

**Regular Board Meeting
September 8, 2026**

Present: Gaster, Hooker, Ortiz, Rummel, Smoak, Stryffeler, Womack, Rawson, Dossenbach, Britt, Kelly, Eggers, Clarke, Jordan, Alverson, Coldren, Duffey, McNeill, Measamer, Calcutt, Buie, All principals; Wendy Phillips-LCEF; SRO-Scott Blakeley; SRO-Megan Rosser; Eric Davidson-
Lee County Board of Commissioners

I. The Lee County Board of Education was called to order Chairman Sherry Womack.

II. Closed Session

Motion: Smoak
Second: Rummel
Action: Carried Unanimously

I move that the Lee County Board of Education go into closed session under NCGS 143-318.11(a)(1), (a)(3), (a)(6); to discuss confidential student information under NCGS 115C-402; to discuss confidential personnel information under NCGS 115C-319 and 115C-321; and to consult with the Board's attorney and maintain the attorney-client privilege.

Motion: Rummel
Second: Ortiz
Action: Carried Unanimously

I move that the Lee County Board of Education come out of closed session.

III. Invocation was offered by Jeanette T. Peace, Peace & Associates, Attorneys at Law.

IV. The Pledge of Allegiance was recited.

V. LCS Vision and Policy 2120-Code of Ethics for School Board Members

Board Member Gaster read the following Lee County Schools Vision Statement.

Lee County Schools Vision Statement

Lee County Schools, in partnership with the community, will provide a safe, supportive, and engaging environment that fosters each student's academic, personal, and social growth. We are committed to providing innovative learning opportunities that prepare students for success in college, careers, and life. We will drive student achievement and continuous improvement by attracting and supporting top educators through a positive, collaborative work culture. Our success will be measured by student growth, future readiness, and our students' positive contributions to society.

Board Member Ortiz read a portion of Policy 2120 Code of Ethics for School Board Members.

Policy 2120-Code of Ethics for School Board Members

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Members of the Lee County Board of Education should:

- Avoid conflicts of interest and appearance of conflicts of interest as we handle the work of the board;
- Avoid the solicitation and/or acceptance of gifts in return for advice or assistance on matters concerning the operation of the business of the board
- Avoid the misuse of public funds;
- Avoid misrepresentation or falsification of facts; and
- Avoid making confidential information public.

- VI. Approval of Agenda-9/8/2026-Chairman Womack requested to add "Proclamation Honoring the Employees of Lee County Schools" to New Business, Number 3, Personnel will be Number 4.

Motion: Rummel

Second: Ortiz

Action: Carried Unanimously

I move that the Lee County Board of Education approve the 9/8/2026 amended agenda.

- VII. Approval of Minutes-RBM-8/11/2026; Student Transfer Appeal Hearings-8/27/2026

Motion: Rummel

Second: Gaster

Action: Carried Unanimously

I move that the Lee County Board of Education approve the 8/11/2026 and 8/27/2026 minutes.

- VIII. No Public Comments.

- IX. Chairman's Report-Sherry Womack

1. 2026 NCSBA Awards and Recognition-Submission deadline September 28, 2026, 12noon. Awards will be presented during the 2026 NCSBA Annual Conference Awards Ceremony on November 10, 2026.
2. NCSBA Board of Directors Vacancy-Submission deadline September 25, 2026.
3. NCSBA Voting Delegates/Alternates-Submission deadline Monday, October 26, 2026, 5pm. 2026 Delegate Assembly Annual meeting is Monday, November 9, 2026, 4pm.
4. LCBOE 2026-2027 Governance & Engagement Calendar.

- X. Board Member Comments-Celebration the Success of Lee County Schools-All Board members expressed their appreciation and congratulations to the Lee County Schools staff for their hard work and contributions to the district's success.

- XI. Superintendent's Report-Dr. Chris Dossenbach

1. NCSBA-LEAD Training event on September 17, 2026, 2-5pm in Fayetteville, NC. 2025-2026 Academy of School Boardsmanship Individual Recognitions will take place.

