

Subject: Re: Public Records Request (NC-LEE-24-1382)
Date: Wednesday, August 28, 2024 at 9:21:34 AM Eastern Daylight Time
From: James Alverson
To: AO Records
Attachments: LeeCoSch Logo.png

EXTERNAL SENDER

Good morning,
Please find two PDF portfolios attached to this email in fulfillment of this request.
Thank you,

American Oversight Request SWomack Part 1.pdf

American Oversight Request SWomack Part 2.pdf

On Wed, Jul 3, 2024 at 1:16 PM AO Records <records@americanoversight.org> wrote:

Dear Public Records Custodian:

Please find attached a request for records under North Carolina's Public Records Act.

Sincerely,

Marwah Adhoob | She/Her
Paralegal | American Oversight
records@americanoversight.org
www.americanoversight.org | @weareoversight

PRR: NC-LEE-24-1382

--
James Alverson
Public Information Officer
Lee County Schools



E-mail correspondence to and from this sender may be subject to the North Carolina Public Records Law and may be disclosed to third parties.

From: [Kayla Maloney](#) on behalf of [Kayla Maloney <kmaloney@lockehq.org>](#)
To: [Sherry Womack](#)
Subject: CALN Lunch and Learn 5/10 RSVP Confirmation
Date: Monday, May 6, 2024 1:29:51 PM
Attachments: [image001.png](#)

Hello!

Thank you for RSVPing to our Lunch and Learn on **Friday, May 10, at 11AM!** This is a confirmation of your RSVP.

Please feel free to share our [RSVP link](#) around to anyone you think would be interested in this topic!

We will send out the Zoom link the morning of the call. Until then, don't forget to put it in your calendar!

See you soon,
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200

e kmaloney@schoolboardleader.com



www.schoolboardleader.com

From: [Kayla Maloney](#) on behalf of [Kayla Maloney <kmaloney@lockeho.org>](mailto:kmaloney@lockeho.org)
Subject: CALN Title IX Lunch and Learn Resources
Date: Friday, May 10, 2024 12:21:43 PM
Attachments: [2024.05.10 Jonathan Vogel Title IX Presentation.pdf](#)
[image001.png](#)

Hello!

Thank you so much for attending our Lunch and Learn event this morning! As promised, the slides that Mr. Vogel used in his presentation are attached.

Also, here are the two articles that were referenced during the call:

- [Highlighting Female Collegiate Athletes Who Made History Since the Passage of Title IX](#)
- [One state considers rejecting federal K-12 funding](#)

Have a great weekend!
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200
e kmaloney@schoolboardleader.com



www.schoolboardleader.com

From: [Kayla Maloney](#) on behalf of [Kayla Maloney <kmaloney@lockheed.org>](#)
Subject: CALN Title IX Lunch and Learn ZOOM LINK
Date: Friday, May 10, 2024 9:19:04 AM
Attachments: [image001.png](#)

Good morning!

We look forward to seeing you at our Lunch and Learn at 11am! Keep in mind, you will be in a “waiting room” until the meeting begins. Here is the Zoom link:

Kayla Maloney is inviting you to a scheduled Zoom meeting.

Topic: Title IX Lunch and Learn
Time: May 10, 2024 11:00 AM Eastern Time (US and Canada)

Join Zoom Meeting
<https://us06web.zoom.us/j/83684989217>

Meeting ID: 836 8498 9217
See you soon!
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200
e kmaloney@schoolboardleader.com



www.schoolboardleader.com

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Boe](#); [Chris Dossenbach](#); [Stephen Rawson](#)
Subject: Fwd: CALN Title IX Lunch and Learn Resources
Date: Thursday, May 16, 2024 1:26:55 PM
Attachments: [2024.05.10 Jonathan Vogel Title IX Presentation.pdf](#)
[image001.png](#)

Steve please confirm you have this and if you find any conflicting information?

----- Forwarded message -----

From: **Kayla Maloney** <kmaloney@lockehq.org>
Date: Fri, May 10, 2024 at 12:21 PM
Subject: CALN Title IX Lunch and Learn Resources
To:

Hello!

Thank you so much for attending our Lunch and Learn event this morning! As promised, the slides that Mr. Vogel used in his presentation are attached.

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- [One state considers rejecting federal K-12 funding](#)

Have a great weekend!

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t (984) 247-1200
e kmaloney@schoolboardleader.com



www.schoolboardleader.com

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*Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Vice-Chair*

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

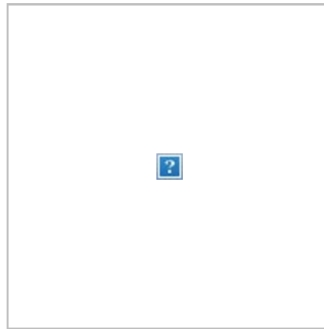
From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Sherry Womack](#); [Jim Womack](#)
Subject: Fwd: Calling All Candidates and Community Members! | CALN Newsletter 3/22/24
Date: Sunday, March 24, 2024 10:00:59 PM

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: CALN Team <info@schoolboardleader.com>
Date: March 22, 2024 at 13:41:31 EDT
To: swomack@lee.k12.nc.us
Subject: **Calling All Candidates and Community Members! | CALN Newsletter 3/22/24**
Reply-To: CALN Team <info@schoolboardleader.com>

[View this email in your browser](#)



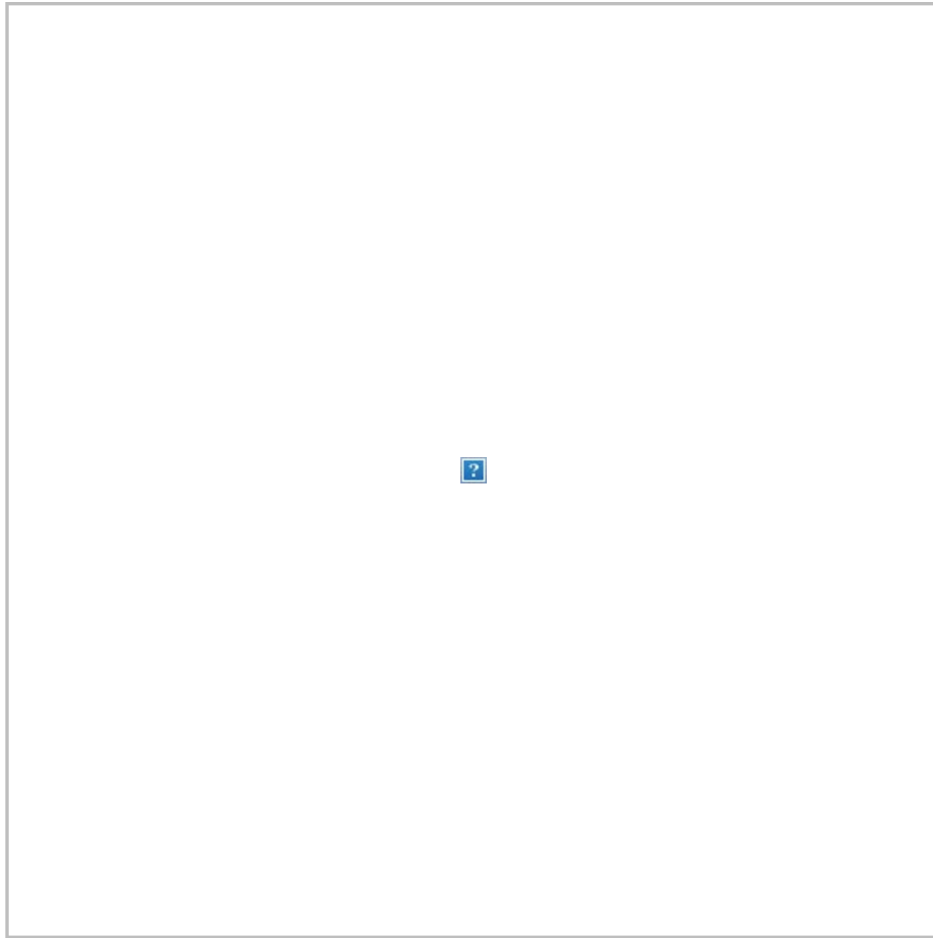
Dear Friends,

Are you a school board candidate? Do you know a school board candidate or member? Are you a community member interested in learning more about school boards and academic achievement? Then keep reading and mark your calendar!

Academic Excellence is a Community Concern.

On Saturday, April 20, CALN is hosting a [Candidate and Community Primer in Raleigh, NC, and on Zoom!](#) We'll provide 5 hours of top-tier training for school board candidates and community members in preparation for the November elections and beyond.

Scroll down to the ****COMING UP**** section to learn more!



****DATE CHANGE** >> Mark Your Calendars! Our South Carolina Candidate and Community Primer will be on **Saturday, June 22, from 8:30AM-2:30PM, in Columbia, SC, and on Zoom.****

Scroll down to the **COMING UP section to learn more!**

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Last week, [Jonathan Butcher](#) of the Heritage Foundation and [Max Eden](#) of the American Enterprise Institute spoke candidly to members about restorative justice versus discipline during our online Lunch and Learn.

CALN proudly provides school board members with access to top-tier experts, scholars, and practitioners, who they may not otherwise hear from. Partnering with us ensures that you and your fellow board members have the opportunity to learn from them.

So, even if you couldn't make it to our Lunch and Learn, we want to send you a **recording of our Zoom call!** **If you would like to view the recording, please email Kayla Maloney at [kmaloney@schoolboardleader.com](mailto:kmaloney@schoolboardleader.com) to have the link sent directly to you.**

Thank you for your continued commitment to academic excellence,

Amy Cooke

**\*\*COMING UP\*\***

- **North Carolina Candidate and Community Primer: Saturday, April 20 – Raleigh, North Carolina and on Zoom**
  - Join us in Raleigh, NC or on Zoom for a comprehensive, one-day training complete with sessions on:
    - Academic achievement
    - ‘What to expect’ as a School Board Member
    - Effective Communication
    - Campaign finance and open records
    - Policy and the School Calendar
    - Campaign Fundraising
    - School board members, candidates, and community members are invited! In-person attendees will receive useful packets, swag, and a Chick-fil-a lunch. Candidates will have an opportunity to learn camera tricks and tips and from Communications expert, Brooke Medina!
  - In addition to our sessions, there will also be time for candidates and community members alike to network, ask questions, and get their name out there!
  - Whether you are a community member who wants to learn how to make a difference and find out what to look for in a good candidate, or a school board candidate who wants to run an effective campaign and fight for our public schools, this Primer is for you! Everyone has a role in improving education for our kids!
- **South Carolina Candidate and Community Primer: Saturday, Date TBD, – Columbia, South Carolina and on Zoom**
  - Join us in Columbia, SC or on Zoom for a comprehensive, one-day training complete with sessions on academic achievement, SC education policy, the Dashboard and ESA discussion, campaign finance, compliance and open records, dealing with difficult people, and fundraising! School board members, candidates, and all community members are invited! In-person attendees will receive useful packets, swag, and a free Chick-fil-a lunch. This is a FANTASTIC opportunity for candidates to get their name out there, learn what it takes to win, and be effective leaders on your board! This Primer is also for community members who want to learn how they can make a difference, and what to look for in a good candidate. Everyone has a role in improving education for our kids!

[Resource List](#) | CALN Website

[Why School Boards Fail and How Yours Can Succeed](#) | AJ Crabill

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What We're Reading

Across the Carolinas

[Applications open for SC Lowcountry student leadership program](#) | CALN

[Students@WorkSM Month Grants Students Access to Local Career Paths](#) | CALN

[South Carolina teachers care more about school culture than pay, new teacher retention report reveals](#) | Herzog Foundation

[After school board 'charade,' the NC Legislature should make these 7 adjustments to the PBR](#) | Herzog Foundation

[Wake County should take notes on school safety from rural neighborhoods in Johnston](#) | Carolina Journal

~~~

*Across the Nation*

[How One Principal Turned Around His School](#) | The Bell Ringer

[US House bill seeks to eliminate DEI in medical schools](#) | Herzog Foundation

[Did the SAT just get easier?](#) | CALN

[Academic achievement, workforce readiness must be priority in K-12 classrooms](#) | Jeremiah Sawyer of the [Ohio School Board Constitutional Coalition](#) in The Ohio Press Network

[WILL Introduces Public School Scorecard Dashboard](#) | The Lion

[How to make school board elections count](#) | City Journal

~~~

[North Carolina:](#)

School Board Candidates and Community Primer: Saturday, April 20, Raleigh, NC and on Zoom

[South Carolina:](#)

School Board Candidates and Community Primer: Saturday, May 11, Charleston, SC and on Zoom

On-Demand Trainings

[Budgets](#) | Noah Webster Educational Foundation (NWEF)

[First Amendment and Title IX](#) | NWEF

[Local Elected Official Leadership Academy](#) | California Local Elected Officials (CLEO)

[Math Instruction](#) | NWEF

[Navigating Governance](#) | NWEF

[New School Board Member](#) | Leadership Institute

[New Board Member Fundamentals & Foundations](#) | FreedomWorks Best

[Policy Development and Oversight](#) | NWEF

[School Board Academy](#) | Family Policy Alliance

[School Board Leadership](#) | Leadership Institute

[School Board Training](#) | The Heritage Foundation

[Using Standards of Learning Assessment Data](#) | NWEF

School Board Elections

Ballotpedia’s school board coverage tracks and analyzes all electoral happenings in school board races from coast-to-coast, including the recent November elections as well as races set for 2024.

To access, visit [Ballotpedia](#) or subscribe to its [Hall Pass](#) school board newsletter.

Be sure to check CALN’s [website](#) for relevant educational news and events, and follow our socials by clicking the buttons below!



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Raleigh, NC 27609-5245

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You can [update your preferences](#) or [unsubscribe from this list](#).



From: [Kayla Maloney](#) on behalf of [Kayla Maloney <kmaloney@lockheed.org>](#)
Subject: Happening NOW! CALN Title IX Zoom
Date: Friday, May 10, 2024 11:00:16 AM
Attachments: [image001.png](#)

Hello!

Our Title IX Lunch and Learn is happening NOW! Join us via this link:

Kayla Maloney is inviting you to a scheduled Zoom meeting.

Topic: Title IX Lunch and Learn

Time: May 10, 2024 11:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/83684989217>

Meeting ID: 836 8498 9217

Thank you,
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200

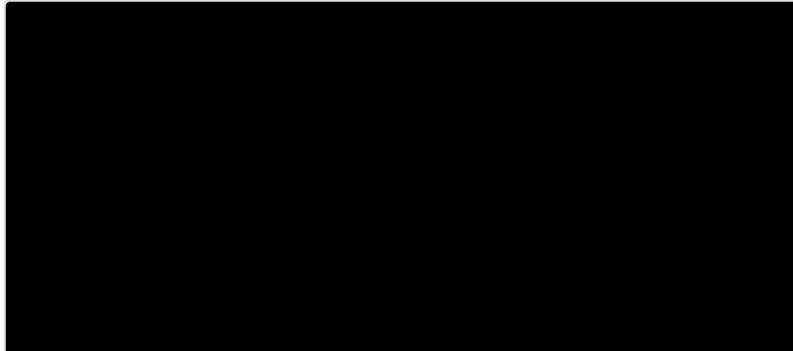
e kmaloney@schoolboardleader.com



www.schoolboardleader.com

From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Jim Womack](#)
Subject: Have you seen this? Do you agree?
Date: Tuesday, August 1, 2023 11:36:21 PM

[WRAL Discovers Strange New Beasts Called "Election Observers"](#)



**WRAL Discovers Strange New Beasts Called
"Election Observers"**

There have been some complaints about several election reform bills
being considered in the General Assembly, in...

***Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Chair
(919) 770-0351***

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From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Michele V Woodhouse](#); [Jim Womack](#)
Subject: Laurie's interview
Date: Sunday, November 12, 2023 7:43:07 PM

<https://youtu.be/RgwEAxvvTG8?si=PrbRh1zmz4ToyfwX>

From: [Stephen Rawson](#) on behalf of [Stephen Rawson <SRawson@tharringtonsmith.com>](#)
To: [Sherry Womack](#); [Boe](#); [Chris Dossenbach](#)
Subject: RE: CALN Title IX Lunch and Learn Resources
Date: Thursday, May 16, 2024 9:59:07 PM
Attachments: [image001.png](#)

Received and will review and report back.

Best,
Steve

From: Sherry Womack <swomack@lee.k12.nc.us>
Sent: Thursday, May 16, 2024 1:27 PM
To: Boe <boe@lee.k12.nc.us>; Chris Dossenbach <cdossenbach@lee.k12.nc.us>; Stephen Rawson <SRawson@tharringtonsmith.com>
Subject: Fwd: CALN Title IX Lunch and Learn Resources

Steve please confirm you have this and if you find any conflicting information?

----- Forwarded message -----

From: **Kayla Maloney** <kmaloney@lockehq.org>
Date: Fri, May 10, 2024 at 12:21 PM
Subject: CALN Title IX Lunch and Learn Resources
To:

Hello!

Thank you so much for attending our Lunch and Learn event this morning! As promised, the slides that Mr. Vogel used in his presentation are attached.

Also, here are the two articles that were referenced during the call:

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- [One state considers rejecting federal K-12 funding](#)

Have a great weekend!
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200
e kmaloney@schoolboardleader.com



www.schoolboardleader.com

--

*Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Vice-Chair*

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt. " - Leslie Knope

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From: [Kayla Maloney](#) on behalf of [Kayla Maloney <kmaloney@lockehq.org>](#)
To: [Sherry Womack](#)
Subject: Re: Restorative justice
Date: Monday, March 25, 2024 9:28:17 AM
Attachments: [image001.png](#)

Hi Sherry!

I am including below everything that I have from our Lunch and Learn – from the recording to the resources mentioned/requested throughout.

~~~

I hope this email finds you well! I want to personally thank you for registering for our virtual Lunch and Learn event on Restorative Justice or Discipline. Our speakers, Jonathan Butcher and Max Eden, delivered an informative presentation on the difficult topic, and all who attended brought it to life with engaged participation in the chat and fun emotes throughout.

We are so grateful to everyone who joined us and made this event such a success. In this email, I am including all of the resources that were requested in the chat over the course of the meeting. If I missed anything or you would like another resource, please do not hesitate to reach out to me at ([kmaloney@schoolboardleader.com](mailto:kmaloney@schoolboardleader.com)) to make a request! Also, you should have received your Chick-fil-a gift cards in the email inbox that you RSVP'd with. If you do not see it, please check your spam folders, and if you still do not have it, let me know and we'll get it taken care of!

If you were not able to make it to our event, that's okay! I am including in this email a recording of the Zoom meeting. You'll notice that it is in the form of a YouTube video, because the file was too large to share through email (sorry!). I hope you find the recording as fruitful as our live attendees did!

**Zoom Recording:** <https://youtu.be/LIQmUeG4lfk>

**Resources:**

- [2018 Federal Commission on School Safety Report](#)
- [The Color of Discipline](#) (referenced by Jonathan because it was used by the Obama administration)
- [How Family Background Influences Student Achievement](#) – report on family background by: Anna Egalite
- [Abigail Shrier on Joe Rogan Podcast](#)
- [Bad Therapy: Why the Kids Aren't Growing Up](#) – book by: Abigail Shrier
- ["Misusing "Disparate Impact" – 2020 Legal Memo](#) by: Jonathan Butcher
- ["Safe and Orderly Schools" – 2019 Report](#) by: Max Eden
- ["Why Meadow Died: The People and Policies that Created the Parkland Shooter" – 2019 book](#) by: Max Eden

~~~

Please let me know if I can be of any other help!

