



Regular Meeting

Cumberland County Board of Education

November 1, 2022

### Recognition of Ex-Officio Member

Student Government leaders Tucker Samuelian from Massey Hill Classical High School and Taylor Mock from Jack Britt High School served as the ex-officio members of the Cumberland County Board of Education (CCBOE). Ex-officio members are given the opportunity to make comments, ask questions, and give input on any topic brought before the Board.

### Superintendent Updates the Board

Dr. Connelly shared the following updates:

He assured the Board that the strategic plan is serving as a roadmap as “together, we are rising!” Dr. Connelly noted that “outstanding teaching and learning is taking place in our classrooms, student-athletes are soaring on and off the field and schools and district departments are finding innovative ways to engage families in the educational process.” He also applauded the success of the Arts Education Department’s Marching Band Showcase 2022.

### *Committed to Excellence for All*

Dr. Connelly shared that in CCS’ commitment to excellence for all, the district is mindful, respectful and affirmative of all forms of diversity so that “every child has a fair and impartial opportunity for a successful education.” He said that while the NC Standard Course of Study does not include Critical Race Theory, the district’s curricula and resources, particularly in ELA and Social Studies, are constantly being reviewed for accuracy and inclusion. Also, the district is currently reviewing media holdings at all levels to ensure materials are appropriate for students at each grade level.

### *November Observances*

The Superintendent shared the following observances in November: Career Development Month (Nov. 1 – 30); Native American Heritage Month (Nov. 1 - 30); School Psychology Week (Nov. 7-11); and Veterans Day (Nov. 11).

### *Choice Application Season*

Choice application season starts soon. Dr. Connelly announced the 2022 Choice Fair will take place Saturday, Dec. 3 from 9:00 a.m. – 12:00 p.m. at E.E. Smith High School. Families are invited to attend the event in order to learn about the different programs, their customized benefits and the application process. Choice Programs will be accepting applications from Nov. 28, 2022 – Jan.31, 2023.

### Board of Education

**Greg West**  
Chair  
At Large

**Deanna Jones**  
Vice Chair  
District #2

**Judy Musgrave**  
At Large

**Charles McKellar**  
At Large

**Alicia Chisolm**  
District #1

**Carrie Sutton**  
District #3

**Donna Vann**  
District #4

**Susan Williams**  
District #5

**Nathan Warfel**  
District #6

**Superintendent**  
Dr. Marvin Connelly

Finally, as the first National Superintendent Chair for the Leukemia & Lymphoma Society (LLS), Dr. Connelly announced his 60<sup>th</sup> Birthday Challenge to raise funds for cancer research. He is challenging 1,000 people to each give \$60 over the next 60 days to raise \$60,000 for LLS by Dec. 14, which is Dr. Connelly's 60<sup>th</sup> birthday. CCS student and cancer survivor Layla Smith has 'teamed-up' with the Superintendent in the effort to raise funds.

Dr. Connelly concluded his comments with a short video that highlighted the 60<sup>th</sup> Birthday Challenge for LLS and cancer research.

### **Administrative Recommendations**

#### *Principal*

Douglas Byrd High

Kenneth Williams

#### *Central Services*

Student Success Facilitator (ESSER Funded)

Dr. Zoletta Taylor

#### *Exceptional Children's Services*

Coordinator-EC Services

Kelli Howle

### **District Retention and Recruitment Bonuses Get 'Two Thumbs Up'**

The Board realizes that CCS continues to experience staffing difficulties associated with the district's recovery from the COVID-19 pandemic and the national labor shortage. In an effort to retain and recruit 'the best and brightest,' members of the CCBOE approved offering a retention bonus of \$1,000 for any staff member (certified & classified) who completed their employment contract during the 2021-2022 school year and continues to be employed by CCS on Dec. 1. Any new staff member (certified & classified) employed as of Oct. 1 who continues to be employed by CCS on Dec. 1 will receive a sign-on bonus of \$500. These bonuses will be paid on Dec. 16. The forecasted cost of the bonuses is \$9,000,000, which will be paid out of federal Elementary and Secondary School Emergency Relief (ESSER) funds.