Sherry Womack-Award of Excellence

Carla Hooker- Certificate of Merit

Cindy Ortiz-Certificate of Merit

2. Groundbreaking Ceremony-Lee County Schools Transportation Facility-Thursdays, September 17, 2026, 9am, 416 Cox Maddox Road, Sanford, NC 27332.
3. Thank you to all of the principals for attending the meeting and for your continued dedication and hard work toward the success of Lee County Schools. Your leadership, commitment, and efforts make a meaningful difference for our students, staff, and school communities. We truly appreciate all that you do!

XII. Announcements-Reports-Non-Action Items

- A. Accountability Update- Received a 2025-2026 LCS Performance Grade Overview from Stefanie Clarke, Executive Director of Accountability, Planning, and Performance.

A. Financial Report-Jolanda Jordan

1. July, 2026-Financial spreadsheet
 - Fiscal 27 budget-\$132,686,632.29
 - YTD Expenditure-\$4,483,442.75
 - YTD Encumbrances-\$5,107,506.20
 - Remaining Budget-\$123,095,683.34
 - Budget Utilization-7.23%

B. No Board Attorney Report-Stephen Rawson

C. Committee Reports-Sherry Womack

1. Curriculum and Instruction Committee-Cindy Ortiz

No meeting.

Next meeting-October 21, 2026, 3:30pm, Assembly Room, HEB

2. Discipline Committee-Dr. Carla Hooker

No meeting.

Next meeting-September 23, 2026, 4:30pm, Assembly Room, HEB

3. Operations Committee-Alan Rummel

August 25, 2026

Reviewed the CCIP, the SLHS State Baseball Championship sign, the Greenwood HVAC bids, the Chariot Floor Machine bids, the Southeastern Flooring bids, the technology bids, the Needs-Based Grant application, and the 2026-2027 Budget Resolution.

Next meeting-September 29, 2026, 4pm, Assembly Room, HEB

4. Policy Committee-Chris Gaster

August 18, 2026

Reviewed the following policies for first reading:

Policy 3200-Selection of Instructional and Supplementary Materials

Policy 3210 Parental Inspection of and Objection to Instructional and Supplementary Materials

Policy 3510 Religious-Based Exemptions from School Programs

Policy 5150/7313 Reporting to External Agencies

Policy 6442 Vendor Lists

Policy 9115 Prequalification of Bidders for Construction Projects

Policy 9120 Bidding for Construction Work

Policy 6420/8720-Contracts with the Board

Next meeting-October 20, 2026, 4:30pm, Assembly Room, HEB.

XIII. Action Items

A. Approval of Consent Agenda

Motion: Rummel

Second: Ortiz

Action: Carried Unanimously I move that the Lee County Board of Education approve the Consent Agenda:

1. Fundraisers
2. Contributions and Donations
3. Financial Statements
4. CCIP (Comprehensive Continuous Improvement Plan) 2026-2027
5. Greenwood HVAC-Media Center Bid
6. Chariot Floor Machines Bid
7. Southeastern Flooring Bid
8. Technology Purchases-Round 1
9. 2026-2027 Budget Resolution

B. No Unfinished Business

C. New Business

1. Rescinding Policies

Policy 6402-Participation by Historically Underutilized Businesses

Policy 9125-Participation by Minority Businesses

Motion: Gaster

Second: Ortiz

Action: Carried Unanimously

I move that the Lee County Board of Education rescind Policies 6402 and 9125 effective immediately.

Motion: Gaster

Second: Ortiz

Action: Carried Unanimously

I move that the all HUB-related Board policy language that conflicts with current North Carolina law be waived until the Board completes the process of relevant policies.

2. 2026-2027 Needs-Based Public-School Capital Fund Grant Application

Motion: Rummel

Second: Ortiz

Action: Carried Unanimously

I move that the Lee County Board of Education approve the 2026-2027 Needs-Based Public-School Capital Fund Grant Application.