Thank you,
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200

e kmaloney@schoolboardleader.com



www.schoolboardleader.com

From: Sherry Womack <swomack@lee.k12.nc.us>

Date: Sunday, March 24, 2024 at 10:07 PM

To: Kayla Maloney <kmaloney@lockehq.org>

Subject: Restorative justice

John Locke Foundation

Warning: Sender [@swomack@lee.k12.nc.us](mailto:swomack@lee.k12.nc.us) has never sent any emails to your organization.

Please be careful before replying or clicking on the URLs.

[Report Phishing](#) [Remove Banner](#)

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[You don't often get email from swomack@lee.k12.nc.us. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>] --This email was sent from outside of the John Locke Foundation-- Please send me the video and any information you have regarding restorative justice. Sherry Lynn Womack (919) 770-0351 -- --- E-mail correspondence to and from this sender may be subject to the North Carolina Public Records Law and may be disclosed to third parties.

From: [Ramona Powers](#) on behalf of [Ramona Powers <rpowers@ncsba.org>](#)
To: [Sherry Womack](#); [Christine Scheef](#); [Leanne Winner](#)
Subject: Re: Where are the other candidates?
Date: Sunday, November 12, 2023 2:55:06 PM
Attachments: [Screenshot 2023-11-11 at 16.00.39.png](#)
[Screenshot 2023-11-11 at 15.58.35.png](#)

You're right! I need to update the Guidebook notes. Andy Wells has since agreed to come. So, the only candidates unable to attend are Mark Robinson and Mike Ross. I'll fix that.

Yes, Mark's team declined sharing that he will be in Israel. We tried to get Bill but his campaign could not commit.

I've been working up till Thursday to try and get all candidates here. I think in trying to connect with Bill Graham's folks, I neglected to keep the app update. I'll work on that now. But honestly, I've been trying to get people here and not have anyone candidate slighted.

If you can give me about 15 minutes, I'll have the Guidebook updated. Thanks again and see you soon!!

Ramona Powers
NCSBA

From: Sherry Womack <swomack@lee.k12.nc.us>
Date: Sunday, November 12, 2023 at 2:16 PM
To: Christine Scheef <cscheef@ncsba.org>, Ramona Powers <rpowers@ncsba.org>, Leanne Winner <lwinner@ncsba.org>
Subject: Where are the other candidates?

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Regardless of any political preference EVERY candidate should be listed.

As as a state organization there may be concerns that Mark Keith Robinson is the front runner and announced over 6 months ago but missing on the candidate list?

At first glance, I explained that Lt Gov Mark Keith Robertson's name and picture may be missing if he had declined to attend? However it was brought to my attention that Andy Wells is pictured and listed who according to the updated note on 11/5 also declined to attend? Perhaps he changed his mind and is attending? If so you may want to consider updating your notes in the guidebook?

Also noted Bill Graham entered in Oct and yet the NCSBA updated Mark Walker's status (changing to run for Congress?)

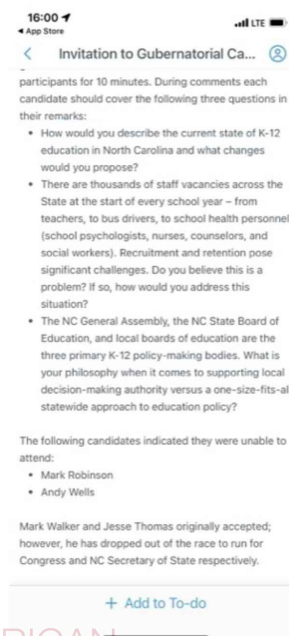
FYI I just had a conversation with Lt Gov Mark Keith Robinson last night and he stated this is the "first he heard of our convention". I highly suspect his staff declined for him as he is leaving for Israel this morning.

I understand the difficulty in keeping up with the many changes. Please help me provide an explanation on this perceived oversight.

Look forward to seeing you all soon.
Respectfully,
Sherry Womack

--

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15:58 ↗

◀ App Store

📶 LTE 🔋



Gubernatorial Candidates



🔍 Search list...



Invitation to Gubernatorial Candidates



Shannon Bray



Dale Folwell



Michael Morgan



Josh Stein



Andy Wells



Sherry Lynn Womack
(919) 770-0351

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Ramona Powers](#)
Subject: Re: Where are the other candidates?
Date: Sunday, November 12, 2023 7:05:03 PM
Attachments: [Screenshot 2023-11-11 at 16:00:30.png](#)
[Screenshot 2023-11-11 at 15:58:35.png](#)

Thank you! I know it's like herding cats.

If you ever feel I might assistance please reach out anytime. I know several personally and you know I would do anything for you!
See you soon!

Sherry Lynn Womack
(919) 770-0351

On Nov 12, 2023, at 14:55, Ramona Powers <rpowers@ncsba.org> wrote:

You're right! I need to update the Guidebook notes. Andy Wells has since agreed to come. So, the only candidates unable to attend are Mark Robinson and Mike Ross. I'll fix that.

Yes, Mark's team declined sharing that he will be in Israel. We tried to get Bill but his campaign could not commit.

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NCSBA

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Date: Sunday, November 12, 2023 at 2:16 PM
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Look forward to seeing you all soon.
Respectfully,
Sherry Womack

--

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16:00 LTE

< App Store Invitation to Gubernatorial Ca... ⓘ

participants for 10 minutes. During comments each candidate should cover the following three questions in their remarks:

- How would you describe the current state of K-12 education in North Carolina and what changes would you propose?
- There are thousands of staff vacancies across the State at the start of every school year – from teachers, to bus drivers, to school health personnel (school psychologists, nurses, counselors, and social workers). Recruitment and retention pose significant challenges. Do you believe this is a problem? If so, how would you address this situation?
- The NC General Assembly, the NC State Board of Education, and local boards of education are the three primary K-12 policy-making bodies. What is your philosophy when it comes to supporting local decision-making authority versus a one-size-fits-all statewide approach to education policy?

The following candidates indicated they were unable to attend:

- Mark Robinson
- Andy Wells

Mark Walker and Jesse Thomas originally accepted; however, he has dropped out of the race to run for Congress and NC Secretary of State respectively.

+ Add to To-do

15:58 ↗

◀ App Store



Gubernatorial Candidates



🔍 Search list...



Invitation to Gubernatorial Candidates



Shannon Bray



Dale Folwell



Michael Morgan



Josh Stein





Andy Wells



Sherry Lynn Womack
(919) 770-0351

From: [Bob Luebke](#) on behalf of [Bob Luebke <bluebke@lockehq.org>](#)
To: [Sherry Womack](#); [Sherry Womack](#)
Subject: School Board Resolution
Date: Monday, April 22, 2024 1:53:20 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Sherry –

It's Bob from the John Locke Foundation. Please forward a copy of the resolution the Lee County Board of Education passed regarding local control of the school calendar. As I said on the phone, it looks like the resolution was pulled from both the school board and county commissioner sites.

I'd appreciate if you could send it before the end of the day Monday.

Thanks,

Bob

Robert Luebke | Director, Center for Effective Education

📞 919.828.3876 ext.107 | ✉ bluebke@lockehq.org



www.johnlocke.org

From: [Kayla Maloney](#) on behalf of [Kayla Maloney <kmaloney@lockeho.org>](#)
To: [Sherry Womack](#)
Subject: CALN Lunch and Learn 5/10 RSVP Confirmation
Date: Monday, May 6, 2024 1:29:51 PM
Attachments: [image001.png](#)

Hello!

Thank you for RSVPing to our Lunch and Learn on **Friday, May 10, at 11AM!** This is a confirmation of your RSVP.

Please feel free to share our [RSVP link](#) around to anyone you think would be interested in this topic!

We will send out the Zoom link the morning of the call. Until then, don't forget to put it in your calendar!

See you soon,
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200

e kmaloney@schoolboardleader.com



www.schoolboardleader.com



From: [Kayla Maloney](#) on behalf of [Kayla Maloney <kmaloney@lockeho.org>](mailto:kmaloney@lockeho.org)
Subject: CALN Title IX Lunch and Learn Resources
Date: Friday, May 10, 2024 12:21:43 PM
Attachments: [2024.05.10 Jonathan Vogel Title IX Presentation.pdf](#)
[image001.png](#)

Hello!

Thank you so much for attending our Lunch and Learn event this morning! As promised, the slides that Mr. Vogel used in his presentation are attached.

Also, here are the two articles that were referenced during the call:

- [Highlighting Female Collegiate Athletes Who Made History Since the Passage of Title IX](#)
- [One state considers rejecting federal K-12 funding](#)

Have a great weekend!
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200
e kmaloney@schoolboardleader.com



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VOGEL LAW FIRM PLLC
AN EDUCATION LAW FIRM

THE NEW TITLE IX REGULATIONS IN PUBLIC SCHOOLS

MAY 2024



DISCLAIMER

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“No person in the United States shall, *on the basis of sex*, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX of the Education Amendments of 1972

20 U.S.C. § 1681



TITLE IX IS ENFORCED IN TWO WAYS

- Administrative Enforcement
 - Office for Civil Rights (OCR), U.S. Department of Education
- Judicial Enforcement
 - Private right of action (lawsuit), *Cannon v. University of Chicago* (1979)

FEDERAL REGULATIONS

- Federal regulations are the rules that are issued by federal agencies to assist the agencies in implementing the laws.
- Federal agencies must be authorized by law to issue regulations, and the regulations the agencies issue must be consistent with the law.
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WHY WERE NEW TITLE IX REGULATIONS ISSUED BY THE BIDEN ADMINISTRATION?

- Since the 2011 Dear Colleague Letter issued by OCR during the Obama Administration, successive administrations have reversed each other regarding Title IX implementation.
- The issue with the 2011 Dear Colleague Letter primarily concerned the lack of procedural protections that schools had to provide individuals who were accused of sexual harassment and sexual assault.

WHY WERE NEW TITLE IX REGULATIONS ISSUED BY THE BIDEN ADMINISTRATION?

- The Trump Administration rescinded the Obama Administration's 2011 Dear Colleague Letter, as well as its 2014 Q&A document.
- In 2020, the Trump Administration also issued the first Title IX *regulations* regarding sexual harassment and sexual assault, requiring schools to provide individuals accused of sexual harassment and sexual assault with sufficient procedural protections.

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- In June 2021, the Biden Administration announced a Title IX enforcement policy to interpret Title IX as prohibiting discrimination on the basis of sexual orientation and gender identity.
- In September 2021, 20 Republican-led states sued the Department of Education, and, in July 2022, a federal judge in Tennessee temporarily blocked the Department from enforcing the new enforcement policy in those 20 states pending the outcome of the case.
 - Alabama, Alaska, Arizona, Arkansas, Georgia, Idaho, Indiana, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Nebraska, Ohio, Oklahoma, Tennessee, South Carolina, South Dakota, and West Virginia

WHY WERE NEW TITLE IX REGULATIONS ISSUED BY THE BIDEN ADMINISTRATION?

- On April 19, 2024, the Biden Administration issued new Title IX regulations regarding sexual harassment and sexual assault to accomplish two main goals:
 1. Reverse the Trump Administration's regulations requiring schools to provide sufficient procedural protections to individuals accused of sexual harassment and sexual assault.
 2. Codify in federal regulations that sex discrimination includes discrimination based on sex stereotypes, sex characteristics, sexual orientation, and gender identity.

SOME OF THE CHANGES IN THE NEW TITLE IX REGULATIONS FOR SCHOOL BOARDS

1. Includes more conduct as “sex-based harassment”

Hostile environment harassment is unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person’s ability to participate in or benefit from the recipient’s education program or activity.

Previously, the regulations prohibited unwelcome sexual conduct only if it was so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity.

SOME OF THE CHANGES IN THE NEW TITLE IX REGULATIONS FOR SCHOOL BOARDS

2. Requires schools to respond “promptly and effectively” upon knowledge of conduct that “reasonably may constitute sex discrimination.”

Previously, schools were required to respond when they had “actual knowledge” of allegations of “sexual harassment,” and only in a manner that is not deliberately indifferent.

SOME OF THE CHANGES IN THE NEW TITLE IX REGULATIONS FOR SCHOOL BOARDS

3. Increases the potential for informal resolution.

Schools may offer an informal resolution process if appropriate whenever they receive a complaint of sex discrimination or have information about conduct that reasonably may constitute sex discrimination.

Previously, schools were permitted to use an informal resolution only if a formal complaint alleging sexual harassment had been filed.

SOME OF THE CHANGES IN THE NEW TITLE IX REGULATIONS FOR SCHOOL BOARDS

4. Allows the investigator and the decisionmaker to be the same person in grievance proceedings (known as the “single investigator” model).

Previously, the “single investigator” model was prohibited.

SOME OF THE CHANGES IN THE NEW TITLE IX REGULATIONS FOR SCHOOL BOARDS

5. Expands the scope of “sex discrimination” to include “discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.”

Previously, there was no regulation on the scope of sex discrimination because the Trump Administration’s 2020 regulations focused on providing rules regarding a school’s response to actual knowledge of sexual harassment or sexual assault.

CONFLICT BETWEEN NEW TITLE IX REGULATIONS AND STATE LAW

- Under the Supremacy Clause of the U.S. Constitution, federal law is “the supreme Law of the Land” notwithstanding any state law to the contrary.
- Express preemption
- Implied preemption
 - Conflict preemption
 - Field preemption
- However, federal law does not supersede state law “unless that was the clear and manifest purpose of Congress.”

CONFLICT BETWEEN NEW TITLE IX REGULATIONS AND STATE LAW

- New Title IX regulation: “The obligation to comply with Title IX and this part is not obviated or alleviated by any State or local law or other requirement that conflicts with Title IX or this part.”
- But if the new Title IX regulation’s prohibition of discrimination on the basis of sex stereotypes, sex characteristics, sexual orientation, and gender identity is not the clear and manifest purpose of Congress, then the new Title IX regulations have not preempted state law.

CONFLICT BETWEEN NEW TITLE IX REGULATIONS AND STATE LAW

- South Carolina:

2022 Save Women's Sports Act

"Section 59-1-500. (A) For purposes of this section, a statement of a student's biological sex on the student's official birth certificate is considered to have correctly stated the student's biological sex at birth if the statement was filed at or near the time of the student's birth.

(B)(1) Interscholastic, intercollegiate, intramural, or club athletic teams or sports that are sponsored by a public elementary or secondary school or public postsecondary institution must be expressly designated as one of the following based on the biological sex at birth of team members:

- (a) males, men, or boys;
 - (b) females, women, or girls; or
 - (c) coed or mixed, including both males and females.
- (2) Athletic teams or sports designated for males, men, or boys shall not be open to students of the female sex, unless no team designated for females in that sport is offered at the school in which the student is enrolled.
 - (3) Athletic teams or sports designated for females, women, or girls shall not be open to students of the male sex.
 - (4) A private school or a private institution sponsoring an athletic team or sport in which its students or teams compete against a public school or institution must also comply with this section for the applicable team or sport.

CONFLICT BETWEEN NEW TITLE IX REGULATIONS AND STATE LAW

- North Carolina:

Session Law 2023-109, Fairness in Women's Sports Act

e. All teams participating in interscholastic or intramural athletic activities *shall* comply with the following:

1. Each team shall be expressly designated by the biological sex of the team participants as one of the following:

- I. Males, men, or boys.

- II. Females, women, or girls.

- III. Coed or mixed.

2. Athletic teams designated for females, women, or girls shall not be open to students of the male sex.

3. For purposes of this sub-subdivision, a student's sex shall be recognized based solely on the student's reproductive biology and genetics at birth.

NEXT STEPS

- School boards have the following options with respect to the issue of whether sex discrimination includes discrimination on the basis of sex stereotypes, sex characteristics, sexual orientation, and gender identity:
 - Revise board policies and/or the school district's practices to be consistent with the new Title IX regulations (and case precedents, if applicable)
 - Postpone revision of board policies and school district practices until the courts rule in the pending lawsuits, assuming the courts rule prior to the August 1 effective date
 - Do not implement the new Title IX regulations (and case precedents, if applicable) on the ground that they go beyond the Title IX statute and are therefore invalid and/or on the ground that they conflict with a state statute that exposes the board to liability if it is violated.

THANK YOU!

jonathan.vogel@vogelpllc.com (preferred)

980.428.3811 cell

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Twitter | Facebook | LinkedIn @vogelpllc



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AN EDUCATION LAW FIRM

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From: [Kayla Maloney](#) on behalf of [Kayla Maloney <kmaloney@lockheed.org>](#)
Subject: CALN Title IX Lunch and Learn ZOOM LINK
Date: Friday, May 10, 2024 9:19:04 AM
Attachments: [image001.png](#)

Good morning!

We look forward to seeing you at our Lunch and Learn at 11am! Keep in mind, you will be in a “waiting room” until the meeting begins. Here is the Zoom link:

Kayla Maloney is inviting you to a scheduled Zoom meeting.

