and Bladen County Schools. She is also the proud mother of a Pinecrest alum and a rising freshman. Ms. Phillips earned both bachelor's and master's degrees in science education and a master of school administration degree, all from UNC Pembroke.

Finally, Dr. Grimesey acknowledged our fantastic finance team which has received all three of North Carolina's awards for excellence in school finance and budgeting. Moore County Schools is one of only eight North Carolina school districts that earned what he affectionately refers to as the "trifecta" for state awards in school financial management. They include the certificates of:

- Achievement for Excellence in Financial Reporting from the Government Finance Officers Association;
- Excellence in Financial Reporting from the Association of School Business Officials; and
- Achievement in Financial Resource Management from the North Carolina State Board of Education.

MCS remain grateful for the expertise and service the finance team provides every day that has earned this level of recognition.

VII. PUBLIC ADDRESS TO THE BOARD

None

VIII. BOARD ACTION

A. New Aberdeen Elementary Bid Results and Award of Bid: John Birath presented the New Aberdeen Elementary Bid Results and Award of Bid. Bids for site development and construction of the New Aberdeen Elementary were opened on July 19, 2018. There were six bids submitted for this project by contractors who have built schools across North Carolina and some in Moore County.

The previously presented total budget sheet for the new school identified a total funding need of \$30,815,958. This budget includes the construction of the new school, development of the site, material testing, inspections, utility extensions, off-site roadway, furniture, equipment, technology and other needs to provide a school ready for staff and students. This bid process addresses a few lines on the budget sheet plus contingency. The line items for the new building, site modifications, maintenance building, water line extension, off-site improvements and a relative proportion of the construction escalation and contingency result in a budget for this bid of:

New Building -	\$21,342,404
Site Modifications -	\$3,400,000
Maintenance Building -	\$145,800
Water/Off-Site -	\$977,000
Escalation (proration) -	\$1,034,608
Contingency (proration) -	\$806,994
Total Budget -	\$27,706,806

Two of the bids submitted were within this budget. Also, the two lowest bids were separated by only \$2,000, or a difference of 0.0001% - extremely tight bids. Each bid contained seventeen bid alternates consisting of owner-preferred products and additional components to the building. The assessment of the total bid cost, including potential alternates to accept, begins with J.M. Thompson Company as the apparent low bidder.

Just as with the Area I Elementary, Alternate 1 is a proposed deduct to reduce the extent of terrazzo in the building to the corridors and cafeteria only, and to use a no-wax vinyl tile in the classrooms. Staff has piloted the no-wax vinyl in a classroom at three middle schools. The flooring has performed well in these three installations with the exception of a few situations where an item was dragged across the floor and left indentations. This flooring type will require replacement with an expected lifecycle of 15-20 years. The terrazzo flooring has a lifecycle that exceeds 80 years. The man-hours projected to strip and wax floors in the new school each year is 800-hours, the equivalent to 0.38 Full Time Employee or \$13,460 each year. There is also the added cost of stripper, wax and pads. Considering the long term operational costs associated with the flooring, the need to replace no-wax vinyl flooring at \$8 per square foot, this alternate is not recommended.

Bid Alternates 2A through 2E are owner-preferred door hardware components. Each of these alternates have a zero-added cost and are recommended to accept.

Alternates 3A through 3C are owner-preferred plumbing components. The combined additional cost of \$7,400 for these components that the Maintenance Department regularly stock is a value to the long-term operational support of the facility and is recommended for approval.

The bid Alternate 4 is an owner-preferred fire alarm system. The cost of this preferred system is zero-impact and therefore recommended to accept.

Bid Alternate 5 is for owner-preferred Trane mechanical equipment. Nearly all of the mechanical equipment in all of the schools is Trane. We have experienced a high level of

performance along with long lifecycle of Trane equipment. Also, our technicians are trained on servicing these units. This facility will be utilizing geothermal heating and cooling through water-source heat pumps. It will be the second school in the county (Area I Elementary was the first) to utilize this system. All bids received had an additional cost for this equipment and the proposed cost of \$73,000 by J.M. Thompson Company is consistent with the others. With the experience and reliability of Trane units, it is recommended to accept the additional cost of \$73,000 for these units.

Alternate 7 is an owner-preferred flow control valve on hydronic and domestic piping. The alternate is offered at zero cost and is recommended to be accepted.