### **Memorandum of Agreement Accepted by the Board**

The Board approved the 2022-2023 Memorandum of Agreement with Fayetteville Technical Community College (FTCC) for the NC Career Coach Cohort. Under the agreement, there will be Career Coaches placed at Douglas Byrd, E.E. Smith, South View and Westover high schools. CCS will provide access to the students, office space, technology, resources and support. FTCC will be responsible for the hiring and evaluation of Coaches along with their professional development, salary and benefits. All Career Coaches on all funding cycles will be funded by FTCC with no costs to the district.

### **Local Proclamations Given 'The Green Light'**

Members of the Board approved the following proclamations:

- Nov. 1-30 was proclaimed as Career Development Month, Nov. 14-18 as Career Development Week and Nov. 16 as Career Development and Career & Technical Education Facilitator Day in Cumberland County Schools. The Board vowed its support of the proclamation with the thought that "CTE Facilitators and Career Development Coordinators support CTE programming that contributes to increased student attendance and achievement; improves graduation rates; produces college and career-ready citizens; and contributes to the local economy and community vitality."

- Nov. 4 was proclaimed as Citizenship Day at Vanstory Hills Elementary School where “the CCBOE recognizes the qualities of a good citizen to include being honest and trustworthy, respectful, informed, compassionate and responsible ... and the students and staff of Vanstory Hills Elementary are working together to demonstrate their practice and adherence to said qualities.”

### **Tutoring for PASE Schools Gets Support**

The Board approved a purchase agreement with FEV Tutoring, University Instructors and Varsity Tutors for the PASE Tutoring Network as recommended by the Curriculum Committee. The district-wide tutoring network will impact PASE Tiers 1-2 Schools, PASE Tiers 3-5 Schools, and 15 percent of students with disabilities where a total of 86 schools and 12,000 students will be impacted.

### **Approval Given to LETRS Completion Bonuses**

Members of the Board approved the 2022-2023 LETRS Professional Development Completion Bonus Plan. For details about the Plan, click [here](#).

### **Agreement between the City, School District Moves Forward**

Under the 2022-2025 Interlocal Agreement with the City of Fayetteville the CCBOE “will make available to the City for community recreation activities all school areas and facilities located within their schools situated in areas of Cumberland County served by the Fayetteville-Cumberland County Parks and Recreation Department.”

### **Board Approves Three Policy Revisions**

The following revised policies were approved by the Board:  
3225/4312/7320 – Technology Responsible Use  
3410 – Testing and Assessment Program  
4050 – Children of Military Families

### **Board Recognitions**

Dr. Lindsay Whitley, the associate superintendent of Communications and Community Engagement, introduced the following honoree to the Board to be recognized:

#### Extra Mile Award Recipient for October

Ed Bala, a cafeteria monitor at Ponderosa Elementary School (PES), received October’s Extra Mile Award. PES Cafeteria Manager Glenda McDonald and Cafeteria Cashier Valerie Branch nominated Bala because they feel he is “honorable, faithful, loving, kind, dedicated and compassionate” toward the students and staff at their school. McDonald noted that for the last 20 years, the military retiree can be found every morning in the school cafeteria greeting the students and parents with a smile while oftentimes wearing a professional costume, e.g., fruit, taco, pizza, mustard, etc., to fit any occasion, e.g., School Breakfast or Lunch Week. Bala also monitors student behavior throughout the cafeteria but never fails to help the staff with taking the trash out or assisting students with their reading and math work. When thanked for going ‘that extra mile,’ Branch said his reply was, “I’m the person behind the scenes. This is what I do. No thanks needed.”

The Extra Mile Award is designed to acknowledge employees who demonstrate sustained high levels of performance and inspire others to do their best.