Topic: Title IX Lunch and Learn
Time: May 10, 2024 11:00 AM Eastern Time (US and Canada)

Join Zoom Meeting
<https://us06web.zoom.us/j/83684989217>

Meeting ID: 836 8498 9217
See you soon!
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200
e kmaloney@schoolboardleader.com



www.schoolboardleader.com



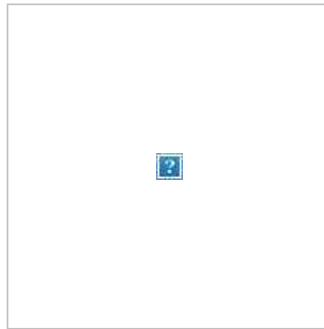
From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Sherry Womack](#); [Jim Womack](#)
Subject: Fwd: Calling All Candidates and Community Members! | CALN Newsletter 3/22/24
Date: Sunday, March 24, 2024 10:00:59 PM

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: CALN Team <info@schoolboardleader.com>
Date: March 22, 2024 at 13:41:31 EDT
To: swomack@lee.k12.nc.us
Subject: **Calling All Candidates and Community Members! | CALN Newsletter 3/22/24**
Reply-To: CALN Team <info@schoolboardleader.com>

[View this email in your browser](#)



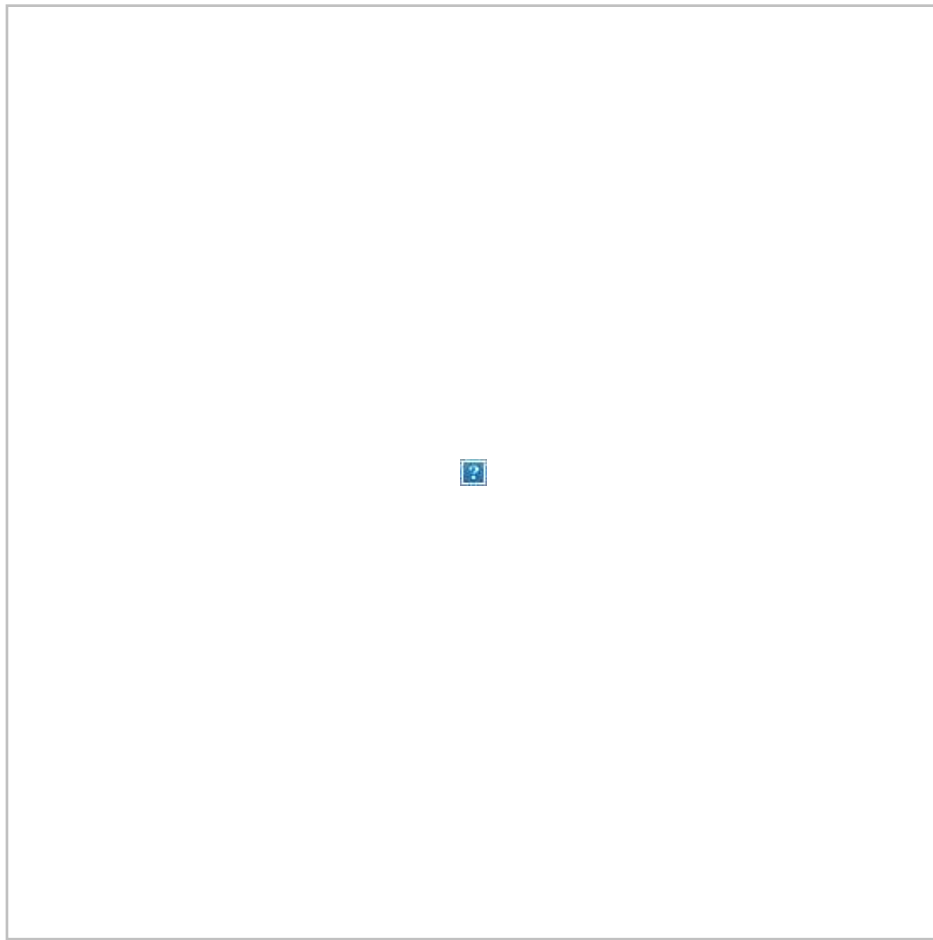
Dear Friends,

Are you a school board candidate? Do you know a school board candidate or member? Are you a community member interested in learning more about school boards and academic achievement? Then keep reading and mark your calendar!

Academic Excellence is a Community Concern.

On Saturday, April 20, CALN is hosting a Candidate and Community Primer in Raleigh, NC, and on Zoom! We'll provide 5 hours of top-tier training for school board candidates and community members in preparation for the November elections and beyond.

Scroll down to the ****COMING UP**** section to learn more!



****DATE CHANGE** >> Mark Your Calendars! Our South Carolina Candidate and Community Primer will be on **Saturday, June 22, from 8:30AM-2:30PM, in Columbia, SC, and on Zoom.****

Scroll down to the **COMING UP**** section to learn more!**

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Last week, [Jonathan Butcher](#) of the Heritage Foundation and [Max Eden](#) of the American Enterprise Institute spoke candidly to members about restorative justice versus discipline during our online Lunch and Learn.

CALN proudly provides school board members with access to top-tier experts, scholars, and practitioners, who they may not otherwise hear from. Partnering with us ensures that you and your fellow board members have the opportunity to learn from them.

So, even if you couldn't make it to our Lunch and Learn, we want to send you a **recording of our Zoom call!** **If you would like to view the recording, please email Kayla Maloney at [kmaloney@schoolboardleader.com](mailto:kmaloney@schoolboardleader.com) to have the link sent directly to you.**



Thank you for your continued commitment to academic excellence,

Amy Cooke

**\*\*COMING UP\*\***

- **North Carolina Candidate and Community Primer: Saturday, April 20 – Raleigh, North Carolina and on Zoom**
  - Join us in Raleigh, NC or on Zoom for a comprehensive, one-day training complete with sessions on:
    - Academic achievement
    - ‘What to expect’ as a School Board Member
    - Effective Communication
    - Campaign finance and open records
    - Policy and the School Calendar
    - Campaign Fundraising
    - School board members, candidates, and community members are invited! In-person attendees will receive useful packets, swag, and a Chick-fil-a lunch. Candidates will have an opportunity to learn camera tricks and tips and from Communications expert, Brooke Medina!
  - In addition to our sessions, there will also be time for candidates and community members alike to network, ask questions, and get their name out there!
  - Whether you are a community member who wants to learn how to make a difference and find out what to look for in a good candidate, or a school board candidate who wants to run an effective campaign and fight for our public schools, this Primer is for you! Everyone has a role in improving education for our kids!
- **South Carolina Candidate and Community Primer: Saturday, Date TBD, – Columbia, South Carolina and on Zoom**
  - Join us in Columbia, SC or on Zoom for a comprehensive, one-day training complete with sessions on academic achievement, SC education policy, the Dashboard and ESA discussion, campaign finance, compliance and open records, dealing with difficult people, and fundraising! School board members, candidates, and all community members are invited! In-person attendees will receive useful packets, swag, and a free Chick-fil-a lunch. This is a FANTASTIC opportunity for candidates to get their name out there, learn what it takes to win, and be effective leaders on your board! This Primer is also for community members who want to learn how they can make a difference, and what to look for in a good candidate. Everyone has a role in improving education for our kids!

[Resource List](#) | CALN Website

[Why School Boards Fail and How Yours Can Succeed](#) | AJ Crabill

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What We're Reading

Across the Carolinas

[Applications open for SC Lowcountry student leadership program](#) | CALN

[Students@WorkSM Month Grants Students Access to Local Career Paths](#) | CALN

[South Carolina teachers care more about school culture than pay, new teacher retention report reveals](#) | Herzog Foundation

[After school board 'charade,' the NC Legislature should make these 7 adjustments to the PBR](#) | Herzog Foundation

[Wake County should take notes on school safety from rural neighborhoods in Johnston](#) | Carolina Journal

~~~

*Across the Nation*

[How One Principal Turned Around His School](#) | The Bell Ringer

[US House bill seeks to eliminate DEI in medical schools](#) | Herzog Foundation

[Did the SAT just get easier?](#) | CALN

[Academic achievement, workforce readiness must be priority in K-12 classrooms](#) | Jeremiah Sawyer of the [Ohio School Board Constitutional Coalition](#) in The Ohio Press Network

[WILL Introduces Public School Scorecard Dashboard](#) | The Lion

[How to make school board elections count](#) | City Journal

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[North Carolina:](#)

[School Board Candidates and Community Primer: Saturday, April 20, Raleigh, NC and on Zoom](#)

[South Carolina:](#)

[School Board Candidates and Community Primer: Saturday, May 11, Charleston, SC and on Zoom](#)

On-Demand Trainings
Budgets Noah Webster Educational Foundation (NWEF)
First Amendment and Title IX NWEF
Local Elected Official Leadership Academy California Local Elected Officials (CLEO)
Math Instruction NWEF
Navigating Governance NWEF
New School Board Member Leadership Institute
New Board Member Fundamentals & Foundations FreedomWorks Best
Policy Development and Oversight NWEF
School Board Academy Family Policy Alliance
School Board Leadership Leadership Institute
School Board Training The Heritage Foundation
Using Standards of Learning Assessment Data NWEF

School Board Elections
Ballotpedia’s school board coverage tracks and analyzes all electoral happenings in school board races from coast-to-coast, including the recent November elections as well as races set for 2024.
To access, visit Ballotpedia or subscribe to its Hall Pass school board newsletter.

Be sure to check CALN’s [website](#) for relevant educational news and events, and follow our socials by clicking the buttons below!



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Our mailing address is:
Carolinas Academic Leadership Network
4800 Six Forks Rd Ste 220
Raleigh, NC 27609-5245

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You can [update your preferences](#) or [unsubscribe from this list](#).



From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Boe](#); [Chris Dossenbach](#); [Stephen Rawson](#)
Subject: Fwd: CALN Title IX Lunch and Learn Resources
Date: Thursday, May 16, 2024 1:26:55 PM
Attachments: [2024.05.10 Jonathan Vogel Title IX Presentation.pdf](#)
[image001.png](#)

Steve please confirm you have this and if you find any conflicting information?

----- Forwarded message -----

From: **Kayla Maloney** <kmaloney@lockehq.org>
Date: Fri, May 10, 2024 at 12:21 PM
Subject: CALN Title IX Lunch and Learn Resources
To:

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- [One state considers rejecting federal K-12 funding](#)

Have a great weekend!

Kayla Maloney

Kayla Maloney | Project Manager

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e kmaloney@schoolboardleader.com



www.schoolboardleader.com

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*Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Vice-Chair*

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope



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- New Title IX regulation: “The obligation to comply with Title IX and this part is not obviated or alleviated by any State or local law or other requirement that conflicts with Title IX or this part.”
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THANK YOU!

jonathan.vogel@vogelpllc.com (preferred)

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Twitter | Facebook | LinkedIn @vogelpllc



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From: [Kayla Maloney](#) on behalf of [Kayla Maloney <kmaloney@lockheed.org>](#)
Subject: Happening NOW! CALN Title IX Zoom
Date: Friday, May 10, 2024 11:00:16 AM
Attachments: [image001.png](#)

Hello!

Our Title IX Lunch and Learn is happening NOW! Join us via this link:

Kayla Maloney is inviting you to a scheduled Zoom meeting.

Topic: Title IX Lunch and Learn

Time: May 10, 2024 11:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/83684989217>

Meeting ID: 836 8498 9217

Thank you,
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200

e kmaloney@schoolboardleader.com

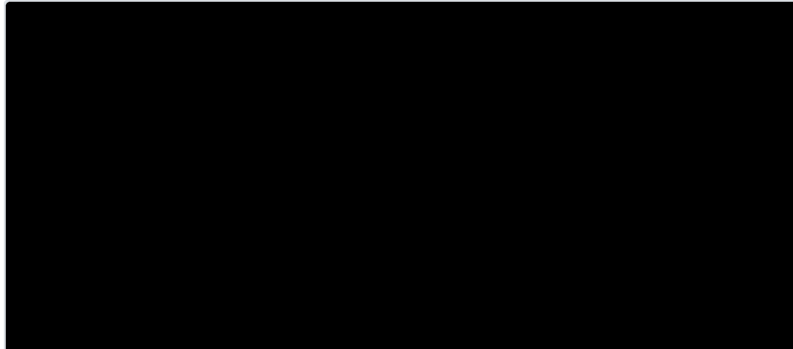


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From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Jim Womack](#)
Subject: Have you seen this? Do you agree?
Date: Tuesday, August 1, 2023 11:36:21 PM

[WRAL Discovers Strange New Beasts Called "Election Observers"](#)



**WRAL Discovers Strange New Beasts Called
"Election Observers"**

There have been some complaints about several election reform bills being considered in the General Assembly, in...

***Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Chair
(919) 770-0351***

E-mail correspondence to and from this sender may be subject to the North Carolina Public Records Law and may be disclosed to third parties.

From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Michele V Woodhouse](#); [Jim Womack](#)
Subject: Laurie's interview
Date: Sunday, November 12, 2023 7:43:07 PM

<https://youtu.be/RgwEAxvvTG8?si=PrbRh1zmz4ToyfwX>

From: [Stephen Rawson](#) on behalf of [Stephen Rawson <SRawson@tharringtonsmith.com>](#)
To: [Sherry Womack](#); [Boe](#); [Chris Dossenbach](#)
Subject: RE: CALN Title IX Lunch and Learn Resources
Date: Thursday, May 16, 2024 9:59:07 PM
Attachments: [image001.png](#)

Received and will review and report back.

Best,
Steve

From: Sherry Womack <swomack@lee.k12.nc.us>
Sent: Thursday, May 16, 2024 1:27 PM
To: Boe <boe@lee.k12.nc.us>; Chris Dossenbach <cdossenbach@lee.k12.nc.us>; Stephen Rawson <SRawson@tharringtonsmith.com>
Subject: Fwd: CALN Title IX Lunch and Learn Resources

Steve please confirm you have this and if you find any conflicting information?

----- Forwarded message -----

From: **Kayla Maloney** <kmaloney@lockehq.org>
Date: Fri, May 10, 2024 at 12:21 PM
Subject: CALN Title IX Lunch and Learn Resources
To:

Hello!

Thank you so much for attending our Lunch and Learn event this morning! As promised, the slides that Mr. Vogel used in his presentation are attached.

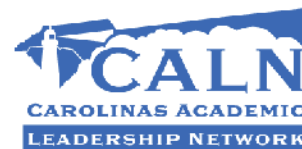
Also, here are the two articles that were referenced during the call:

- [Highlighting Female Collegiate Athletes Who Made History Since the Passage of Title IX](#)
- [One state considers rejecting federal K-12 funding](#)

Have a great weekend!
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200
e kmaloney@schoolboardleader.com



www.schoolboardleader.com

--

*Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Vice-Chair*

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt. " - Leslie Knope

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From: [Kayla Maloney](#) on behalf of [Kayla Maloney <kmaloney@lockehq.org>](#)
To: [Sherry Womack](#)
Subject: Re: Restorative justice
Date: Monday, March 25, 2024 9:28:17 AM
Attachments: [image002.png](#)

Hi Sherry!

I am including below everything that I have from our Lunch and Learn – from the recording to the resources mentioned/requested throughout.

~~~

I hope this email finds you well! I want to personally thank you for registering for our virtual Lunch and Learn event on Restorative Justice or Discipline. Our speakers, Jonathan Butcher and Max Eden, delivered an informative presentation on the difficult topic, and all who attended brought it to life with engaged participation in the chat and fun emotes throughout.

We are so grateful to everyone who joined us and made this event such a success. In this email, I am including all of the resources that were requested in the chat over the course of the meeting. If I missed anything or you would like another resource, please do not hesitate to reach out to me at ([kmaloney@schoolboardleader.com](mailto:kmaloney@schoolboardleader.com)) to make a request! Also, you should have received your Chick-fil-a gift cards in the email inbox that you RSVP'd with. If you do not see it, please check your spam folders, and if you still do not have it, let me know and we'll get it taken care of!

If you were not able to make it to our event, that's okay! I am including in this email a recording of the Zoom meeting. You'll notice that it is in the form of a YouTube video, because the file was too large to share through email (sorry!). I hope you find the recording as fruitful as our live attendees did!