The bid Alternate 8 is for owner-preferred building mechanical control system. The alternate is offered at zero cost and is recommended to be accepted.

Bid Alternate 9 is for owner-preferred electrical switch gear. The alternate is offered at zero cost and is recommended to be accepted.

Alternate 10 is for a motorized shades at the high windows in the gymnasium and the high windows in the media center. The gym has a performance platform and the ability to control the daylight would enhance the space. The media center high windows face west resulting in sun glare during the afternoon. To provide usable spaces without sun glare and lighting control, it is recommended that this be accepted.

Bid Alternate 11 is for a photovoltaic net metering array to be placed on the roof of the school. The cost of the system is consistent with all five bids received ranging from \$654,000 to \$825,000. This system will have a return on initial investment of approximately 30-years at a sell rate of \$0.09 per kWh. Taking into account the interest rate for borrowing that the County is currently considering, the system will have a return on initial investment of approximately 37-years or longer at a sell rate of \$0.09 per kWh. The cost for the system without the availability of tax credits will not generate a positive offset for at least 37-years. It is not recommended that this alternate be accepted. Staff will continue to bid this as an alternate on all future projects to determine the opportunity to install this system. The school as designed can have this system installed at any time without additional costs.

Bid Alternate 12 is to eliminate the brick screen wall at the utility yard and revise it to be a 6' high vinyl coated chain link fence. Since the utility yard is set back on the site and there is landscaping around the yard, it is recommended to accept this alternate.

The Alternate 13 is a credit to remove the dish machine from the kitchen. The kitchen is designed to have this installed at any time. The Child Nutrition program uses disposable plates and utensils to serve the children. Pots, pans and cooking utensils can be washed in the sanitizing sinks. It is recommended that this deduct alternate be accepted and if there are funds available at a later time this can be added.

Bid Alternate 14 is a credit to change from liquid propane gas to natural gas. At the time the project was being designed, we were not confident that natural gas will be extended to the school. We are now confident that natural gas will be extended to the school and Piedmont Natural Gas is preparing the required documents for it to be installed. It is recommended that this deduct alternate be accepted.

During the construction of a new school there is the potential for some building components to be added through decisions by authorities having jurisdiction while inspecting the project. To identify the cost of these potential items, each bid contains a unit cost for each item. The many schools that the staff and the architect have built, at most, experienced only a handful of these items added during the building construction inspections. The unit prices indicated by each bidder is consistent. With the anticipated addition of only a few of these items, there would not be enough additional cost to change the assessment of the low bidder.

Accepting the recommended alternates will add \$30,020 to the base bid resulting in a total project cost of \$27,628,020. While this is within the bid day budget amount, it will require 81% of the contingency to be committed to the project. Staff does not advise committing a

majority of the contingency to the project before any construction work has begun. Applying this amount at this time would leave only \$168,820 to mitigate any impacts to the scope of work, escalation costs that exceed the projection, and code enforcement changes. In accordance with the Board Policy and NC General Statutes, staff met with J.M. Thompson Company, their subcontractors and the design team to identify any potential items in the project that can be removed or changed without impacting the sustainability of the facility, instructional spaces, ability to maintain the facility, overall aesthetic of the facility and to fall out of equity with the Area I Elementary. The process yielded the following recommended expense reductions:

- Delete landscaping irrigation between the building wings (\$5,400);
- Reduce unsuitable soil (trenching) allowance from 500 cy to 250 cy (\$3,750);
- Reduce unsuitable soil (bulk) allowance from 1000 cy to 500 cy (\$3,750);
- Revise height of perimeter fence from 6' to 4' (\$8,460);
- At Pre-K and Kindergarten outdoor exploratory area, revise fence from brick and aluminum to vinyl coated 4' high chain link fence, maintain dense landscaping to obscure view (\$13,000);
- Reduce the size of the service yard eliminating the propane tanks and paving (\$8,228);
- Delete low wall at flagpole (\$4,500);
- Delete four picnic tables, purchase at later time with FF&E (\$3,115);
- Delete brick pavers at drop off and use control joints to create the pattern (\$2,500);
- Revise wood door finish from rift cut oak to plain sawn oak (\$3,600);
- Revise brick pilasters in corridor to painted 4" concrete masonry units with bullnose ends (\$26,850);
- Change from 7 colors of terrazzo to 6 colors (\$5,200);
- Reduce warranty period for terrazzo from 15-years to 3-years (\$10,800);
- Revise ruffled brick accent to patterned utility brick (\$12,500);
- Delete redundant water heater WH2 (\$12,600);
- Revise above slab piping from cast iron to solid PVC (\$34,650);
- Revise grease interceptor from polypropylene to cast concrete with epoxy coating (\$15,120);
- Revise energy recovery unit to allow AAON equipment (\$47,200);
- Remove canvas wrap at vertical stacks on water source heat pumps and energy recovery units (\$8,200);
- Direct bury main electrical to within 20' from the building exterior wall (\$7,200);
- Revise from 4 electrical circuits per classroom to 3 circuits and reduce size of electrical panels (\$10,800);
- Delete allowance for additional trenching for (2) 6" conduit and for (2) 4" conduit (\$10,620);
- Delete scope of work for structured cabling and patch panels, bid with technology package at later time (\$140,500);
- Delete scope of work for intrusion detection system, bid with technology package at later time (\$19,440);
- Delete scope of work for intercom, bid with technology package at later time (\$63,000); and
- Remove conduit from fire alarm wiring when in concealed spaces (\$25,200).