3. Proclamation Honoring the Employees of Lee County Schools

Motion: Rummel

Second: Stryffeler

Action: Carried Unanimously

I move that the Lee County Board of Education approve the Proclamation Honoring the Employees of Lee County Schools

PROCLAMATION

HONORING THE EMPLOYEES OF LEE COUNTY SCHOOLS

WHEREAS, the success of a school system is ultimately measured not only by its buildings, programs, or numbers, but by the people who show up each day with the knowledge, dedication, compassion, and determination to help children succeed; and

WHEREAS, the employees of Lee County Schools have demonstrated extraordinary commitment to the students and families they serve, working together through challenge, change, and opportunity to build a stronger school system; and

WHEREAS, the 2025–2026 school year marked an extraordinary achievement for Lee County Schools, with all 14 graded schools improving in performance, academic growth, or both, and the district moving from five low performing schools to zero; and

WHEREAS, six schools improved by at least one full letter grade, 11 of the district's 14 graded schools met or exceeded expected academic growth, and the district's graduation rate reached 89.2 percent, exceeding the statewide rate; and

WHEREAS, these accomplishments did not happen because of one person, one school, or one initiative. They are the result of countless hours of work by the entire Lee County Schools team, including teachers, principals, instructional staff, counselors, social workers, psychologists, nurses, exceptional children staff, administrators, office personnel, bus drivers, transportation staff, child nutrition employees, custodians, maintenance and grounds crews, technology staff,

coaches, athletic personnel, school resource and safety personnel, and every employee who contributes to the daily operation and success of our schools; and

WHEREAS, teachers and instructional staff have worked tirelessly to meet students where they are, strengthen instruction, analyze data, provide support and intervention, and maintain high expectations for every learner; and

WHEREAS, principals, assistant principals, and school leaders have provided direction, encouragement, accountability, and a commitment to continuous improvement, creating school environments in which students and employees can thrive; and

WHEREAS, counselors, social workers, nurses, psychologists, exceptional children professionals, and student support staff have helped ensure that students' academic, emotional, behavioral, developmental, and physical needs are addressed so they can fully participate in learning; and

WHEREAS, bus drivers and transportation employees have carried the responsibility of safely transporting thousands of students to and from school each day, providing one of the first and last points of connection between students and their schools; and

WHEREAS, child nutrition employees have provided students with meals and nourishment essential to their health, well-being, and ability to learn; and

WHEREAS, custodians, maintenance and grounds employees have worked behind the scenes every day to keep schools clean, safe, functional, and welcoming environments for students and staff; and

WHEREAS, office personnel, technology staff, administrative employees, coaches, athletic personnel, safety staff, and countless others have provided the services, expertise, organization, and support necessary for schools to operate effectively each day; and

WHEREAS, the accomplishments of Lee County Schools reflect the spirit of the district's Thrive in Lee strategic plan, including its commitment to student growth and achievement, student well-being and safety, operational strength, and a strong and dedicated educator workforce; and

WHEREAS, the employees of Lee County Schools have demonstrated that improvement is not a destination but a daily commitment, one lesson, one student, one classroom, one bus route, one meal, one conversation, and one act of service at a time; and

WHEREAS, behind every improved score is a student who was encouraged, behind every successful classroom is an educator who worked beyond the school day, and behind every successful school is a team of people who refused to give up on the children entrusted to their care; and

WHEREAS, the Lee County Board of Education recognizes that the extraordinary results achieved this year belong to the entire Lee County Schools team and honors the people who work every day, often without recognition, to give our students the opportunity to succeed; and

WHEREAS, the Board recognizes that while the achievement of zero low performing schools is a significant milestone, the greater accomplishment is the culture of improvement, belief, teamwork, and high expectations that made such results possible;

NOW, THEREFORE, BE IT PROCLAIMED, that the Lee County Board of Education proudly recognizes and honors all employees of Lee County Schools for their extraordinary dedication, professionalism, perseverance, and service to the children and families of Lee County.

BE IT FURTHER PROCLAIMED, that the Board extends its sincere gratitude to every employee, whether working in a classroom, driving a school bus, preparing or serving meals, maintaining a school, supporting students and families, keeping records and offices running, providing technology, ensuring safety, coaching students, leading a school, or serving behind the scenes, for understanding that every role matters and every student matters.

BE IT FINALLY PROCLAIMED, that the Lee County Board of Education celebrates the accomplishments of the 2025–2026 school year and recognizes the employees of Lee County Schools as the people who turned vision into action, challenges into progress, and opportunity into achievement.

With gratitude, respect, and appreciation, the Lee County Board of Education salutes every employee of Lee County Schools.

ADOPTED, this 8th day of September, 2026, by the Lee County Board of Education.