**Zoom Recording:** <https://youtu.be/LIQmUeG4lfk>

**Resources:**

- [2018 Federal Commission on School Safety Report](#)
- [The Color of Discipline](#) (referenced by Jonathan because it was used by the Obama administration)
- [How Family Background Influences Student Achievement](#) – report on family background by: Anna Egalite
- [Abigail Shrier on Joe Rogan Podcast](#)
- [Bad Therapy: Why the Kids Aren't Growing Up](#) – book by: Abigail Shrier
- ["Misusing "Disparate Impact""](#) – 2020 Legal Memo by: Jonathan Butcher
- ["Safe and Orderly Schools"](#) – 2019 Report by: Max Eden
- ["Why Meadow Died: The People and Policies that Created the Parkland Shooter"](#) – 2019 book by: Max Eden

~~~

Please let me know if I can be of any other help!

Thank you,
Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200

e kmaloney@schoolboardleader.com



www.schoolboardleader.com

From: Sherry Womack <swomack@lee.k12.nc.us>

Date: Sunday, March 24, 2024 at 10:07 PM

To: Kayla Maloney <kmaloney@lockehq.org>

Subject: Restorative justice

John Locke Foundation

Warning: Sender [@swomack@lee.k12.nc.us](mailto:swomack@lee.k12.nc.us) has never sent any emails to your organization.

Please be careful before replying or clicking on the URLs.

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[You don't often get email from swomack@lee.k12.nc.us. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>] --This email was sent from outside of the John Locke Foundation-- Please send me the video and any information you have regarding restorative justice. Sherry Lynn Womack (919) 770-0351 -- --- E-mail correspondence to and from this sender may be subject to the North Carolina Public Records Law and may be disclosed to third parties.



From: [Ramona Powers](#) on behalf of [Ramona Powers <rpowers@ncsba.org>](#)
To: [Sherry Womack](#); [Christine Scheef](#); [Leanne Winner](#)
Subject: Re: Where are the other candidates?
Date: Sunday, November 12, 2023 2:55:06 PM
Attachments: [Screenshot 2023-11-11 at 16.00.39.png](#)
[Screenshot 2023-11-11 at 15.58.35.png](#)

You're right! I need to update the Guidebook notes. Andy Wells has since agreed to come. So, the only candidates unable to attend are Mark Robinson and Mike Ross. I'll fix that.

Yes, Mark's team declined sharing that he will be in Israel. We tried to get Bill but his campaign could not commit.

I've been working up till Thursday to try and get all candidates here. I think in trying to connect with Bill Graham's folks, I neglected to keep the app update. I'll work on that now. But honestly, I've been trying to get people here and not have anyone candidate slighted.

If you can give me about 15 minutes, I'll have the Guidebook updated. Thanks again and see you soon!!

Ramona Powers
NCSBA

From: Sherry Womack <swomack@lee.k12.nc.us>
Date: Sunday, November 12, 2023 at 2:16 PM
To: Christine Scheef <cscheef@ncsba.org>, Ramona Powers <rpowers@ncsba.org>, Leanne Winner <lwinner@ncsba.org>
Subject: Where are the other candidates?

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Regardless of any political preference EVERY candidate should be listed.

As as a state organization there may be concerns that Mark Keith Robinson is the front runner and announced over 6 months ago but missing on the candidate list?

At first glance, I explained that Lt Gov Mark Keith Robertson's name and picture may be missing if he had declined to attend? However it was brought to my attention that Andy Wells is pictured and listed who according to the updated note on 11/5 also declined to attend? Perhaps he changed his mind and is attending? If so you may want to consider updating your notes in the guidebook?

Also noted Bill Graham entered in Oct and yet the NCSBA updated Mark Walker's status (changing to run for Congress?)

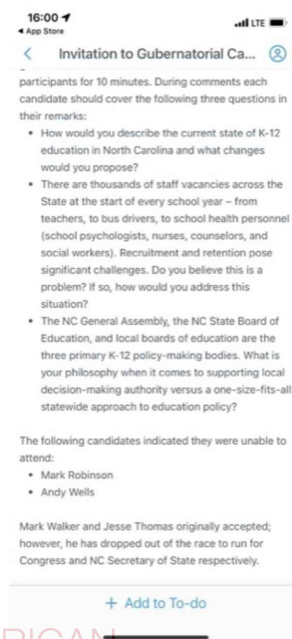
FYI I just had a conversation with Lt Gov Mark Keith Robinson last night and he stated this is the "first he heard of our convention". I highly suspect his staff declined for him as he is leaving for Israel this morning.

I understand the difficulty in keeping up with the many changes. Please help me provide an explanation on this perceived oversight.

Look forward to seeing you all soon.
Respectfully,
Sherry Womack

--

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15:58 ↗

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📶 LTE 🔋



Gubernatorial Candidates



🔍 Search list...



Invitation to Gubernatorial Candidates



Shannon Bray



Dale Folwell



Michael Morgan



Josh Stein



Andy Wells



Sherry Lynn Womack
(919) 770-0351



Gubernatorial Candidates



Search list...



Invitation to Gubernatorial Candidates



Shannon Bray



Dale Folwell



Michael Morgan



Josh Stein



Andy Wells





participants for 10 minutes. During comments each candidate should cover the following three questions in their remarks:

- How would you describe the current state of K-12 education in North Carolina and what changes would you propose?
- There are thousands of staff vacancies across the State at the start of every school year – from teachers, to bus drivers, to school health personnel (school psychologists, nurses, counselors, and social workers). Recruitment and retention pose significant challenges. Do you believe this is a problem? If so, how would you address this situation?
- The NC General Assembly, the NC State Board of Education, and local boards of education are the three primary K-12 policy-making bodies. What is your philosophy when it comes to supporting local decision-making authority versus a one-size-fits-all statewide approach to education policy?

The following candidates indicated they were unable to attend:

- Mark Robinson
- Andy Wells

Mark Walker and Jesse Thomas originally accepted; however, he has dropped out of the race to run for Congress and NC Secretary of State respectively.

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Ramona Powers](#)
Subject: Re: Where are the other candidates?
Date: Sunday, November 12, 2023 7:05:03 PM
Attachments: [Screenshot 2023-11-11 at 16:00:30.png](#)
[Screenshot 2023-11-11 at 15:58:35.png](#)

Thank you! I know it's like herding cats.

If you ever feel I might assistance please reach out anytime. I know several personally and you know I would do anything for you!
See you soon!

Sherry Lynn Womack
(919) 770-0351

On Nov 12, 2023, at 14:55, Ramona Powers <rpowers@ncsba.org> wrote:

You're right! I need to update the Guidebook notes. Andy Wells has since agreed to come. So, the only candidates unable to attend are Mark Robinson and Mike Ross. I'll fix that.

Yes, Mark's team declined sharing that he will be in Israel. We tried to get Bill but his campaign could not commit.

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NCSBA

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Date: Sunday, November 12, 2023 at 2:16 PM
To: Christine Scheef <cscheef@ncsba.org>, Ramona Powers <rpowers@ncsba.org>, Leanne Winner <lwinner@ncsba.org>
Subject: Where are the other candidates?

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Look forward to seeing you all soon.
Respectfully,
Sherry Womack

--

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16:00 LTE

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< Invitation to Gubernatorial Ca... ⓘ

participants for 10 minutes. During comments each candidate should cover the following three questions in their remarks:

- How would you describe the current state of K-12 education in North Carolina and what changes would you propose?
- There are thousands of staff vacancies across the State at the start of every school year – from teachers, to bus drivers, to school health personnel (school psychologists, nurses, counselors, and social workers). Recruitment and retention pose significant challenges. Do you believe this is a problem? If so, how would you address this situation?
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+ Add to To-do

15:58 ↗

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Gubernatorial Candidates



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Invitation to Gubernatorial Candidates



Shannon Bray



Dale Folwell



Michael Morgan



Josh Stein





Andy Wells



Sherry Lynn Womack
(919) 770-0351



Gubernatorial Candidates



Search list...



Invitation to Gubernatorial Candidates



Shannon Bray



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Michael Morgan



Josh Stein



Andy Wells





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- Andy Wells

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From: [Bob Luebke](#) on behalf of [Bob Luebke <bluebke@lockehq.org>](#)
To: [Sherry Womack](#); [Sherry Womack](#)
Subject: School Board Resolution
Date: Monday, April 22, 2024 1:53:20 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Sherry –

It's Bob from the John Locke Foundation. Please forward a copy of the resolution the Lee County Board of Education passed regarding local control of the school calendar. As I said on the phone, it looks like the resolution was pulled from both the school board and county commissioner sites.

I'd appreciate if you could send it before the end of the day Monday.

Thanks,

Bob

Robert Luebke | Director, Center for Effective Education

📞 919.828.3876 ext.107 | ✉ bluebke@lockehq.org

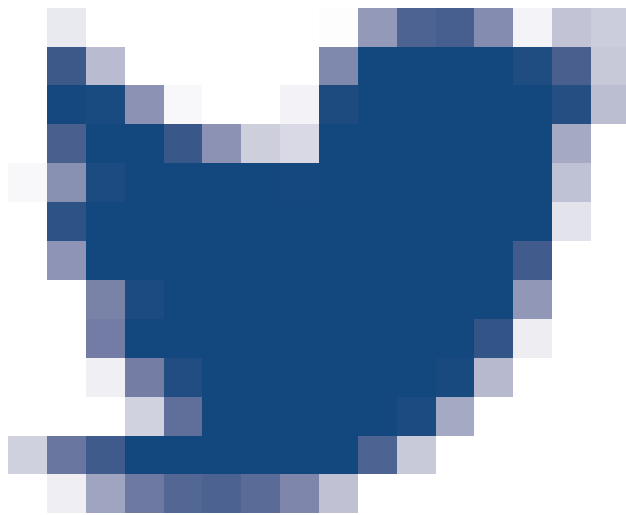


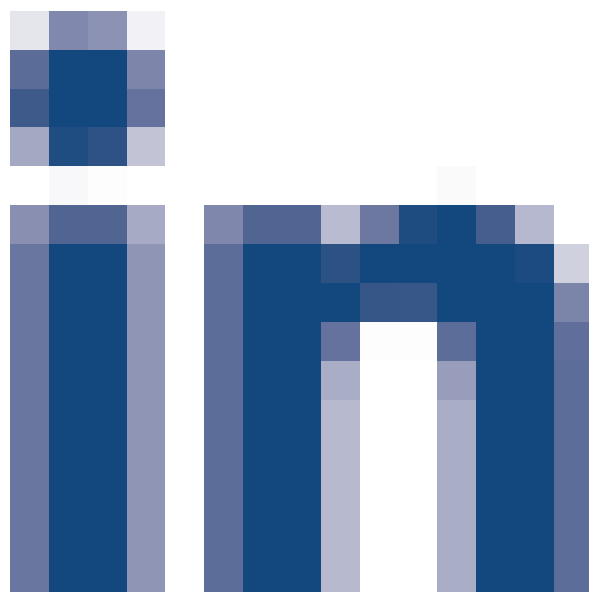
www.johnlocke.org

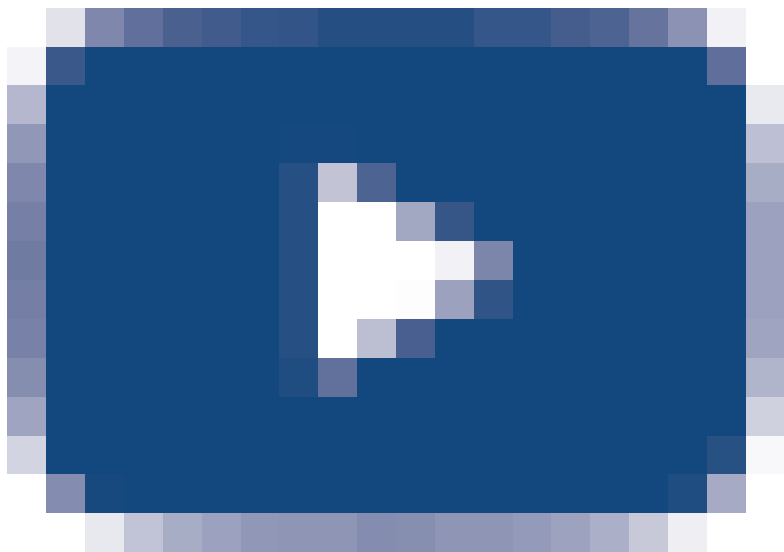
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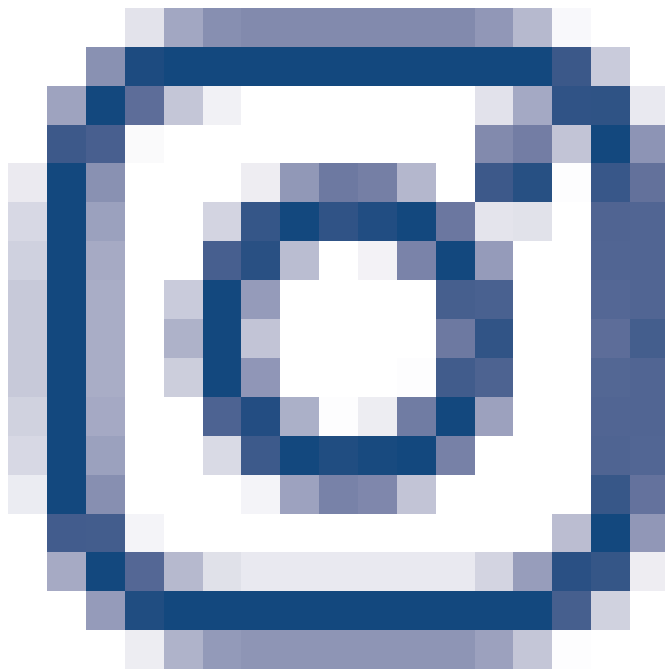
THE JOHN LOCKE FOUNDATION











From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Eric Davidson](#); [Sandra Bowen](#); [Chris Gaster](#); [Patrick Kelly](#); [Jamey Laudate](#); [Alan Rummel](#)
Cc: [Chris Dossenbach](#)
Subject: A crash course in protecting minors
Date: Friday, October 20, 2023 5:30:52 PM
Attachments: [Elizabeth Troutman PowerPointPDF.pdf](#)
[ATT00002.txt](#)

This presentation from the Fall Law Conference came from someone you may remember Elizabeth Troutman from Brooks Pierce in Greensboro?
Again, Chris feel free to forward to the safety officer and others you deem appropriate.

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Susan Britt](#)
Subject: Chairman's Report
Date: Tuesday, December 12, 2023 3:14:54 PM

Under the current leadership the board collectively accomplished many unprecedented things in which we should all be proud.

Here are a few achievements during the current leadership?

Unprecedented this board authorized an internal investigation of a sexual predator that had been working in Lee County Schools for 10 years. The results of this investigation helped establish new policy clarifying mandatory annual anti-Grooming training and title IX expectations.

Performance Audit with significant findings to improve our schools resulting in reorganization changes and significant financial savings.

Proactively addressed the Parents Bill of Rights head on six months before the house passed their legislation.

Successfully started schools 2 weeks early after completing community and staff surveys and securings multiple resolutions of support for calendar flexibility

Went through a rigorous national superintendent search process

Selected a Superintendent

The board for the first time in history presented the budget to the county commissioners consistent with law

Currently finance and facility committee chairs meet regularly with county leadership to collaborate on meeting the needs of Lee County Schools

Pay Performance and Staffing study

Established a new superintendent evaluation tool

Contributions led by your chair

The board established a calendar with upcoming events and training opportunities

Committees now have defined roles and responsibilities with job descriptions

First time the school board completed a local retreat with ALL board members present

Under this past years leadership we have every board member completing the required 12 hours established in law

Additional unspent training dollars

(approximately 46,000) were found that had been transferred from general funds that can be used for board members master training and development

You have a library of information/resources and an established board working room for classes and collaborative meetings for planning and goal setting

Your chair has coordinated with House (John Sauls) to address school board pay in a local bill

Your chair has established monthly meetings with the County Commissioner chair and county manager to maintain open communication

This relationship and research via the chair has provided a clear understanding of the counties responsibility to provide the bus garage facilities

Your chair was instrumental in stopping House Bill 51 suggesting a superintendent can be fired after six parents complaints

Board Leadership has aggressively researched multiple grants and opportunities to decrease the tax burden on our county by using state, funding, federal funding, and DPI resources

Established Orientation training and plans to provide continuity of the board responsibilities

We should all be proud of these accomplishments and I have full faith Eric will continue to keep us focused on the many tasks ahead of us as we remain committed to our goal of serving the citizens of Lee County.

Suggested Goals ahead

Promote Academic Growth and Accountability by ensuring measurable goals are demonstrated to the board and community on a regular basis.

Board Retreat as soon as possible with the new superintendent that will
-allow full discussion and establish clear defined goals of the board and the superintendent.
-review board expectations via new superintendent evaluation tool
(The board must provide guidance and expectations for the Strategic Plan while freely discussing the process and timeline.

Monitor the Performance audit funding until completion including quarterly updates.

Maintain continuity of the committees as much as possible to continue what we have started. Continue holding all committees responsible w/o micromanaging with board members accepting ownership in their defined roles,

Ensure Discipline is addressed with parents, mentorship programs, mental health, and community leaders.

Continuing to ensure all board members receive appropriate orientation, training and advocate for appropriate compensation.

Prepare for an extensive orientation process for all new members with common practices guidelines and frequently asked questions.

Continue to seek EVERY and ALL available financial resources for our schools.

Maintain relationships with community leaders to work together including the local elected and church leaders

Review and present the pay study to the community while advocating for additional funding

Thank you all for wonderful year!

Sherry Lynn Womack
(919) 770-0351

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Chris Dossenbach](#)
Subject: Current Trend Cards_v2.3_External_20210227.pdf
Date: Monday, November 13, 2023 3:03:40 PM
Attachments: [Current Trend Cards_v2.3_External_20210227.pdf](#)
[ATT00002.txt](#)

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Chris Dossenbach](#)
Cc: [Eric Davidson](#); [Patrick Kelly](#); [Alan Rummel](#); [Chris Gaster](#); [Jamey Laudate](#); [Sandra Bowen](#)
Subject: Discipline Data and Student Behavior Presentation from Steve Rawson
Date: Friday, October 13, 2023 12:10:03 PM
Attachments: [Stephen Rawson PowerPoint PDF.pdf](#)

Chris, could you please forward the data from last year? I should have asked before attending the class but I can add the notes for the board.

During our conference I have learned it would be beneficial to add the number of school based arrests disaggregated by race and school.

SUPERINTENDENT'S REPORT TO THE BOARD

1. Annually, the superintendent shall provide to the board a report of the discipline data submitted to the North Carolina Department of Public Instruction as described in paragraph A.2, above. The data must be reported both system-wide and separately for each school and must be disaggregated on the basis of race/ethnicity, gender, disability, English Language Learner status, and/or such other basis as the board may specify.
2. At its discretion, the board may request additional data or analysis of data to assess whether disciplinary and other behavior management practices in the schools are affecting groups of students disproportionately and, if so, whether the disproportionality is the result of the inconsistent application of discipline or other behavior management practices to similar offenses.
3. If the data provided to the board reveals a pattern of discipline or disciplinary practices within or across schools that affects students disproportionately due to inconsistent discipline or disciplinary practices based on race, gender, ethnicity, disability, English Language Learner status, or other personal characteristic, the superintendent shall present to the board any recommendations for changes to discipline policies or practices to reduce the potential for unjustifiable disproportionate outcomes.

--

Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Chair

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](#)
To: [Susan Britt](#)
Subject: Fw: Calling All Candidates and Community Members! | CALN Newsletter 3/22/24
Date: Friday, April 5, 2024 10:20:12 AM

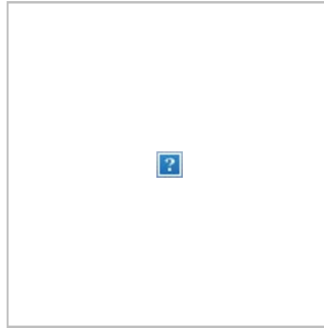
I will also be attending this. I am registered and will keep you posted.

Sherry Lynn Womack LTC (Ret) US Army
Lee County Board of Education, Vice-Chair
919 770-0351

Begin forwarded message:

On Friday, March 22, 2024, 1:41 PM, CALN Team <info@schoolboardleader.com> wrote:

[View this email in your browser](#)



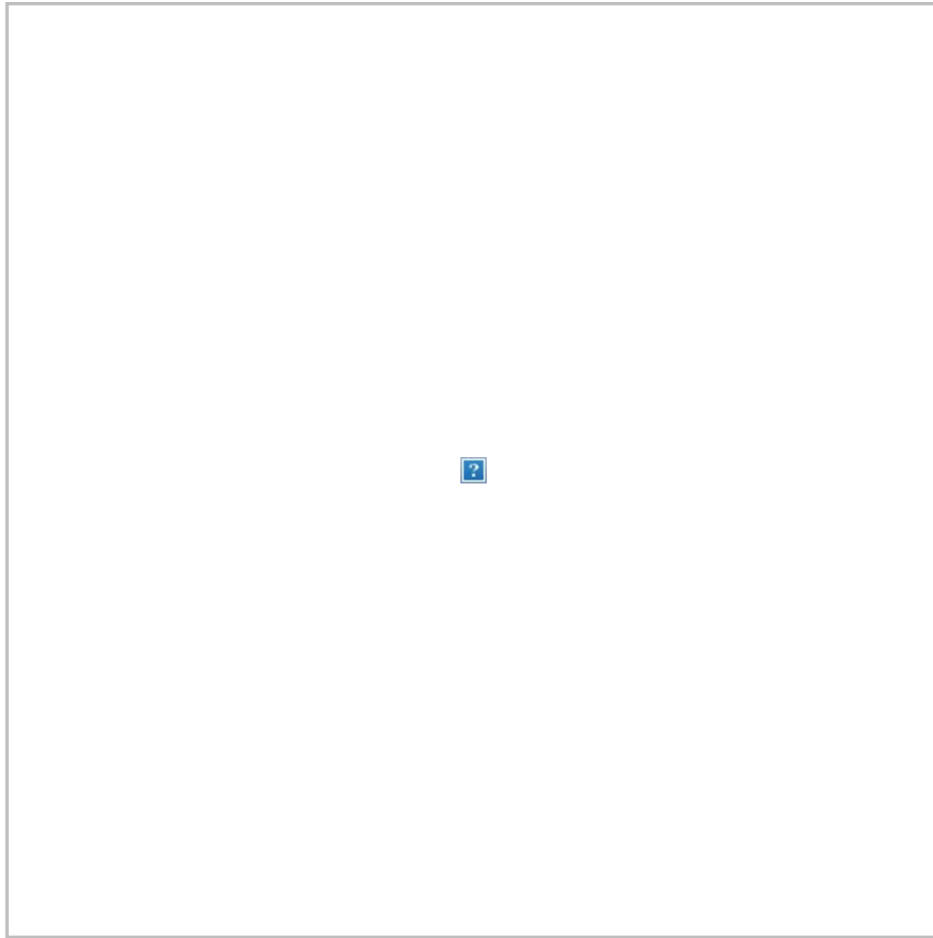
Dear Friends,

Are you a school board candidate? Do you know a school board candidate or member? Are you a community member interested in learning more about school boards and academic achievement? Then keep reading and mark your calendar!

Academic Excellence is a Community Concern.

On Saturday, April 20, CALN is hosting a [Candidate and Community Primer in Raleigh, NC, and on Zoom!](#) We'll provide 5 hours of top-tier training for school board candidates and community members in preparation for the November elections and beyond.

Scroll down to the ****COMING UP**** section to learn more!



****DATE CHANGE** >> Mark Your Calendars! Our South Carolina Candidate and Community Primer will be on Saturday, June 22, from 8:30AM-2:30PM, in Columbia, SC, and on Zoom.**

Scroll down to the **COMING UP section to learn more!**

~~~

Last week, [Jonathan Butcher](#) of the Heritage Foundation and [Max Eden](#) of the American Enterprise Institute spoke candidly to members about restorative justice versus discipline during our online Lunch and Learn.