The potential savings from the items noted above is (\$506,183).

Considering the base bid, alternates and value engineering savings recommended, the apparent lowest responsible and responsive bidder is J.M. Thompson Company of Cary, North Carolina who has successfully performed work on projects of similar use and size including the Area I Elementary. It is recommended that the Board award the project to J.M. Thompson Company in the following amount:

Base Bid -	\$27,598,000
Alternate 2A -	\$0
Alternate 2B -	\$0
Alternate 2C -	\$0
Alternate 2D -	\$0
Alternate 2E-	\$0
Alternate 3A -	\$4,400
Alternate 3B -	\$3,000
Alternate 3C -	\$0
Alternate 4 -	\$0
Alternate 5 -	\$73,000
Alternate 7 -	\$0
Alternate 8 -	\$0
Alternate 9 -	\$0
Alternate 10 -	\$17,440
Alternate 12 -	(\$37,820)
Alternate 13 -	(\$18,000)
Alternate 14 -	(\$12,000)
Value Engineering Items -	(\$506,183)
Total Award -	\$27,121,837

The budgeted funding for this award amount is as follow:

New Building -	\$21,342,404
Site Modifications -	\$3,400,000
Maintenance Building -	\$145,800
Water/Off-Site -	\$977,000
Escalation (proration) -	\$1,034,608
Contingency -	\$222,025
Total Funding -	\$27,121,837

This award amount is below the budget and the project contingency line item on the original budget will be revised to \$675,003.

The Notice to Proceed will be issued for a start date of September 17, 2018 so the County can secure the funding through the issuance of general obligation bonds. Ed Dennison made a motion to approve the award of bid for the construction of the new Aberdeen Elementary to JM Thompson Company consisting of the noted alternates and value engineering items in the amount of \$27,121,837. Elizabeth Carter seconded, and the motion carried 6-0.

County Commissioner Louis Gregory asked to speak briefly and was recognized by the Chair. Mr. Gregory began by stating this day is an historical day and he is very pleased to be present to represent the county commissioners. Mr. Gregory spoke of the beginning of the new year and how comforting it is to know that Moore County has administrators, Board members, and teachers who will be providing our students the opportunity to obtain the best education possible no matter where they live in Moore County. Mr. Gregory noted that this goal is not easily achieved, but is now possible because everyone worked hard worked together. In conclusion, Mr. Gregory conveyed that throughout the time he has been a Commissioner, the School Board and the teachers he has met have been very passionate about the students of Moore County, who will be the future of our nation. Mr. Gregory wished all the very best and thanked Board members for this time to speak and for all they do for our students.