Sherry Lynn Womack
Chairman
Lee County Board of Education

ATTEST:

Christopher P. Dossenbach, Ed.D.
Superintendent

4. Personnel

Motion: Hooker
Second: Gaster
Action: Carried Unanimously

I move that the Lee County Board of Education approve the Human Resources Report.

XIV. Closed Session

Motion: Stryffeler

Second: Rummel

Action: Carried Unanimously

I move that the Lee County Board of Education go into closed session under NCGS 143-318.11(a)(1), (a)(3), and (a)(6); to discuss confidential personnel information under NCGS 115C-319 and 115C-321; and to consult with the Board's attorney and maintain the attorney-client privilege.

Motion: Ortiz

Second: Rummel

Action: Carried Unanimously

I move that the Lee County Board of Education come out of closed session.

XV. Action Item

A. Personnel

Motion: Rummel

Second: Ortiz

Action: Carried Unanimously

I move that the Lee County Board of Education extend Superintendent, Dr. Chris Dossenbach's contract for one year-June 30, 2030.

XVI. Adjourn

Motion: Gaster

Second: Ortiz

Action: Carried Unanimously I move to adjourn.

Sherry Lynn Womack, Chairman

Christopher P. Dossenbach, Ed.D.
Secretary
Superintendent

AREA Human Resources

AGENDA ITEM(S) Personnel Information

CONTACT PERSON(S) Patricia Coldren, Executive Director Human Resources

Agenda Report

Recruitment and Selection of Personnel – Policy 7100

Suggested Motion- I move that the Lee County Board of Education approve the Human Resources Report

**Personnel Agenda
September 8, 2026**

Action

1. Certified Personnel Hires

Jessica Wierck
(23 yrs. exp.) Exceptional Children Teacher, J. Glenn Edwards Elementary School
(effective 8/17/26-6/30/27)

Amber Kelly
(0 yrs. exp.) K-5 Teacher, W. B. Wicker Elementary School
(effective 9/11/26-6/30/27)

2. Classified Personnel Hires

Megan Rosengarn Custodian/Bus Driver, B. T. Bullock Elementary School
(effective TBD-6/30/27)

Robin Saenz Instructional Assistant/Bus Driver, B. T. Bullock Elementary School
(effective TBD-6/30/27)

Betty Byrd Child Nutrition Assistant PT, Child Nutrition Department
(effective 9/9/26-6/30/27)

Natalee Thomas Child Nutrition Assistant PT, Child Nutrition Department
(effective 8/24/26-6/30/27)

Madison Haas Exceptional Children Assistant/Bus Driver, Floyd L. Knight
(effective 8/31/26-6/30/27)

Ashley Barrios Instructional Assistant Adult Support/Bus Driver, Greenwood Elementary School
(effective 8/24/26-6/30/27)

Xavier Martin Exceptional Children Assistant/Bus Driver, Greenwood Elementary School
(effective 8/17/26-6/30/27)

Joanna Feliciano Instructional Assistant/Bus Driver, Greenwood Elementary School
(effective 8/24/26-6/30/27)

Madison Sloan Office Support/Bookkeeper, J. Glenn Edwards Elementary School
(effective TBD-6/30/27)

Stanley Bailey Exceptional Children Assistant/Bus Driver, Lee County High School
(effective 8/31/26-6/30/27)

Ashton Mitchell Instructional Assistant Adult Support/Bus Driver, Lee County High School
(effective TBD-6/30/27)

Sergio Romero-Vivas Instructional Assistant-ISS/Bus Driver, Southern Lee High School
(effective 8/25/26-6/30/27)

Jessica Childers Instructional Assistant/Bus Driver, Tramway Elementary School
(effective TBD-6/30/27)

Thomas Garner Instructional Assistant/Bus Driver, W. B. Wicker Elementary School
(effective 8/31/26-6/30/27)

3. Non-Renewal/Terminations

Shannon Ahtani

Child Nutrition Assistant/Bus Driver, J. Glenn Edwards Elementary School
(effective 8/21/26)

Rodrick Hatton

Instructional Assistant/Bus Driver, SanLee Middle School
(effective 8/21/26)