CALN proudly provides school board members with access to top-tier experts, scholars, and practitioners, who they may not otherwise hear from. Partnering with us ensures that you and your fellow board members have the opportunity to learn from them.

So, even if you couldn't make it to our Lunch and Learn, we want to send you a **recording of our Zoom call!** **If you would like to view the recording, please email Kayla Maloney at [kmaloney@schoolboardleader.com](mailto:kmaloney@schoolboardleader.com) to have the link sent directly to you.**

Thank you for your continued commitment to academic excellence,

Amy Cooke

---

**\*\*COMING UP\*\***

- **[North Carolina Candidate and Community Primer: Saturday, April 20 – Raleigh, North Carolina and on Zoom](#)**
  - Join us in Raleigh, NC or on Zoom for a comprehensive, one-day training complete with sessions on:
    - Academic achievement
    - ‘What to expect’ as a School Board Member
    - Effective Communication
    - Campaign finance and open records
    - Policy and the School Calendar
    - Campaign Fundraising
    - School board members, candidates, and community members are invited! In-person attendees will receive useful packets, swag, and a Chick-fil-a lunch. Candidates will have an opportunity to learn camera tricks and tips and from Communications expert, Brooke Medina!
  - In addition to our sessions, there will also be time for candidates and community members alike to network, ask questions, and get their name out there!
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  - Join us in Columbia, SC or on Zoom for a comprehensive, one-day training complete with sessions on academic achievement, SC education policy, the Dashboard and ESA discussion, campaign finance, compliance and open records, dealing with difficult people, and fundraising! School board members, candidates, and all community members are invited! In-person attendees will receive useful packets, swag, and a free Chick-fil-a lunch. This is a FANTASTIC opportunity for candidates to get their name out there, learn what it takes to win, and be effective leaders on your board! This Primer is also for community members who want to learn how they can make a difference, and what to look for in a good candidate. Everyone has a role in improving education for our kids!



[Resource List](#) | CALN Website

[Why School Boards Fail and How Yours Can Succeed](#) | AJ Crabill

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What We're Reading

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[New Board Member Fundamentals & Foundations](#) | FreedomWorks Best

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Be sure to check CALN’s [website](#) for relevant educational news and events, and follow our socials by clicking the buttons below!



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Raleigh, NC 27609-5245

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From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](#)
To: [Chris Dossenbach](#)
Subject: Fw: Calling All Candidates and Community Members! | CALN Newsletter 3/22/24
Date: Friday, April 5, 2024 10:20:42 AM

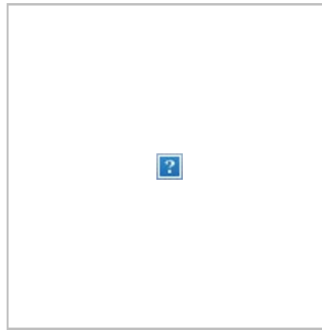
FYI

Sherry Lynn Womack LTC (Ret) US Army
Lee County Board of Education, Vice-Chair
919 770-0351

Begin forwarded message:

On Friday, March 22, 2024, 1:41 PM, CALN Team <info@schoolboardleader.com> wrote:

[View this email in your browser](#)



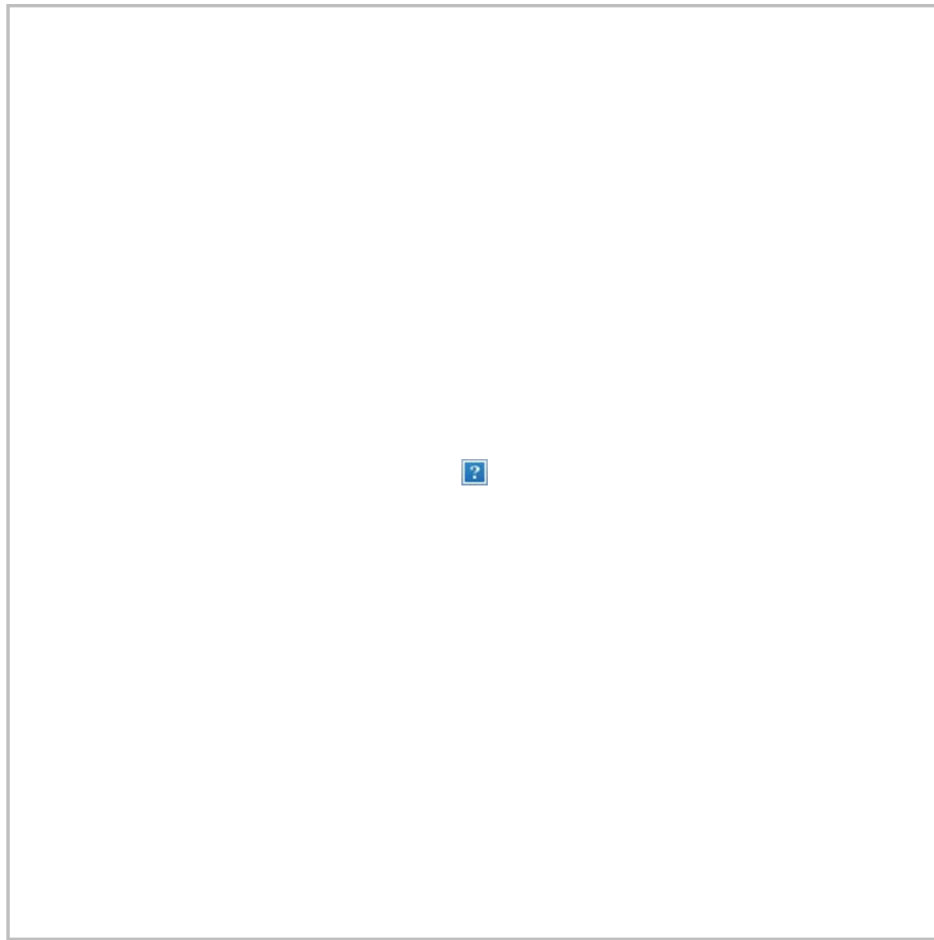
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So, even if you couldn't make it to our Lunch and Learn, we want to send you a **recording of our Zoom call!** **If you would like to view the recording, please email Kayla Maloney at [kmaloney@schoolboardleader.com](mailto:kmaloney@schoolboardleader.com) to have the link sent directly to you.**

Thank you for your continued commitment to academic excellence,

Amy Cooke

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From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](#)
To: [Alan Rummel](#)
Subject: Fw: NCSBA Legislative Update - August 18, 2023
Date: Friday, August 18, 2023 7:48:52 PM

On Friday, August 18, 2023, 4:53 PM, NCSBA Legislative Update Group <rblack@ncsba.org> wrote:

[View this email in your browser](#)





After a month-long interval without holding voting sessions, the NC General Assembly reconvened in Raleigh with the primary objective of overriding six of Governor Cooper's recent vetoes this week. These override votes equaled the previous record for the highest number of overrides in a single day, a feat accomplished earlier in June. Significantly, four out of the six vetoes that were successfully overridden pertained to bills concerning K-12 education. Below, you'll find more comprehensive details about these bills.

However, what remained unaddressed this week was the state budget, which has yet to see further progress. The leadership of both chambers has indicated that they hope to achieve final passage of the budget in mid-September.

Veto Overrides That Are Now Law

[HB 219: Charter School Omnibus Act](#) (SL 2023-107) *(primary sponsors Representatives John Torbett, R-Gaston; John Bradford, R-*

Mecklenburg; David Willis, R-Union; and Jason Saine, R-Lincoln)

- House voted [74 to 45](#) to override, Senate voted [27-18](#) to override
- Prohibits any consideration of the impact to an LEA when deciding whether to grant, renew, amend, or terminate a charter
- Removes restrictions of student enrollment growth for charters that are not low performing
- Allows the Charter School Review Board (see, HB 618) to consider whether a low-performing charter school can increase their enrollment greater than 20%
- Allows charter schools to admit out-of-state students and foreign exchange students if it is unable to meet its enrollment capacity with qualified in-state students
- Allows pre-lottery admissions to charters for (i) certain preschools with agreements with the charter and (ii) children of active-duty military
- Prohibits local boards of education from considering a student's current or prior enrollment in a charter school in determining admissions or eligibility to any school or special program .
- Allows counties to appropriate funds for property taxes to fund charter school capital needs.

- Establishes a pilot program to allow Central Park Schools for Children in Durham to expand the weighted lottery to include factors to assist educationally or economically disadvantaged students, including walk zones
- Removes a high school athletics provision that would have prohibited charter and private schools from competing in the 1A playoffs against traditional public schools

- Click [here](#) for the latest bill summary

[HB 574: Fairness in Women's Sports Act](#) (SL 2023-109) (*primary sponsors: Representatives Jennifer Balkcom, R-Henderson; Karl Gillespie, R-Macon; Erin Pare, R-Wake; Kristen Baker, R-Cabarrus*)

- House voted to override [74-45](#), Senate voted to override [27-18](#)
- Prohibits biological male students from playing on middle school, high school, or collegiate athletics teams designated for biological female students
- Recognizes a student's sex solely based on the student's reproductive biology and genetics at birth

- Creates a civil cause of action for students who are harmed as a result of a violation of the bill or who are retaliated against for reporting violations
- Creates a civil cause of action for public school units that suffer harm as a result of following the requirements of the bill
- Removes restrictions on females from participating in male sports
- Click [here](#) for an official bill summary

[HB 618: Charter School Review Board](#) (SL 2023-110) (*primary sponsors: Representatives Tricia Cotham, R-Mecklenburg; Tim Moore, R-Cleveland; Destin Hall, R-Caldwell; David Willis, R-Union*)

- House voted to override by [74-45](#), Senate voted to override [27-18](#)
- Similar to section 7.39 in the [House Budget](#)
- Converts the Charter Schools Advisory Board into the Charter Schools Review Board
- Shifts authority to approve or deny charter school applications, renewals, and revocations from the State Board of Education to a legislatively controlled (8 of 11 appointments) Review Board with a right of appeal by an applicant, charter school, or the State Superintendent to the State Board of Education
- Changes the Superintendent of Public Instruction from a voting member to a nonvoting member
- Click [here](#) for an official bill summary

[SB 49: Parents' Bill of Rights](#) (SL 2023-106) (*primary sponsors: Senators Amy Galey, R-Alamance; Michael Lee, R-New Hanover; Lisa Barnes, R-Nash*)

- House voted to override by [72-47](#), Senate voted to override by [27-18](#)
- Requires public school units (PSUs) to establish policies and provide information intended to promote parent involvement, strengthen parent participation, and improve student achievement
- Many new policies apply beginning with the 2023-24 school year. However, there are serious timing issues that NCSBA is working to address
 - By the time SB 49 became law this week, thousands of students across the state had already started the 2023-24 school year, with hundreds of thousands starting school next week, leaving no time for implementation.
 - The State Board of Education must first address certain requirements – which has not yet happened – before PSUs can develop and adopt certain policies

- Enlists specific parental rights pertaining to their child’s education, health, privacy, and safety
- Establishes a process and timelines regarding parental access to information about books and other instructional materials
- Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel
- Prohibits instruction on gender identity, sexual activity, and sexuality in the curriculum provided in kindergarten through fourth grade
- Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision
 - NCSBA has reached out to key legislators about this concern, but to this point no changes have come about
- Addresses several concerns raised by NCSBA, including important technical changes and the exemption of security recordings on school transportation that would otherwise have been prohibited without parent consent
- Click [here](#) for an official bill summary

Additional Bills That Became Law

[SB 9: Local Omnibus Changes](#) (SL 2023-112) (*primary sponsors Senators Gale Adcock D-Wake, Sydney Batch D-Wake*)

- Conference Committee Report adopted by a vote of [28-17](#) in the Senate and [70-43](#) in the House
 - Clarifies process for filling vacancies on Guilford County Board of Education
-



The following is the Consortium of State School Boards Association's ([COSSBA](#)) most recent federal education report.

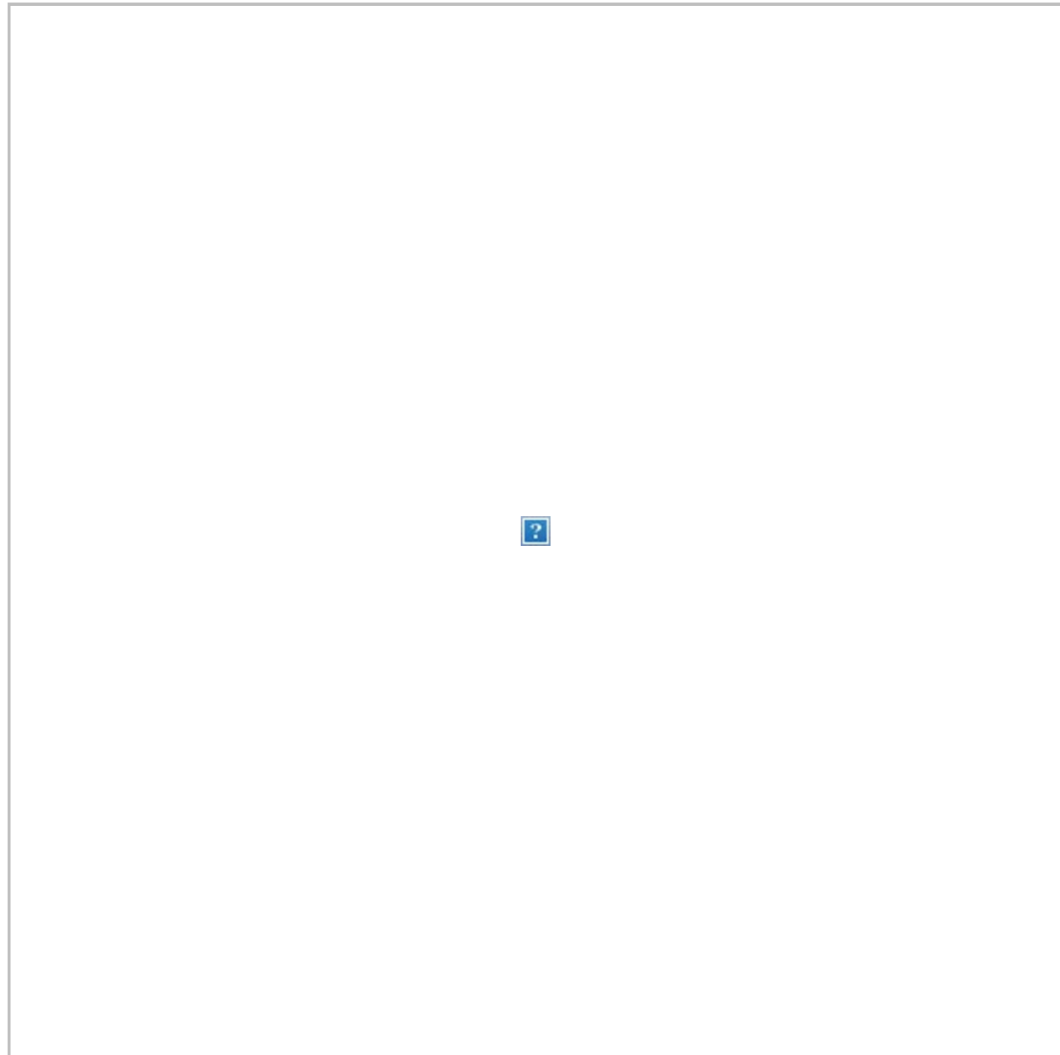
[August 14, 2023 Headlines From the Weekly Report Include:](#)

Education Department Announces Grant Program to Help Align Postsecondary Education Outcomes: US Secretary of Education Miguel Cardona announced the launch of a new \$25 million Career Connected High School Grant program. This program will provide grants to consortia of local educational agencies, institutions of higher education, and employers to pilot evidence-based strategies to increase the integration and alignment of the last two years of high school and the first two years of postsecondary education to improve postsecondary education and career outcomes for all students.

According to a US Education Department [blog posting](#) on the grant program, "Grantees can use funds for a variety of different activities based on the need of the region, including additional dual enrollment classes, covering the costs of

tuition, books, supplies, and other related expenses for low-income students, tutoring, other academic supports, transportation for students to work-based learning sites, the development of new career & technical education (CTE) programs in high-growth fields like clean energy or to support teacher training and new equipment that may be needed to launch these programs.

The United States Congress is currently in the middle of their August recess and will not be back in session until after Labor Day.



The following are recent news articles, reports, and press releases on state and national education-related issues.

State News

Carolina Journal: [Appeals Court Rules Against Wilson County School Board In](#)

[Pension Spiking Dispute](#)

North State Journal: [General Assembly Overrides Latest Round of Cooper's Vetoes](#)

North State Journal: [Foxx Reacts To Report of Chinese Money In K-12 Schools](#)

WFAE: [Back To School Safety Demands A Mix of Technology, Training, and Staff](#)

WFAE: [NC General Assembly Overrides Veto On Parents Bill of Rights](#)

WRAL: [No New State Budget Puts Schools In A Tough Spot, NC Democrats Say](#)

News & Observer: [NC Budget Delays Are Worsening Teacher Hiring Crisis, Education Leaders Warn](#)

Charlotte Observer: [Who Decides When Kids Start School? Some NC Districts Are In Open Revolt](#)

Charlotte Observer: [NC Public School Follow School Start Law, Why Not Private, Charter Ones?](#)

News & Observer: [Are Legislators OK With Public Schools Setting Their Own Start Dates? We Asked Them](#)

Herald Sun: [NC Districts Taking School Calendars Into Their Own Hands, Virginia Already Changed Its Law](#)

National News

K-12 Dive: [Schools Using Nonpunitive Approaches To Tackle Chronic Absenteeism](#)

EdSurge: [As Schools Turn To Tech for Mental Health Support, the Best Solution Might Be More Analog](#)

Washington Post: [Schools May Have a Long Way to Go to Protect Against Cyberattacks](#)



There are no committee meetings until the legislature reconvenes in mid-September.