IX. BOARD COMMENTS

Bruce Cunningham recognized the role of Commissioner Gregory in facilitating approvals for a construction contract for the new school in Aberdeen, efforts that reflect the close cooperation of the Board of Education and Board of County Commissioners. Mr. Cunningham thanked Mr. Gregory for being a key contributor to making this construction project a reality. Betty Wells Brown welcomed all new and returning employees and reminded them of Professional Development sessions beginning on August 15. Ed Denison thanked all who prepared for the upcoming school year and conveyed the excitement of the Summer Commencement exercise at the Community Learning Center at Pinckney. Mr. Dennison thanked and congratulated all graduating students for their accomplishments. Elizabeth Carter provided the following comments: "I'd like to take a moment to say thank you to our Board of Education children, Will Miller who was here tonight and back in July, Evie Miller and Peyton Caldwell, who have given up some of their summers to come and share with us the pledge and a moment of inspiration. We certainly appreciate the fact that they came and joined us and that their dads had them here on time. I'd like to also point out that summer is not necessarily a vacation time for many of our Moore County students. Some of them have been working, or babysitting for siblings, or simply spending time alone and unchaperoned. Some of them have been hungry or hot or sick and in need of someone just to give a little care. For those children a return to school and a day in the classroom is a much more pleasant place to be than where they spent their summers. So with that I'd like to welcome everyone back and to wish all of our teachers and students a most productive and successful year." Stacey Caldwell shared her excitement of the upcoming visit to the new Area I school. Ms. Caldwell spoke of her visit to the new student orientation at Vass-Lakeview Elementary School and complimented the wonderful orientation. Ms. Caldwell expressed her pride in having taught at Moore County Schools as well as witnessing the amazing recent progress in building new schools. Chair Wallin-Miller spoke of the Board of Commissioners meeting last week, at which the Commissioners approved a resolution to issue bonds for the new Aberdeen Elementary School Project. Chair Wallin-Miller described the 1/4 cent sales tax that has been discussed with the Commissioners and explained that the tax proceeds would be used to fund school capital projects. Chair Wallin-Miller asked all to support the Commissioners in these efforts and stated that the School Board would be considering a resolution of support at its next meeting.

X. CLOSED SESSION

XI. ADJOURNMENT

There being no further business, Ed Dennison made a motion to adjourn the meeting. Dr. Brown seconded, and the motion carried 6-0.

The meeting was adjourned at approximately 7:28 p.m.

Helena Wallin-Miller, Chair
Moore County Board of Education

Dr. Robert P. Grimesey Jr.,
Superintendent
Secretary to the Board

ATTACHMENT: Approved Personnel Report on Consent Agenda

PERSONNEL REPORT
08/13/18

CERTIFIED PERSONNEL*

ONE-YEAR RENEWABLE CONTRACTS FOR 2018-2019*

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>START DATE</u>
Michele Akin	Vass-Lakeview Elementary	EC	08/15/18
Terry Appen	Carthage Elementary	PE	08/15/18
Lindsey Becker	West Pine Middle	Grade 6 ELA	08/15/18
Anna Bognanno	Aberdeen Primary	Grade Kindergarten	08/15/18
Samantha Bove	West Pine Middle	Grade 7 ELA	08/15/18
Allie Brokhoff	New Century Middle	EC	08/15/18
Tanya Charron	Aberdeen Elementary	EC	08/15/18
Heather Draheim	Pinecrest High	Science	08/15/18
Kimberly Edmister	Southern Middle	School Counselor	08/15/18
Gregory Fowler	Elise Middle	Grade 8 Math	08/15/18
Susan Garges	West Pine Middle	Grade 6 Science	08/15/18
Brianna Grimm	Robbins Elementary (50%)/Elise Middle (50%)	Music	08/15/18
Natalie Grimm	Pinehurst Elementary	Grade 2	08/15/18
Jessica Gross	Pinehurst Elementary	EC	08/15/18
Sharon Honeycutt	Education Center	EC Specialist	07/25/18
Jessica Hill	Pinehurst Elementary	Grade 1	08/15/18
Jessica Hussey	New Century Middle	Grade 7 ELA/Social Studies	08/15/18
Douglas Kennedy	Pinecrest High	English	08/15/18
Lindsey Kordek	West Pine Middle	EC	08/15/18
Rachel Lambert	Sandhills Farm Life (50%)/ Cameron Elementary (50%)	EC	08/15/18
Amber Maldonado	Crain's Creek Middle	EC	08/15/18
Ashley Matthews	Pinecrest High	Spanish	08/15/18
Joanna Metcalf	Crain's Creek Middle	Music	08/15/18
Catherine Mitchell	Aberdeen Primary	Grade 1	08/15/18
Jessyca Morgan	Aberdeen Primary	Media Specialist	08/15/18
Heather Outlaw	Pinecrest High	Math	08/15/18
Felicia Painter	Crain's Creek Middle	PE/Health	08/15/18
Lea Ann Pilotte	Southern Pines Primary	Pre-K	08/15/18
Jerry Polston	North Moore High	Math (50%)/Social Studies (50%)	08/15/18
Ashley Priem	Education Center	Digital Integration Facilitator	08/01/18
Dylan Quinn	Union Pines High	EC	08/15/18
Erin Rettig-McVay	Southern Middle	Grade 6 Math/Science	08/15/18
Jonathan Richards	Union Pines High	Social Studies	08/15/18
Hollie Seawell	West Pine Elementary	PE/Health	08/15/18
Elizabeth Shaver	Union Pines High	Chorus	08/15/18
Alina Schoenecke	West Pine Middle	Grade 7 Math	08/15/18
William 'Scott' Simpson	West Pine Middle	Grade 6 Social Studies	08/15/18
Vicki Simpson	Aberdeen Elementary	Grade 4	08/15/18
Catherine Spiegel	West Pine Elementary	Grade Kindergarten	08/15/18