4. Substitute Teacher Hires

5. Substitute Child Nutrition Assistant Hires

6. Substitute Bus Drivers

7. Substitute Custodians

8. Substitute School Nurse

9. Activity Bus Driver Hires

10. Leave of Absence (Non-FMLA)

AREA Human Resources

AGENDA ITEM(S) Personnel Information

CONTACT PERSON(S) Patricia Coldren, Executive Director Human Resources

Agenda Report

FOR INFORMATION ONLY

Suggested Motion-	For Information Only

Information

1. Resignation

Rebekah Hartman	Instructional Assistant-BIP/Bus Driver, B. T. Bullock Elementary School (effective 9/3/26)
Tiffany Harris	Exceptional Children Instructional Specialist, Broadway Elementary School (effective 10/2/26);
Jazmin Lopez	Instructional Assistant/Bus Driver, Deep River Elementary School (effective 9/10/26)
Angela Dezso	CTE-Career Exploration Teacher, East Lee Middle School (effective 10/7/26)
Michael Kester	Instructional Assistant-BIP/Bus Driver, J. Glenn Edwards Elementary School (effective 9/16/26)
Mark Boles	CTE-Automotive Teacher, Lee County High School (effective 10/3/26)
Meredith Suitt	Exceptional Children Teacher, Tramway Elementary School (effective 9/11/26)
Jaquez Smith	Instructional Assistant-BIP/Bus Driver, W. B. Wicker Elementary School (effective 8/27/26)
George Martinez	Instructional Assistant/Bus Driver, W. B. Wicker Elementary School (effective 8/27/26)
Melissa Poraczky	Music Teacher, W. B. Wicker Elementary School (effective 9/18/26)
Akaya Bryan	Science Teacher, West Lee Middle School (effective 9/26/26)

2. Retirement

Larry Measamer	Maintenance Supervisor, Maintenance Department (effective 11/30/26)
Kim Williams	Office Support/Infinite Campus, West Lee Middle School (effective 10/30/26)

3. Leave of Absence (FMLA/Military)

Bonika Snipes	Exceptional Children Teacher, Bragg Street (effective 8/4/26-5/28/27)
Kaycey McLaughlin	Exceptional Children Teacher, Broadway Elementary School (effective 8/4/26-5/28/27)
Amy McCaskill	Curriculum Instructional Specialist-Lead Digital Learning Facilitator, District Wide (effective 7/31/26-9/11/26)
Carter Perez	Social Studies Teacher, East Lee Middle School (effective 10/6/26-11/2/26)
Dementrial Feaster	CTE-Computer Applications Teacher, East Lee Middle School (effective 9/4/26-12/1/26)

Chrystal Powers Preschool Teacher, Floyd L. Knight
(effective 8/4/26-5/28/27)

Mary Katherine Allmond Office Support, SanLee Middle School
(effective 8/3/26-10/2/26)

Oliva Mercer Spanish Teacher, Tramway Elementary School
(effective 10/1/26-3/9/27)

4. Change of Status

5. Change of Assignment

Tiffany Yow From: Exceptional Children Assistant/Bus Driver, B. T. Bullock Elementary School
To: Instructional Assistant-BIP/Bus Driver, B. T. Bullock Elementary School
(effective 9/3/26)

Stephanie Charpia From: Exceptional Children Compliance Specialist, East Lee Middle School
To: Exceptional Children Teacher, Southern Lee High School
(effective 9/8/26)

Jordan Chaney From: Administrative Intern, J. Glenn Edwards Elementary School
To: Administrative Intern, Tramway Elementary School
(effective 9/8/26)

Linda Davis From: English As Second Language Assistant/Bus Driver, SanLee Middle School
To: Instructional Assistant-ISS/Bus Driver, SanLee Middle School
(effective 8/31/26)

Rocio Cruz From: English As Second Language Assistant/Bus Driver, W. B. Wicker Elementary School
To: English As Second Language Assistant/Bus Driver, SanLee Middle School
(effective 9/3/26)

Breanna Najera From: Exceptional Children Assistant/Bus Driver, West Lee Middle School
To: English As Second Language Assistant/Bus Driver, West Lee Middle School
(effective 8/24/26)

Rossana Mendez From: Office Support-Receptionist, West Lee Middle School
To: Office Support-Infinite Campus, West Lee Middle School
(effective 11/2/26)