Bruce Mildwurf

Director of Governmental Relations

NC School Boards Association

bmildwurf@ncsba.org

Madison Skeens

Assistant Director of Governmental Relations

NC School Boards Association

mskeens@ncsba.org

Assistant Director of Governmental Relations
NC School Boards Association
rblack@ncsba.org



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Raleigh, NC 27615

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Christine Scheef](#)
Subject: Fwd: 2023 Fall Law Conference
Date: Wednesday, October 11, 2023 9:48:40 AM
Attachments: [2023 Fall Law Conference Agenda 10.2.23.pdf](#)
[ATT00002.bin](#)

I do not see my name on the attendee list?

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: Christine Scheef <cscheef@ncsba.org>
Date: October 11, 2023 at 08:50:18 EDT
To: swomack@lee.k12.nc.us
Subject: **2023 Fall Law Conference**

Sherry,

All of the information you need for the conference, including the Dropbox link, is below. We look forward to seeing you soon!

Thank you for registering for NCSBA's 2023 Fall Law Conference! We are excited about the full agenda that we have planned. Here is some information to help you prepare for the conference.

Conference Location

The Conference will be held at the Renaissance Hotel, at [31 Woodfin Street](#) in Asheville. The hotel phone number is (828) 252-8211

Parking

Parking at the Asheville Renaissance is in a gated lot. Everyone who enters the lot will be required to pull a ticket.

Parking for registered hotel guests is \$4 per day, which will be reflected in each guest's hotel bill. If you park at the hotel and must exit the lot before checking into your room, you will be required to pay for parking at the rates listed below. However, once you check in, your room key will allow you to exit and re-enter the lot at no charge.

If you are not staying at the hotel, you will be charged for self-parking at the following rates: \$5 for up to 2 hours, \$10 for 2 to 5 hours, \$15 for 5 to 6 hours, or \$22 for 6 to 24

hours. The parking gate is not manned, so you will be required to pay by credit card.

Attire

Attire each day is business casual. Please keep in mind that meeting rooms tend to be cool, so you may want to bring a sweater or layer clothing.

Registration and Breakfast

Registration will open on Wednesday at 11:30 a.m., in the foyer of Salon A/B. Continental breakfast will be available on both Thursday and Friday mornings from 7:15 a.m. – 8:15 a.m.

Conference Schedule and Materials

The conference will begin promptly at 12:30 p.m. on Wednesday. On Thursday and Friday, the program will begin at 8:00 a.m. The conference agenda is attached.

NCSBA conferences are paperless. The agenda, bios of each speaker, a list of conference attendees, and handouts will be accessible through Dropbox, here:

[Fall Law Conference Dropbox](#)

Free Wi-Fi will be available in the conference room.

Please note that some of the conference materials will not be available in advance. We will continue to add presentation materials as they are received from the presenters. Please check Dropbox after the conference for a complete set of materials.

Finally, if you have tested positive for COVID-19 or are feeling ill, please do not attend the conference.

If you have questions about the conference, please call or email Carrie Helms at 919-747-6694, chelms@ncsba.org or email me at cscheef@ncsba.org.

We are looking forward to seeing everyone in Asheville!

Christine Scheef
Legal Counsel/Director of Policy
North Carolina School Boards Association

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Boe](#); [Chris Dossenbach](#); [Stephen Rawson](#)
Subject: Fwd: CALN Title IX Lunch and Learn Resources
Date: Thursday, May 16, 2024 1:26:55 PM
Attachments: [2024.05.10 Jonathan Vogel Title IX Presentation.pdf](#)
[image001.png](#)

Steve please confirm you have this and if you find any conflicting information?

----- Forwarded message -----

From: **Kayla Maloney** <kmaloney@lockehq.org>
Date: Fri, May 10, 2024 at 12:21 PM
Subject: CALN Title IX Lunch and Learn Resources
To:

Hello!

Thank you so much for attending our Lunch and Learn event this morning! As promised, the slides that Mr. Vogel used in his presentation are attached.

Also, here are the two articles that were referenced during the call:

- [Highlighting Female Collegiate Athletes Who Made History Since the Passage of Title IX](#)
- [One state considers rejecting federal K-12 funding](#)

Have a great weekend!

Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200
e kmaloney@schoolboardleader.com



www.schoolboardleader.com

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*Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Vice-Chair*

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Sherry Womack](#); [Jim Womack](#)
Subject: Fwd: Calling All Candidates and Community Members! | CALN Newsletter 3/22/24
Date: Sunday, March 24, 2024 10:00:59 PM

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: CALN Team <info@schoolboardleader.com>
Date: March 22, 2024 at 13:41:31 EDT
To: swomack@lee.k12.nc.us
Subject: **Calling All Candidates and Community Members! | CALN Newsletter 3/22/24**
Reply-To: CALN Team <info@schoolboardleader.com>

[View this email in your browser](#)



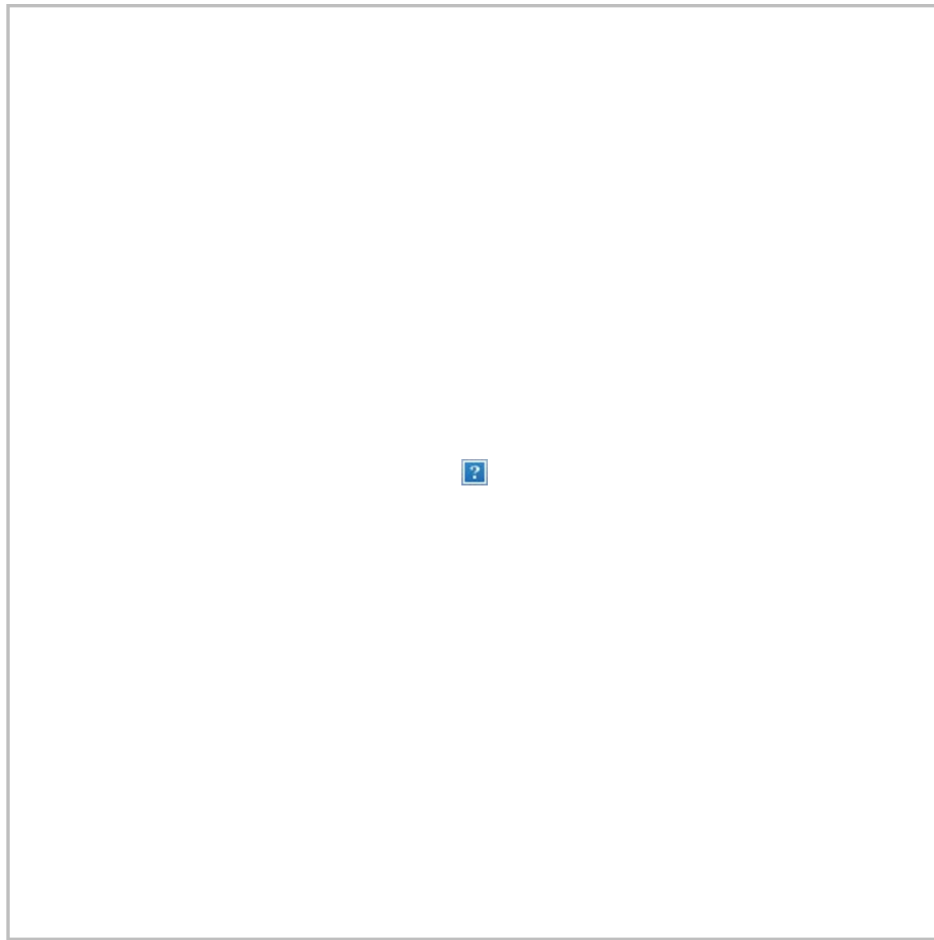
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Thank you for your continued commitment to academic excellence,

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  - Whether you are a community member who wants to learn how to make a difference and find out what to look for in a good candidate, or a school board candidate who wants to run an effective campaign and fight for our public schools, this Primer is for you! Everyone has a role in improving education for our kids!
- **South Carolina Candidate and Community Primer: Saturday, Date TBD, – Columbia, South Carolina and on Zoom**
  - Join us in Columbia, SC or on Zoom for a comprehensive, one-day training complete with sessions on academic achievement, SC education policy, the Dashboard and ESA discussion, campaign finance, compliance and open records, dealing with difficult people, and fundraising! School board members, candidates, and all community members are invited! In-person attendees will receive useful packets, swag, and a free Chick-fil-a lunch. This is a FANTASTIC opportunity for candidates to get their name out there, learn what it takes to win, and be effective leaders on your board! This Primer is also for community members who want to learn how they can make a difference, and what to look for in a good candidate. Everyone has a role in improving education for our kids!

[Resource List](#) | CALN Website

[Why School Boards Fail and How Yours Can Succeed](#) | AJ Crabill

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What We're Reading

Across the Carolinas

[Applications open for SC Lowcountry student leadership program](#) | CALN

[Students@WorkSM Month Grants Students Access to Local Career Paths](#) | CALN

[South Carolina teachers care more about school culture than pay, new teacher retention report reveals](#) | Herzog Foundation

[After school board 'charade,' the NC Legislature should make these 7 adjustments to the PBR](#) | Herzog Foundation

[Wake County should take notes on school safety from rural neighborhoods in Johnston](#) | Carolina Journal

~~~

*Across the Nation*

[How One Principal Turned Around His School](#) | The Bell Ringer

[US House bill seeks to eliminate DEI in medical schools](#) | Herzog Foundation

[Did the SAT just get easier?](#) | CALN

[Academic achievement, workforce readiness must be priority in K-12 classrooms](#) | Jeremiah Sawyer of the [Ohio School Board Constitutional Coalition](#) in The Ohio Press Network

[WILL Introduces Public School Scorecard Dashboard](#) | The Lion

[How to make school board elections count](#) | City Journal

~~~

[North Carolina:](#)

School Board Candidates and Community Primer: Saturday, April 20, Raleigh, NC and on Zoom

[South Carolina:](#)

School Board Candidates and Community Primer: Saturday, May 11, Charleston, SC and on Zoom

On-Demand Trainings

[Budgets](#) | Noah Webster Educational Foundation (NWEF)

[First Amendment and Title IX](#) | NWEF

[Local Elected Official Leadership Academy](#) | California Local Elected Officials (CLEO)

[Math Instruction](#) | NWEF

[Navigating Governance](#) | NWEF

[New School Board Member](#) | Leadership Institute

[New Board Member Fundamentals & Foundations](#) | FreedomWorks Best

[Policy Development and Oversight](#) | NWEF

[School Board Academy](#) | Family Policy Alliance

[School Board Leadership](#) | Leadership Institute

[School Board Training](#) | The Heritage Foundation

[Using Standards of Learning Assessment Data](#) | NWEF

School Board Elections

Ballotpedia’s school board coverage tracks and analyzes all electoral happenings in school board races from coast-to-coast, including the recent November elections as well as races set for 2024.

To access, visit [Ballotpedia](#) or subscribe to its [Hall Pass](#) school board newsletter.

Be sure to check CALN’s [website](#) for relevant educational news and events, and follow our socials by clicking the buttons below!



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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Sherry Womack](#)
Subject: Fwd: Chairman's Report
Date: Saturday, April 20, 2024 1:20:43 PM

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: Sherry Womack <swomack@lee.k12.nc.us>
Date: December 12, 2023 at 15:14:54 EST
To: Susan Britt <sbritt@lee.k12.nc.us>
Subject: Chairman's Report

Under the current leadership the board collectively accomplished many unprecedented things in which we should all be proud.

Here are a few achievements during the current leadership?

Unprecedented this board authorized an internal investigation of a sexual predator that had been working in Lee County Schools for 10 years. The results of this investigation helped establish new policy clarifying mandatory annual anti-Grooming training and title IX expectations.

Performance Audit with significant findings to improve our schools resulting in reorganization changes and significant financial savings.

Proactively addressed the Parents Bill of Rights head on six months before the house passed their legislation.

Successfully started schools 2 weeks early after completing community and staff surveys and securings multiple resolutions of support for calendar flexibility


Went through a rigorous national superintendent search process

Selected a Superintendent

The board for the first time in history presented the budget to the county commissioners consistent with law

Currently finance and facility committee chairs meet regularly with county leadership to collaborate on meeting the needs of Lee County Schools

Pay Performance and Staffing study

 Established a new superintendent evaluation tool

NC-LEE-24-1382-A-000148

Contributions led by your chair

The board established a calendar with upcoming events and training opportunities

Committees now have defined roles and responsibilities with job descriptions

First time the school board completed a local retreat with ALL board members present

Under this past years leadership we have every board member completing the required 12 hours established in law

Additional unspent training dollars (approximately 46,000) were found that had been transferred from general funds that can be used for board members master training and development

You have a library of information/resources and an established board working room for classes and collaborative meetings for planning and goal setting

Your chair has coordinated with House (John Sauls) to address school board pay in a local bill

Your chair has established monthly meetings with the County Commissioner chair and county manager to maintain open communication

This relationship and research via the chair has provided a clear understanding of the counties responsibility to provide the bus garage facilities

Your chair was instrumental in stopping House Bill 51 suggesting a superintendent can be fired after six parents complaints

Board Leadership has aggressively researched multiple grants and opportunities to decrease the tax burden on our county by using state, funding, federal funding, and DPI resources

Established Orientation training and plans to provide continuity of the board responsibilities

We should all be proud of these accomplishments and I have full faith Eric will continue to keep us focused on the many tasks ahead of us as we remain committed to our goal of serving the citizens of Lee County.

Suggested Goals ahead

Promote Academic Growth and Accountability by ensuring measurable goals are demonstrated to the board and community on a regular basis.

Board Retreat as soon as possible with the new superintendent that will

-allow full discussion and establish clear defined goals of the board and the superintendent.
-review board expectations via new superintendent evaluation tool
(The board must provide guidance and expectations for the Strategic Plan while freely discussing the process and timeline.

Monitor the Performance audit funding until completion including quarterly updates.

Maintain continuity of the committees as much as possible to continue what we have started. Continue holding all committees responsible w/o micromanaging with board members accepting ownership in their defined roles,

Ensure Discipline is addressed with parents, mentorship programs, mental health, and community leaders.

Continuing to ensure all board members receive appropriate orientation, training and advocate for appropriate compensation.

Prepare for an extensive orientation process for all new members with common practices guidelines and frequently asked questions.

Continue to seek EVERY and ALL available financial resources for our schools.

Maintain relationships with community leaders to work together including the local elected and church leaders

Review and present the pay study to the community while advocating for additional funding

Thank you all for wonderful year!

Sherry Lynn Womack
(919) 770-0351

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Eric Davidson](#)
Cc: [boe](#)
Subject: Fwd: Local Elected Officials Digest: December 7, 2023
Date: Thursday, December 7, 2023 3:13:56 PM

FYI just in case any of you want to consider the Strategic Planning course?

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: UNC School of Government <schoolofgovernment@sog.unc.edu>
Date: December 7, 2023 at 14:02:07 EST
To: swomack@lee.k12.nc.us
Subject: Local Elected Officials Digest: December 7, 2023
Reply-To: schoolofgovernment@sog.unc.edu

Hubspot header image(600 × 40 px) (600 × 60 px) (2)

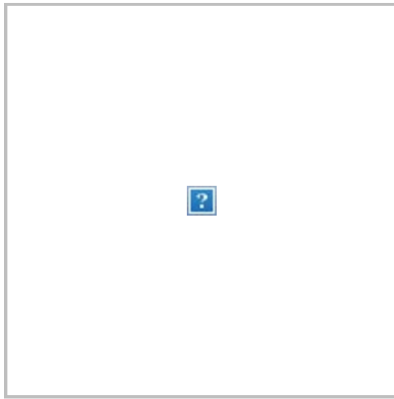
**Announcements, Courses, and Publications for
Local Elected Officials from the UNC School of Government**

LELA-logo-1



Creating pathways for learning and recognition designed to suit the needs of county, municipal, and tribal council officials at any phase of tenure in public office.

**Newly-Elected Municipal Officials
Essentials of Municipal Government**



[Register Here](#)

Workshop dates/locations:

January 11-12, 2024 | Greensboro

January 18-19, 2024 | Wilmington

January 25-26, 2024 | Rocky Mount

February 15-16, 2024 | Asheville

February 22-23, 2024 | Chapel Hill or Online

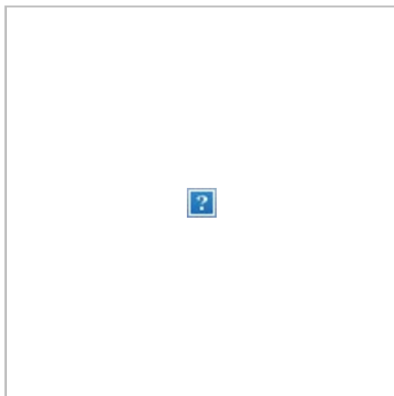


8:30am-5:00pm | Course Cost: \$350

Congratulations on your successful election! Now that the campaign is over, the governing begins. The School of Government and its Center for Public Leadership and Governance in partnership with North Carolina League of Municipality are pleased to offer the "Essentials of Municipal Government" for municipalities that have elections on the even-year election cycle and for any municipal officials who may have missed our previous offerings earlier this year.

What you'll learn:

- A clear understanding of municipal government authority and your role as a member of the governing board
- The core functions of your municipality
- The many internal and external relationships involved in governing
- Get to know other elected municipal officials and learn from each other's experiences



[Register Here](#)

Strategic Planning: Linking Strategies to Results

January 10, 2024 | Online

9:00am-4:00pm | Course Cost: \$225

Open to both professional and elected officials

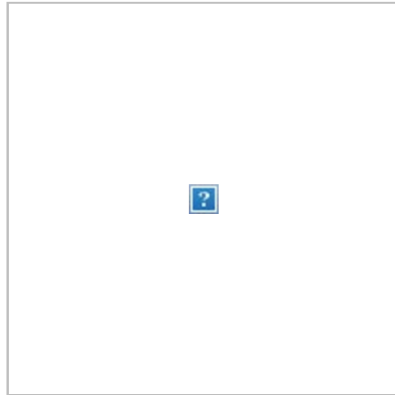
In addition to managing the day-to-day, local government leaders need to plan for the future of their communities, and share openly with their constituents. Learning how to plan for a different future requires strategic thinking – the ability to imagine a different future and develop the steps needed to get you there.

Who Should Attend:

Local elected officials, managers and other key staff.