Connie Stone	Education Center	Digital Integration Facilitator	08/01/18
Kathi Tideman	Pinecrest High	EC	08/15/18
Erin Wilmes	West Pine Middle	Grade 6 Math	08/15/18

*Compensation will be at or reduced to certified substitute teacher pay for any period the Teacher worked but was not licensed in the area of assignment, and the contract shall be subject to early termination and void if the teacher does not obtain a license in the area of assignment.

RETIRED CONTRACTS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>CONTRACT DATE</u>
Janet Dunn	Education Center	BT Support (PT)	08/15/18-06/21/19
William Permakoff	Pinecrest High	Math (PT)	08/15/18-01/18/19

SUMMER EMPLOYMENT

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Michele Adams	Vass-Lakeview Elementary	Summer Curriculum	07/09/18-07/12/18
Luke Arno	Union Pines High	Band Tech	07/23/18-07/26/18
Sandra Bare	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)
Ashleigh Beisaw	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)
Emily Ciuk	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)
Jennifer Cuff	West Pine Elementary	Summer Reading Camp Substitute	06/21/18-07/26/18 (Amend End Date)
Morgan Douglas	Highfalls Elementary	Youth Mental Health First Aid	08/14/18
Erica Hammond	West Pine Elementary	Summer Reading Camp Substitute	06/21/18-07/26/18 (Amend End Date)
Michelle Hoel	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)
Andrea Judge	West Pine Elementary	Summer Reading Camp Substitute	06/21/18-07/26/18 (Amend End Date)
Amber Martin	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)
Mariah Morris	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)
Lisa Nixon	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)
Christy Parsons	Highfalls Elementary	Youth Mental Health First Aid	08/14/18
Susan Paschal	Highfalls Elementary	Youth Mental Health First Aid	08/14/18
Leroy Payton	Union Pines High	ESY Teacher	06/18/18-08/02/18 (Amend Start Date)
Robert Raupp	Highfalls Elementary	Youth Mental Health First Aid	08/14/18
Brianna Scott	Highfalls Elementary	Youth Mental Health First Aid	08/14/18
Patricia Simmons	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)
Jennifer Smith	Union Pines High	Band Tech	07/23/18-07/26/18
Carmen Vaughan	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)

Lori Wachter	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)
Jessica Wilson-Shepley	West Pine Elementary	Summer Reading Camp Teacher	06/21/18-07/26/18 (Amend End Date)
Kim White	West Pine Elementary	Read to Achieve Camp Sub Teacher	07/23/18-07/26/18