6. Volunteer Coach

(Employee: Certified, Classified with Stipend)

Ronisa Andries Assistant Coach-Cross Country, East Lee Middle School
(effective School Year 2026-2027)

Braynka Brown Head Coach Women's Basketball, Head Coach-Softball, First Responder (Spring), East Lee Middle School
(effective School Year 2026-2027)

Kimberly Vega Cardona Assistant Coach- (Fall) Cheerleading, Assistant Coach (Winter) Cheerleading, East Lee Middle School
(effective School Year 2026-2027)

Kasey Kincer Assistant Coach-Volleyball, East Lee Middle School
(effective School Year 2026-2027)

Austin Spurlock	Head Coach-Volleyball, Assistant Coach-Baseball, Field Maintenance, East Lee Middle School (effective School Year 2026-2027)
Joshua Stacy	Head Coach-Cross Country, East Lee Middle School (effective School Year 2026-2027)
Cameron O'Connor	Assistant Coach-Softball, East Lee Middle School (effective School Year 2026-2027)
Steven Burdeau	Athletic Director, Lee County High School (effective School Year 2026-2027)
Kane Little	Assistant Coach-Football, Lee County High School (effective School Year 2026-2027)
Lisa Harrington	Assistant Coach-Dance Team Advisor, Lee County High School (effective School Year 2026-2027)
Marco DePaz	Head Coach-Football, SanLee Middle School (effective School Year 2026-2027)
Anthony Cox	Coach-Football, SanLee Middle School (effective School Year 2026-2027)
Christopher Sheffield	Coach-Football, SanLee Middle School (effective School Year 2026-2027)
Tirell McIver	Coach-Defensive Coordinator, SanLee Middle School (effective School Year 2026-2027)
Megan James	Athletic Director, First Responder, Field Maintenance, SanLee Middle School (effective School Year 2026-2027)
Ashley Inman	Head Coach-Volleyball, SanLee Middle School (effective School Year 2026-2027)
Kim Vaughn	Head Coach-Cheerleading, SanLee Middle School (effective School Year 2026-2027)
Tonnette Wicker	Assistant Coach-Cheerleading SanLee Middle School (effective School Year 2026-2027)
Vickie Wilkins	Head Coach-Women's Tennis, Southern Lee High School (effective School Year 2026-2027)
Christian Locust	Assistant Coach-Flag Football, Southern Lee High School (effective School Year 2026-2027)
Sergio Romero-Vivas	Coach-Varsity Boy's Soccer, Southern Lee High School (effective School Year 2026-2027)
Steve De La Cruz	Head Coach-Baseball, Assistant Coach-Softball, Assistant Coach-Basketball, West Lee Middle School (effective School Year 2026-2027)
Stephanie Dziok	Athletic Director, First Responder (Fall), First Responder (Winter), First Responder (Spring), West Lee Middle School (effective School Year 2026-2027)

Candace Woodell	Head Coach-Co-Ed Tennis, Head Coach-Girl's Soccer, Assistant Coach-Boy's Soccer, West Lee Middle School (effective School Year 2026-2027)
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7. Volunteer Coach with Stipend

Michael Williams

(Non-Employee)

Assistant Coach-Football, Lee County High School
(effective School Year 2026-2027)

Ty'Kwan Bryant-Mclver

Weight Coordinator (Summer), Lee County High School
(effective School Year 2026-2027)

Darrick Webster

Head Coach-Golf, SanLee Middle School
(effective School Year 2026-2027)

Danny Holder

Head Coach-Danny Holder, SanLee Middle School
(effective School Year 2026-2027)

Utarious Murchison

Assistant Coach-Football, SanLee Middle School
(effective School Year 2026-2027)

Gilbert Jones

Assistant Coach-Football, Southern Lee High School
(effective School Year 2026-2027)

Jeremy Thomas

Assistant Coach-Football, Southern Lee High School
(effective School Year 2026-2027)

Robin Showalter

Head Coach-Men's Cross Country, Head Coach-Women's Cross Country,
Southern Lee High School
(effective School Year 2026-2027)

8. Volunteer Coach (No Stipend)

Ty'Kwan Bryant-Mclver

Assistant Coach-Football, Lee County High School
(effective School Year 2026-2027)