What You'll Learn:

- Principles and processes involved in Strategic Planning
- How to use your local government budget as a planning tool to execute your vision over multiple years.
- Explore the leadership behaviors that are important elements of success



[Learn More](#)



Rick Rocchetti will lead this course

Lead Change in Government Organizations

February 16, 2024 | Chapel Hill

9:00am-4:00pm | Course Cost: \$520

Open to professionals and elected officials

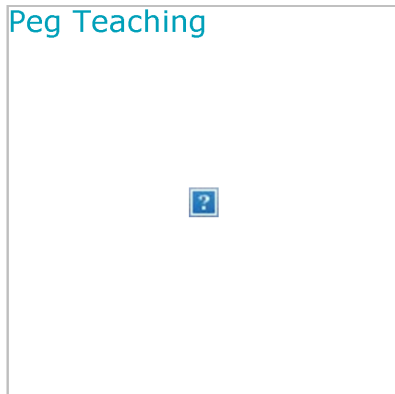
If you have ever tried to lead a change, you know that it takes real insight, skill and some luck. In this workshop, you will learn what gets in the way of change.

No matter how big or small your organizational change or where you are in the process, build your knowledge and stretch your skills about developing a strategy for organizational change.

What You'll Learn:

- Gain an understanding of context of change in the public sector
- Consider challenges of leading change
- Learn about three different models of change and when each is best applied
- Integrate these concepts to your specific change efforts

Peg Teaching



[Register Here](#)

LELA 201: Evaluating Manager and Board Performance

February 29, 2024 | Chapel Hill

9:00am-3:15pm | Course Cost: \$250

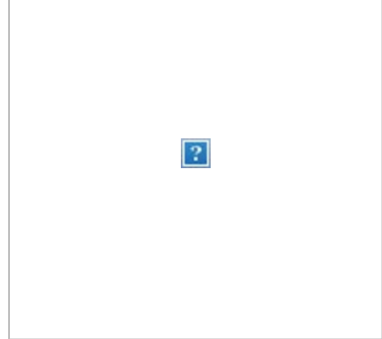
Boards and managers work interdependently in leading and governing their communities. To work together successfully, both parties must have clear and common expectations about their respective roles and how they will be held accountable. Regular, constructive feedback is important to ensure that both parties do their part to meet community expectations.

This course is designed for municipal council members, county commissioners and managers. Other members of your governing team, including your clerk and attorney, are also encouraged to attend.

What You'll Learn:

- Clarifying expectations for public managers and governing boards
- Selecting and constructing evaluation tools for managers and boards
- Planning and sequencing the evaluation process
- Avoiding common pitfalls with performance evaluations

Participation with red dot



[Learn More](#)

Build An Equitable Organization: From Awareness To Action

March 8, 2024 | Online

9:00am-4:00pm | Course Cost: \$520

Open to professional and elected officials

Everyone is talking about “equity”. Why is equity important in the public sector, and how does it relate to diversity and inclusion? As a leader, how can you advance equity in your organization and community? Whether you are starting your equity journey or already leading organizational change, this practical workshop will expand your equity consciousness as you move from increasing awareness to taking meaningful action in building a more equitable public sector organization.

What You'll Learn:

- Develop a shared understanding of key concepts and definitions, including frameworks to understand equity on multiple levels
- Explore and evaluate your organization’s DEI efforts
- Learn and apply tools to integrate equity into decision-making, including policies, programs, practices, and budgets
- Identify equity challenges and generate ideas for specific actions within your sphere of influence



UNC School of Government, Knapp-Sanders Building, Box 3330, Chapel Hill, North Carolina 27599

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Johnnye Waller](#)
Subject: Fwd: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts
Date: Wednesday, July 12, 2023 12:08:56 PM

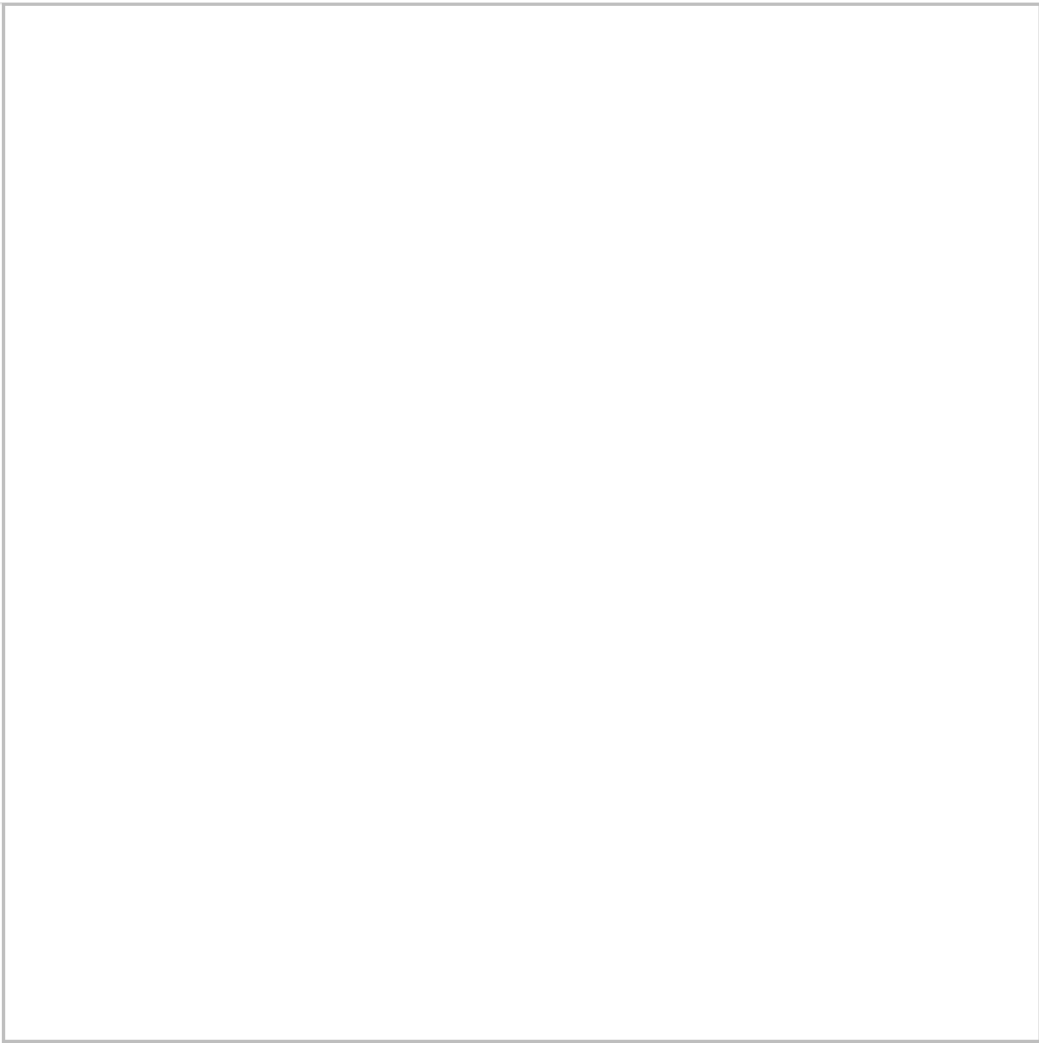
Please read this.
Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

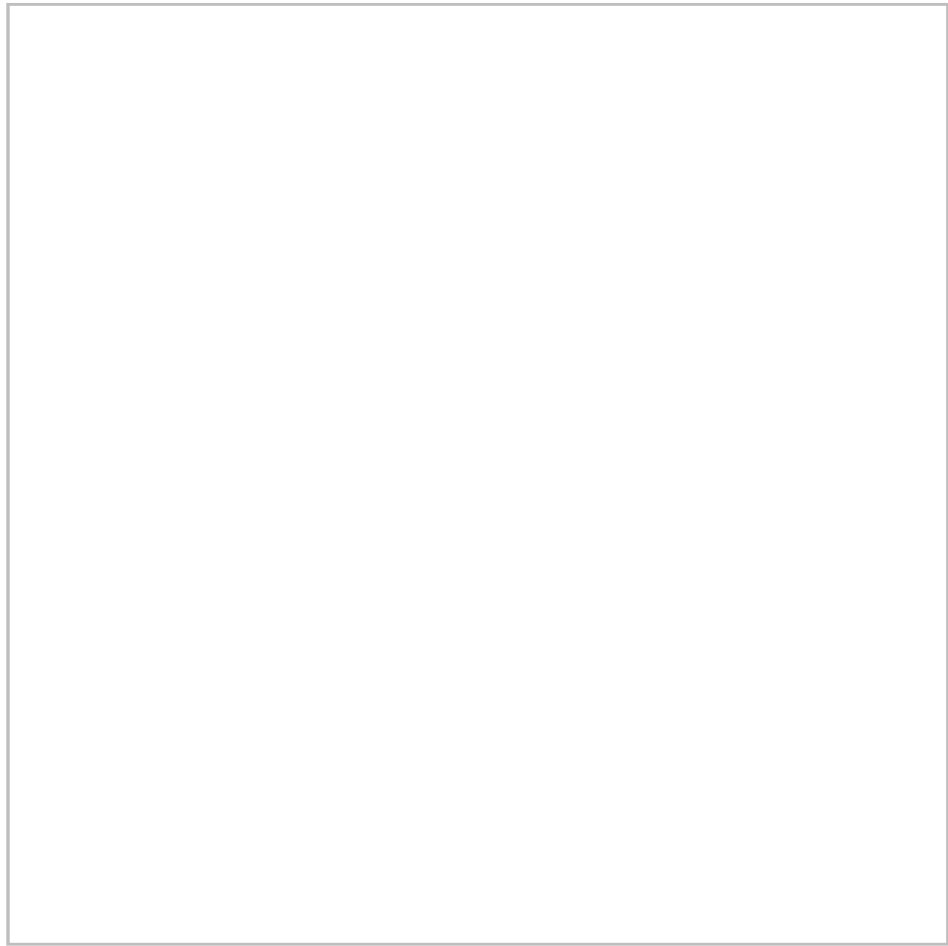
From: Chris Dossenbach <cdossenbach@lee.k12.nc.us>
Date: July 12, 2023 at 12:01:18 EDT
To: Sherry Womack <swomack@lee.k12.nc.us>
Subject: Fwd: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts

----- Forwarded message -----

From: NCASA <info@ncasa.net>
Date: Wed, Jul 12, 2023 at 10:59 AM
Subject: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts
To: <cdossenbach@lee.k12.nc.us>



**Legislator Contacts Needed NOW
On Concerning Senate Bill 90!**



The House Education K-12 Committee is poised to approve later today a new omnibus bill that fills 26 pages with proposed law changes that would lead to **more intensive state micro-management of daily school operations** and **would even demand that instability be built into all superintendent employment contracts!**

WRAL-TV Reporter Travis Fain just released an [article on the bill](#) and described it as a “wide-ranging education bill released overnight (that) would make it easier for parents to get school superintendents fired, revoke children’s library cards if their parent’s don’t consent, make it easier for students to change schools and make dozens of other changes largely intended to give parents more control over their child’s education.”

The bill is a [House revision to Senate Bill 90](#), as [fully summarized by legislative staff here](#), and it includes the following components, many of which should be concerning to all school administrators:

- **Section 1** would include a requirement for notification to parents of

a student's search.

- **Section 2** would make various changes to school discipline policy requirements.
- **Section 3** would create the Standard Course of Study Advisory Commission to recommend academic standards that the State Board of Education could only reject or approve but could not change substantively.
- **Section 4** would allow parents to request student reassignment to another school or local school administrative school unit.
- **Section 5** would set requirements for education on human growth and development in grades 4 and 5 – prohibiting instruction on gender identity, sexuality activity, and sexuality – and provide additional notifications to parents on how to opt students in or out of education related to human growth and development and reproductive health and safety education in grade 7.
- **Section 6** would establish new procedures for selection of both library books and instructional materials related to health and safety, require an instructional materials repository in each public-school unit, and require detailed syllabi be made publicly available for all courses in public school units at the beginning of each semester.
- **Section 7** would remove the affirmative defense for schools and public libraries for the crime of disseminating harmful materials to minors.
- **Section 8** would require public libraries to restrict access to materials harmful to minors, require parental consent for minors'

access to libraries, allow parents access to minors' library records.

- **Section 9** would limit the ability of minors to consent to mental health care except when the minor believes themselves to be a danger to themselves or others and create a limited exception for examination of minors without parental consent when abuse or neglect was suspected.
- **Section 10** would establish a right to appeal to superior court for violations of the fundamental right to parent.
- **Section 11** would **require all new and renewed superintendent contracts to include terms that allow for dismissal or reductions in salary after 5 successful claims of violations of the fundamental right to parent.**
- **Section 12** would require parents to give consent to student participation in extracurricular activities.
- **Section 13** would require parents to give consent to participation in a student well-being questionnaire or health screening form.
- **Section 14** would require licensed school personnel to inform parents if they believe the child is at imminent risk of suicide or is self-identifying as a gender different from the student's biological sex.
- **Section 15** would clarify that referring to and raising a juvenile in a manner consistent with the child's biological sex, including related mental health or medical decisions, would not by itself be considered abuse or neglect.

- **Section 16** would clarify that charter schools are not state actors, subject to certain confirmations related to the Teachers' and State Employees' Retirement System.

The bill, if approved by the House K-12 Committee today, next will head to the House Rules Committee, possibly even for a hearing tomorrow, and if approved there, would move on to the House floor for debate and a vote by all 120 representatives.

Given that these next steps could occur either tomorrow or early next week, **it is imperative that all school administrators who have concerns about this bill share those with your House member(s) and then your Senators as quickly as possible.** Contact information for all legislators is available [here](#). Please share your outreach to, and feedback from, your lawmakers with NCASA Executive Director Katherine Joyce, kjoyce@ncasa.net, to assist in our advocacy efforts on this concerning legislation.

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in real time for NCASA highlights.



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"Ensuring Student Success Through Visionary Leadership"

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Chris Dossenbach, Ed.D
Interim Superintendent
Lee County Schools
919-774-6226 ext. 7222

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Boe](#); [Chris Dossenbach](#); [Johnnye Waller](#)
Subject: Fwd: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts
Date: Wednesday, July 12, 2023 3:22:25 PM

I reached out to a few Senators this morning regarding this bill with discussions of “micromanaging our schools” and “appropriate lanes of our elected officials”.

This just came in

“From our staff.

Yes, it just got pulled from the committee agenda. It is not a bill that the Senate will consider.” - Senator Jim Burgin

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: Sherry Womack <swomack@lee.k12.nc.us>
Date: July 12, 2023 at 12:08:56 EDT
To: Johnnye Waller <jwaller@lee.k12.nc.us>
Subject: Fwd: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts

Please read this.
Sherry Lynn Womack
(919) 770-0351

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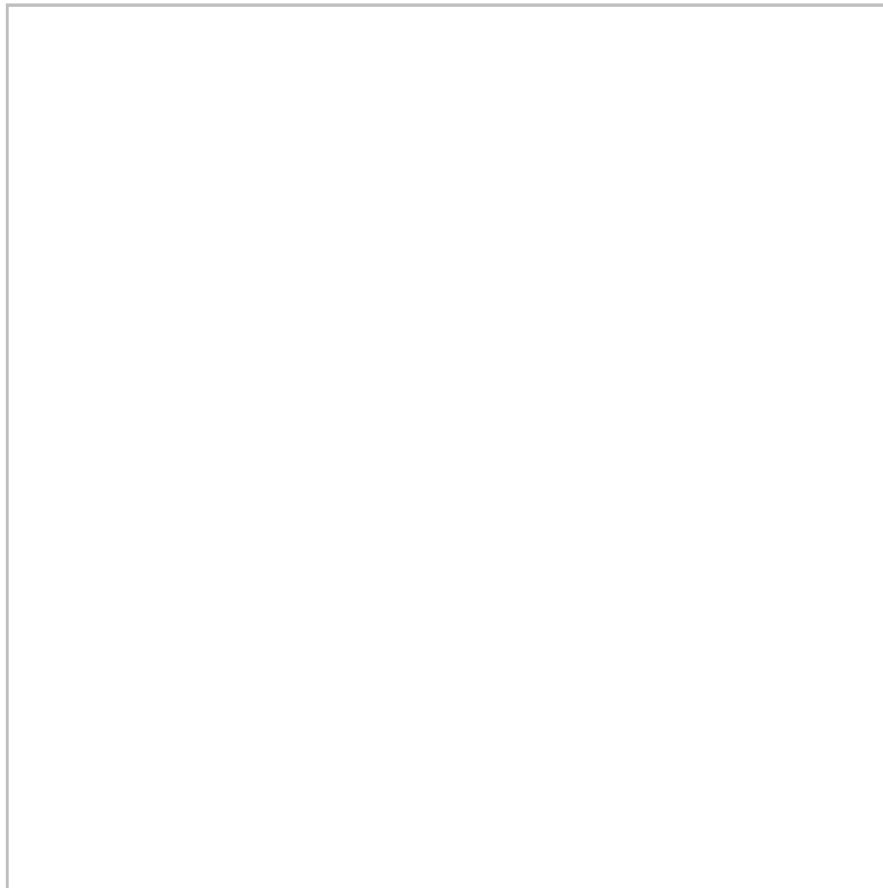
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Chris Dossenbach, Ed.D
Interim Superintendent
Lee County Schools
919-774-6226 ext. 7222

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Boe](#); [Chris Dossenbach](#)
Subject: Fwd: NCSBA Legislative Update - August 18, 2023
Date: Monday, August 21, 2023 8:29:29 PM

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: Sherry Womack <swomack@lee.k12.nc.us>
Date: August 21, 2023 at 20:19:07 EDT
To: Stephen Rawson <srawson@tharringtonsmith.com>
Subject: Re: NCSBA Legislative Update - August 18, 2023

Did you factor in the Good Samaritan Law? FYI I am in a room right this moment with a group and an attorney is arguing ♀

Sherry Lynn Womack
(919) 770-0351

On Aug 21, 2023, at 16:25, Stephen Rawson <srawson@tharringtonsmith.com> wrote:

Sherry,

While at first glance this may seem overstated, and while I'm sure it was not the General Assembly's intent, there is a legitimate concern that the text of the legislation could have unintended consequences in discouraging emergency care of students. I haven't looked deeply at this question yet, so the following is a rough analysis. We have a meeting among all our school attorneys at the firm later this week to discuss how we can help clients comply with the new law, so I may have more to say then. But for now, as I read it, here's the issue:

SB49 (now S.L. 2023-106) creates several new sections of G.S. Chapter 90. The new GS 90-21.10B says that "Except as otherwise provided in this Article or by court order, a **health care practitioner** shall not provide, solicit, or arrange **treatment** for a minor child without first obtaining written or documented consent from that minor child's parent."

First, I look at the definitions for "health care practitioner" as well as

“treatment.” The new G.S. 90-21.10A defines both. I won’t quote both in full here, but the definition of “health care practitioner” clearly includes school nurses. Importantly, since it also includes the language “otherwise authorized under...Chapter 115C to provide health care services,” it *possibly* covers teachers as well (see GS 115C-375.1 below), although I could make an argument the other way on that point. The definition of “treatment” include “**any** medical procedure or treatment, including...the administration of drugs...” That pretty clearly includes use of an epi-pen, as well as general medical care for a head injury, for example. And nothing in this particular section exempts “emergency” care in any way.