EXTRA DUTIES

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Diane Baker	Vass-Lakeview Elementary	SIT Retreat	06/20/18-06/21/18
Debra Black	Vass-Lakeview Elementary	SIT Retreat	06/20/18-06/21/18
Stephanie Bremer	Vass-Lakeview Elementary	SIT Retreat	06/20/18-06/21/18
Kim Coe	Vass-Lakeview Elementary	SIT Retreat	06/20/18-06/21/18
Eugene Cottrell	Union Pines High	Band	07/01/18-06/30/19
Cindy Davis	Vass-Lakeview Elementary	SIT Retreat	06/20/18-06/21/18
Rob Hill	Union Pines High	Band	07/01/18-06/30/19
Robert Hooks	Union Pines High	Driver Education (PT)	07/01/18-06/30/19
Tina Johnson	Vass-Lakeview Elementary	SIT Retreat	06/20/18-06/21/18
Kelli Klingenschmidt	Pinecrest High	Graduation/Senior Advisor Co-Chair	08/15/18-06/11/19 (Bill School)
Alisha Lafell	Pinecrest High	Graduation/Senior Advisor Co-Chair	08/15/18-06/11/19 (Bill School)
Kim Mackey	Vass-Lakeview Elementary	SIT Retreat	06/20/18-06/21/18
Dana McPherson	Vass-Lakeview Elementary	SIT Retreat	06/20/18-06/21/18
William Morris	Pinecrest High	Speech/Debate Assistant	08/15/18-06/11/19 (Bill School for Portion)
Clay Perry	Union Pines High	Band	07/01/18-06/30/19
Ann Petersen	Pinecrest High	Speech/Debate Coach	08/15/18-06/11/19 (Bill School for Portion)
Elena Samkin	Pinecrest High	Social Studies-Teaching Class During 5th Period Planning	08/15/18-01/18/19
Brianna Scott	Highfalls Elementary	SIT Retreat	07/16/18-07/17/18
Lisa Stanley	Vass-Lakeview Elementary	SIT Retreat	06/20/18-06/21/18

PROMOTIONS

<u>NAME</u>	<u>FROM ASSIGNMENT</u>	<u>TO ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Lovesia Clark	Southern Middle-Grade 8 Math/Instructional Coach	Education Center- 6-12 Instructional Specialist for Math (12 Months)	08/15/18

CERTIFIED PERSONNEL

ADMINISTRATIVE CONTRACTS

PRINCIPALS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>CONTRACT DATE</u>
Andy McCormick	Union Pines High	Principal	07/01/18-06/30/22 Extend Contract Year
Jenny Purvis	North Moore High	Principal	07/01/18-06/30/22

Extend Contract Year

ASSISTANT PRINCIPALS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>CONTRACT DATE</u>
Michael Swofford	Southern Middle	Assistant Principal	08/01/18-06/30/20

CENTRAL OFFICE ADMINISTRATORS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>CONTRACT DATE</u>
Anita Alpenfels	Central Office	Executive Officer for Human Resources	07/01/18-06/30/22 Extend Contract Year
John Birath	Central Office	Executive Officer for Operations	07/01/18-06/30/22 Extend Contract Year
Mike Bundy	Central Office	Executive Officer for Budget and Finance	07/01/18-06/30/22 Extend Contract Year
Tim Locklair	Central Office	Chief Officer for Academics and Student Support Services	07/01/18-06/30/22 Extend Contract Year
Mike Metcalf	Central Office	Executive Officer for Academics and Student Support Services	07/01/18-06/30/22 Extend Contract Year
Catherine Murphy	Central Office	Director for Communications	07/01/18-06/30/22 Extend Contract Year

CLASSIFIED PERSONNEL

NEW HIRES

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Tina Ashley	West Pine Elementary	Grade Kindergarten Teacher Assistant	08/15/18
Solomon Boye	Pinecrest High	Media and Technology Assistant	08/15/18
Justine Cherbonneau	West Pine Elementary	EC Teacher Assistant	08/15/18
Tracie Fete	Pinehurst Elementary	Grade 1 Teacher Assistant	08/15/18-06/07/19
Natasha Horton	Pinecrest High	Cafeteria Assistant	08/16/18
Michelle Livingston	Aberdeen Elementary	EC Teacher Assistant	08/15/18
Sara Perez Hernandez	Robbins Elementary	Grade Kindergarten Spanish Immersion Teacher Assistant	08/15/18
Janet King	Aberdeen Primary	Cafeteria Assistant	08/16/18
Greg Lucarelli	Pinehurst Elementary	S.T.E.M. Teacher Assistant (PT)	08/15/18-06/12/19 (Bill School)
Sydney McNair	Robbins Elementary	Cafeteria Assistant	08/16/18
Heather Minnicozzi	Pinehurst Elementary	Grade 1 Teacher Assistant (PT)	08/15/18-06/12/19 (Bill School)
Barbara Peterson	West Pine Elementary	EC Teacher Assistant	08/15/18
Antonette Ross	Aberdeen Elementary	Cafeteria Manager	08/13/18
Teresa Schroder	Union Pines High	Cafeteria Assistant (PT)	08/16/18
David Scotch	Carthage Elementary	EC Teacher Assistant	08/15/18
Stanley Seawell	Westmoore Elementary	Custodian	08/15/18
Dinah Thomas	West Pine Middle	Bus Driver (PT)	08/20/18
Mario Vample	Pinecrest High	EC Teacher Assistant	08/15/18

RETIRED EMPLOYEES

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Rita Brewington	North Moore High	Cafeteria Assistant (PT)	08/16/18-06/10/19
Ronald Cameron	Crains' Creek Middle	Bus Driver (PT)	08/20/18-06/06/19
Gerald Martin	Crains' Creek Middle	Bus Driver (PT)	08/20/18-06/06/19
Geraldine McCrimmon	Vass-Lakeview Elementary	Bus Driver (PT)	08/20/18-06/06/19
Elaine Rogers	Vass-Lakeview Elementary	Bus Monitor (PT)	08/20/18-06/06/19
Tyrone Vample	Sandhills Farm Life Elementary/Union Pines High	Bus Driver (PT)	08/20/18-06/06/19

SUMMER EMPLOYMENT

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Hazel Andrews	Vass-Lakeview Elementary	Read to Achieve Bus Driver	06/25/18-07/26/18
Katelyn Braswell	Pinecrest High	Athletic Trainer	06/13/18-06/15/18
Kara Briggs	Vass-Lakeview Elementary	Day Care Assistant	06/13/18-08/15/18
Diana Brower	Sandhills Farm Life Elementary	Day Care Assistant	06/13/18-08/15/18
Monica Daniel	West Pine Elementary	Summer Reading Camp Teacher Assistant	06/21/18-07/26/18 (Amend End Date)
Eliza Diggs	Sandhills Farm Life Elementary	Day Care Assistant	06/13/18-08/15/18
Lora Friede	West Pine Elementary	Summer Reading Camp Teacher Assistant	06/21/18-07/26/18 (Amend End Date)
Rosana Goodrich	Sandhills Farm Life Elementary	Day Care Assistant	06/13/18-08/15/18
Antoniette Kelly	Carthage Elementary	ESY Bus Monitor	06/25/18-08/02/18
Jerry Martin	Sandhills Farm Life Elementary	Summer Custodian	07/30/18-08/13/18 (Bill School)
Emily McKenzie	Aberdeen Elementary	Read to Achieve Bus Drive Sub	06/25/18-07/26/18
Alanna Pennington	West Pine Middle	Summer Data Manager (PT)	07/03/18-08/14/18 (Amended Dates) (Bill School)
Shirleen Percell	Sandhills Farm Life Elementary	Summer Administration Support	07/30/18-08/13/18 (Bill School)
Benita Powell	Sandhills Farm Life Elementary	Summer Teacher Assistant	08/06/18-08/09/18 (Bill School)
Mary Beth Thomas	Union Pines High	Summer Registrar	07/16/18-07/31/18 (Bill School)
Phyllis Thomas	Union Pines High	Summer School-Front Office	06/13/18-08/09/18 (Amend End Date)
Shawn Welch	Robbins Elementary	Read to Achieve Bus Drive Sub	06/25/18-07/26/18
Crystal Whitaker	Sandhills Farm Life Elementary	Day Care Director	06/13/18-08/15/18

ADDITIONAL EMPLOYMENT

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Clarence Barrett	Aberdeen Elementary	Extra Custodial Duties -	07/01/18-06/30/19

		Gym and Auditorium Rentals	(Bill School)
Thornton Blue	Pinecrest High	Extra Custodial Duties	07/16/18-06/30/19 (Amend End Dates) (Bill School)
Mark Caudill	Pinehurst Elementary	Groundskeeper	07/01/18-06/30/19 (Bill School)
Mark Caudill	Southern Middle	Groundskeeper	07/01/18-12/31/18
George Fortner	Pinecrest High	Extra Custodial Duties - Gym and Auditorium Rentals	07/23/18-06/30/19 (Bill School)
Charles Gibson	Pinecrest High	Extra Custodial Duties - Gym and Auditorium Rentals	07/01/18-06/30/19 (Bill School)
Brady Hill	Aberdeen Elementary	Extra Custodial Duties - Gym and Auditorium Rentals	07/01/18-06/30/19 (Bill School)

PROMOTIONS

<u>NAME</u>	<u>FROM ASSIGNMENT</u>	<u>TO ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Michele Akin	Vass-Lakeview Elementary-Teacher Assistant	Vass-Lakeview Elementary-EC Teacher	08/15/18
Lea Ann Pilotte	West Pine Elementary- TA	Southern Pines Primary- Pre-K Teacher	08/15/18
Matthew Seawell	Central Office – Maintenance – Electrician/Child Nutrition	Central Office – Maintenance – Electrician/HVAC Supervisor	07/30/18
Catherine Spiegel	West Pine Elementary- TA	West Pine Elementary- Grade Kindergarten	08/15/18

ACTIVITY/FIELD TRIP BUS DRIVER

Holly Rogers

BUS SUBSTITUTES

Pamela Brown

TEACHER SUBSTITUTES

Matthew Bines	Kayla Sanborn
Lisa Bracker	Leslie VanHooke
Robert Levy	

COACHES

<u>NAME</u>	<u>LOCATION</u>	<u>SPORT</u>	<u>POSITION</u>	<u>SEASON</u>
Eddie Crabtree	West Pine Middle School	Golf	Asst. Boys/Girls	Fall
Benjamin Jebb	Pinecrest High School	Football	Assistant Coach	Fall
Dondi Jones	West Pine Middle School	Football	Assistant Coach	Fall
*Jerry Polston	North Moore	Basketball	Varsity Head Coach	Winter
Jonathon Purcell	North Moore	Football	Assistant Coach	Fall
*Lisa Stanley	Crain's Creek Middle	Softball	Assistant Coach	Fall

*Employee & Coach

AFTER SCHOOL

Caitlin Barber	Mae Fletcher	Sue Phan	Tina White
Monica Daniel	Lora Friede	Cynthia Ransom	
Heather Furr	Krystal Isaac	Sharon Street	
Phadrette Person	Theresa Nagy	Annie Swinnie	

****THE FOLLOWING ARE PROVIDED AS INFORMATION FOR THE BOARD OF EDUCATION.*****CERTIFIED PERSONNEL****LEAVES OF ABSENCE**

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>LEAVE DATE</u>
Janice James	Southern Middle	Art Teacher	03/01/19-06/11/19

DECLINED CONTRACT

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Maxine Brown	Southern Middle	Grade 6 Math	08/15/18
Lindsay Palmer	Ed Center (60%)/New Century Middle (40%)	Speech-Language Pathologist	08/15/18

RETIREMENTS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Tamara Lee	West Pine Middle	Grade 6 Language Arts/Social Studies	11/01/18
Elizabeth Massey	Westmoore Elementary	Music	08/01/18

RESIGNATIONS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Sandra Bare	West End Elementary	Kindergarten	07/26/18
Gloria Briglin	Vass-Lakeview Elementary	Reading Intervention	06/12/18
Melissa Cooper	New Century Middle	Grade 6 Social Studies	06/12/18
Nicole Critelli	Pinehurst Elementary	Grade 1	06/12/18
Elaine Everts	Union Pines High	Math	06/12/18
Jennifer Golden	Pinecrest High	Social Studies	06/12/18
Rachel Greer	West Pine Middle	Grade 6 Science	06/12/18
Angela Harding	Aberdeen Primary (50%)/Aberdeen Elementary (50%)	ESL	06/12/18
Elizabeth Jefferson	Crain's Creek Middle	EC	06/12/18
Ashley Kurtz	Aberdeen Primary	Grade 1	06/12/18
Thomas Leahey	Aberdeen Elementary	Grade 3	08/29/18
Tracy Miller	New Century Middle	School Counselor	06/12/18
Sarah Monzillo	Vass-Lakeview Elementary	EC	06/12/18
Lauren Morrison	Ed Center	Instructional Specialist for EC	09/05/18
Melissa O'Connor	Southern Pines Primary	Preschool	06/12/18
Brandon Shell	West Pine Middle	PE	06/12/18

CLASSIFIED PERSONNEL

DECEASED

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
David Chriscoe	Westmoore Elementary	Custodian (PT)	07/30/18

RESIGNATIONS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Gail Bennett	West Pine Elementary	Custodian	08/07/18
Brian Carthens	Pincrest High	EC Teacher Assistant	06/12/18
Catherine DiTuro	West Pine Middle	EC Teacher Assistant	06/12/18
Erin Healy	Central Office	Receptionist (PT)	10/05/18
James Sineath	Union Pines High	EC Teacher Assistant	06/12/18
Remika Williams	Southern Pines Elementary	Bus Driver (PT)	06/08/18