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bmildwurf@ncsba.org

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Rob Black

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7208 Falls of Neuse Road, Suite 301
Raleigh, NC 27615

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To: [Alan Rummel](#)
Subject: Fwd: NCSBA Legislative Update - August 18, 2023
Date: Tuesday, August 22, 2023 12:13:22 PM

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: Sherry Womack <swomack@lee.k12.nc.us>
Date: August 21, 2023 at 20:19:18 EDT
To: Stephen Rawson <srawson@tharringtonsmith.com>
Subject: Re: NCSBA Legislative Update - August 18, 2023

Did you factor in the Good Samaritan Law? FYI I am in a room right this moment that state leaders and an attorney is arguing ♀

Sherry Lynn Womack
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On Aug 21, 2023, at 16:25, Stephen Rawson
<srawson@tharringtonsmith.com> wrote:

Sherry,

While at first glance this may seem overstated, and while I'm sure it was not the General Assembly's intent, there is a legitimate concern that the text of the legislation could have unintended consequences in discouraging emergency care of students. I haven't looked deeply at this question yet, so the following is a rough analysis. We have a meeting among all our school attorneys at the firm later this week to discuss how we can help clients comply with the new law, so I may have more to say then. But for now, as I read it, here's the issue:

SB49 (now S.L. 2023-106) creates several new sections of G.S. Chapter 90. The new GS 90-21.10B says that "Except as otherwise provided in this Article or by court order, a **health care practitioner** shall not provide, solicit, or arrange **treatment** for a minor child without first obtaining written or documented consent from that minor child's parent."

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There are no committee meetings until the legislature reconvenes in mid-September.

Bruce Mildwurf

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Madison Skeens

Assistant Director of Governmental
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NC School Boards Association
mskeens@ncsba.org

Rob Black

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[<~WRD3631.jpg>](#)

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[list.](#)

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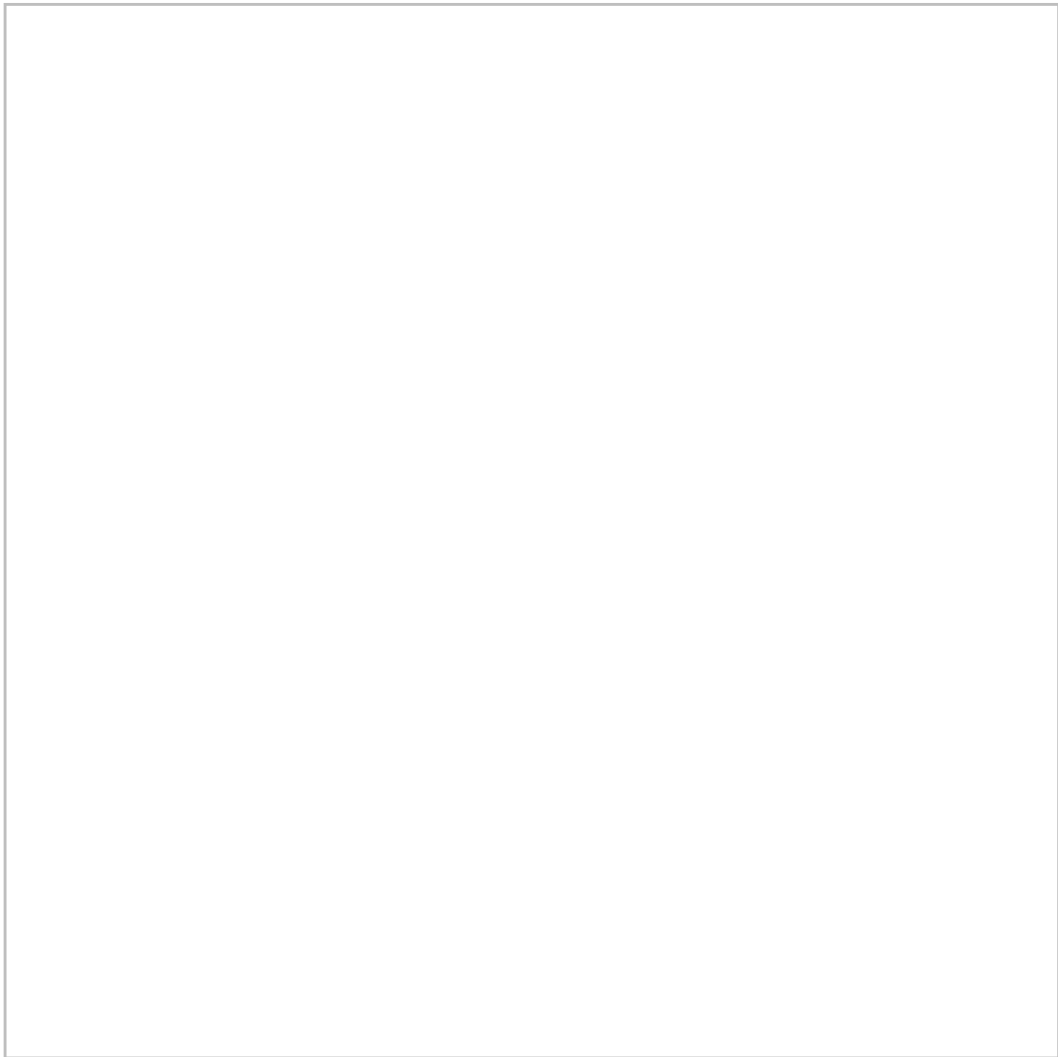
From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [ICE- LTC Sherry Lynn Womack](#)
Subject: Fwd: NCSBA Legislative Update - August 4, 2023
Date: Saturday, August 5, 2023 5:26:46 PM

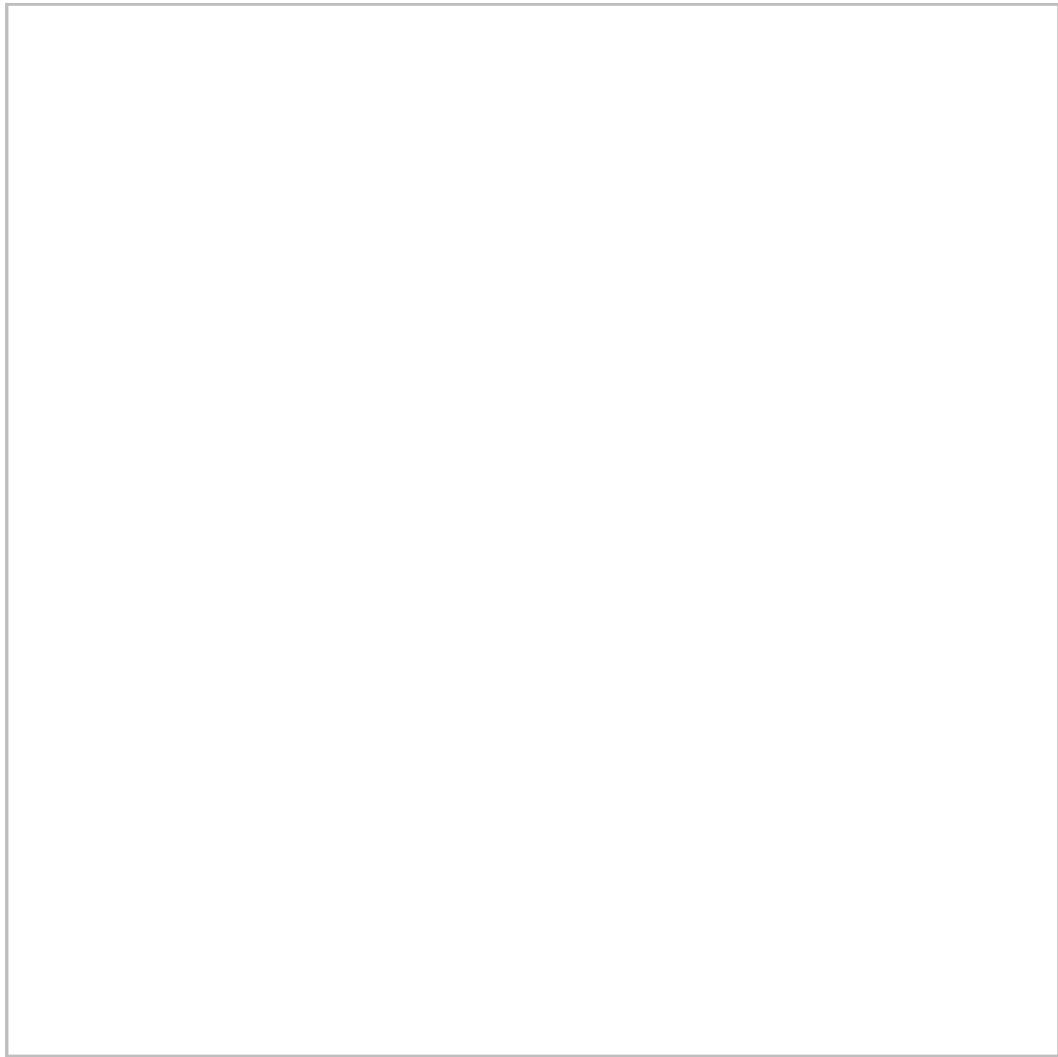
Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: NCSBA Legislative Update Group <rblack@ncsba.org>
Date: August 4, 2023 at 11:39:56 EDT
To: Sherry Womack <swomack@lee.k12.nc.us>
Subject: **NCSBA Legislative Update - August 4, 2023**
Reply-To: us13-f9a111a273-72de17818d@inbound.mailchimpapp.net

[View this email in your browser](#)





Progress is being made in the budget negotiations between the House and Senate. Last Friday, Senate President Pro Tem Phil Berger (R-Rockingham) [tweeted](#) that significant progress on the budget has been made and that both sides have agreed upon the tax package portion. The two chambers have also agreed on raises for teachers and state employees but have not released those numbers yet. According to [reporting](#) by WNCN CBS-17, Speaker Tim Moore (R-Cleveland) is saying that the budget could be done by the week of August 13th, but Senator Berger is less optimistic due to the number of issues still to be negotiated.

The House was scheduled to meet on Monday August 7th with several veto overrides on the calendar. However, the override votes on [HB219: Charter School Omnibus](#), [HB 618: Charter School Review Board](#), and [HB 574: Fairness in Women's Sports Act](#), have now been pushed back one week to Tuesday, August 15th. Neither the House nor the Senate will be holding session next

week.

Meanwhile, [SB 49: Parents' Bill of Rights](#) is still in [the Committee on Rules and Operations of the Senate](#). It is unclear when the override vote will occur. It is highly likely that all four of those vetoes will be overridden when a vote is taken.

State Board of Education Monthly Meeting

The State Board of Education met remotely Wednesday and Thursday this week. The Board approved the following:

- **New Members of the Board of Governors for the NC Governor's School**
- **Eligibility Criteria, Standards, and Procedures for Admissions to the Schools for the Deaf and Blind for the 2023-2024 school year**
- **Licensure Renewal Requirements Policy Amendment**
- **NC Public Schools Allotment Policy Manual: ESSER II Various PRCs and Potential State PRCs Policy Amendment**

Recommendations for New Members to Board of Governors for the NC Governor's School: The State Board approved the recommended member appointments to the Board of Governors for the North Carolina Governor's School. Further information about the newly approved members can be found [here](#).

Eligibility Criteria, Standards, and Procedures for Admissions to the schools for the Deaf and Blind for the 2023-2024 school year: For the 2023-2024 school year, DPI approved eligibility criteria, standards, and procedures for admissions to NC School for the Deaf (NCSD), Governor Morehead School (GMS), and Eastern North Carolina School for the Deaf (ENCSD). In the years following the 2023-2024 school year, the respective boards of trustees shall set the eligibility criteria, standards, and procedures for admissions for the schools. More information regarding NCSD can be found [here](#), for GMS [here](#), and for ENCSD can be found [here](#).

Licensure Renewal Requirements Policy Amendment: The Board approved revisions to the licensure renewal requirements for an expired Continuing Professional License (CPL). The revisions allow educators with an expired NC CPL to be eligible for a three-year validated professional license when the educator completes eight renewal credits during the three-year period. Following the completion of the required renewal credits, a license will be issued with a new five-year renewal cycle. Additionally, the Retirement License has been replaced by the Lifetime License. Click [here](#) for further details

regarding the policy amendments.

NC Public Schools Allotment Policy Manual: ESSER II Various PRCs and Potential State PRCs Policy Amendment: The Board approved proposed changes made to the NC Public Schools Allotment Policy Manual by the Division of School Business. These changes include the expanded use of the funds for afterschool tutoring and enrichment in all tested core subjects, Math, ELA, and Science. These funds were previously constrained to Math only. Further, a new program report code (PRC) has been established for Career Technology services for credentialing activities. Finally, additional funding provides for the incurred cost of substitute teachers employed as a result of paid parental leave. The 2022-2023 Allotment Policy Manual and details about the policy amendments can be found [here](#).

The Board also approved several items reviewed at the meeting last month as follows:

- [Standard Course of Study Revision Update](#)
- [Paid Parental Leave](#)

[Standard Course of Study Revision Update:](#) DPI staff provided the monthly update on the progress of revising standards for K-12 Healthful Living, K-12 Arts, K-12 Guidance, and K-12 World Language standards. DPI reports it has released several stakeholder surveys on healthful living standards and continues to gather data regarding the American School Counselor Association Student Mindsets and Behaviors. For the presentation see [here](#). For the 2023 Internal Procedures Manual on the North Carolina Standard Course of Study see [here](#).

Paid Parental Leave: In July, the Board reviewed draft temporary administrative rules to respond to legislation from the General Assembly providing paid parental leave for certain groups of public employees, including local school administrative unit employees. Since the July meeting the draft rules have been revised to clarify that the charter schools may, but are not required, to provide paid parental leave and are eligible to receive funds allocated for schools that provide said leave. The Board approved these temporary administrative rules. The temporary administrative rules may be found [here](#). Further information on paid parental leave may be found [here](#).

This month, the Board also received reports on the following:

- **State Superintendent's Report**
- **State Summary of Academic Gains in Restart Schools and Research Study: Learning Loss and Recovery in Restart Schools (December 2022 Annual Report)**

Draft SBE Policies for Appointed Interim Superintendent Process and Assistance Teams

- **Approval of Six Contracts over \$500,000**
- **Employees Benefit and Employment Policies**

State Superintendent's Report: An assessment conducted by Amplify shows that a post-pandemic rebound of student achievement began in the 2021-2022 school year. North Carolina continues to close gaps through improvement in all grade levels and improvement across all subgroups. In kindergarten through third grade during the 2022-2023 school year, North Carolina has demonstrated a growth of the percentage of students on track (ready for core instruction) from the beginning of the school year as compared to the end of the school year that outpaced national averages.

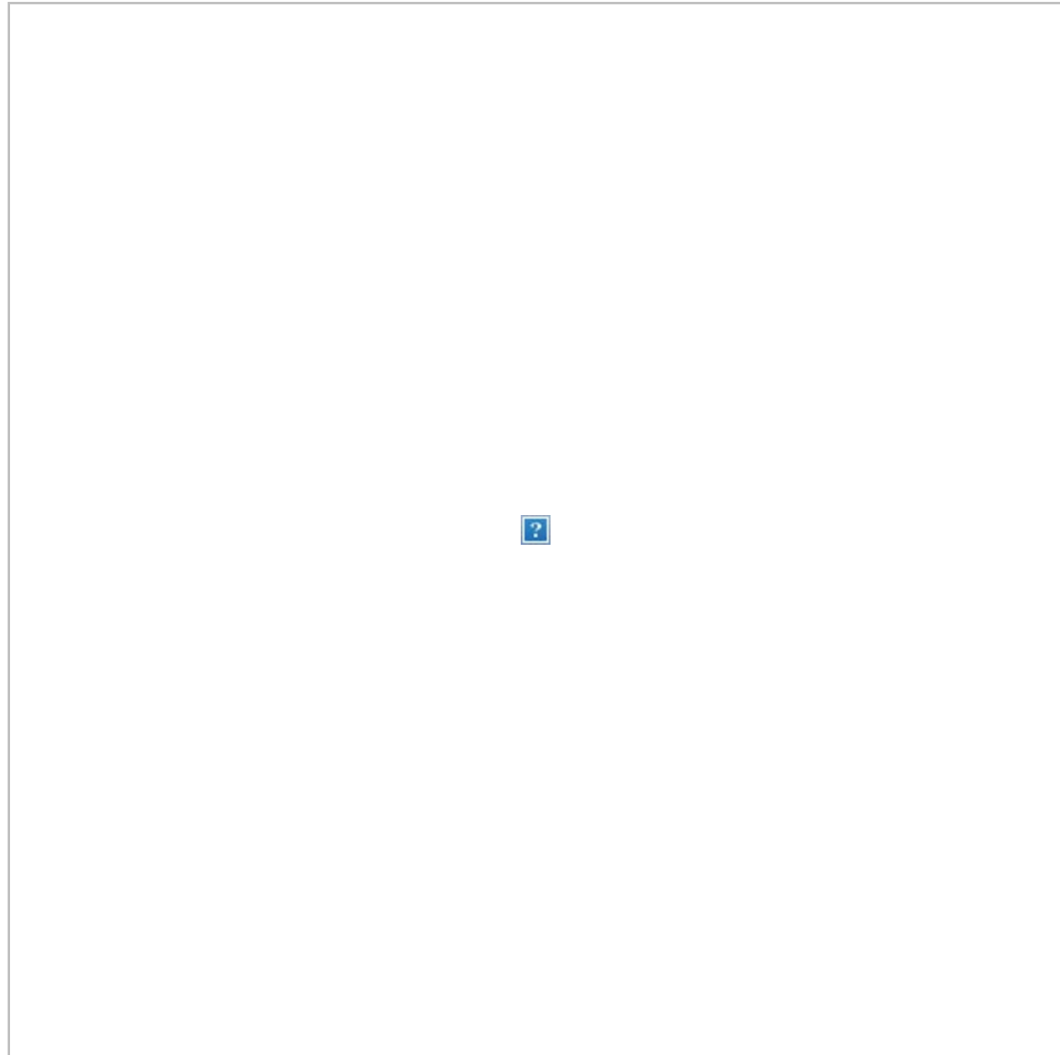
State Summary of Academic Gains in Restart Schools and Research Study: Learning Loss and Recovery in Restart Schools (December 2022 Annual Report): The state summary provides the progress of Restart schools which are required to submit annual reports. Currently 159 schools have been approved by the Board as Restart Schools; however, at the time of the December 2022 Annual Report, 148 schools were approved Restart Schools. Of those 148 schools, 21 exceeded expectations in academic gain, 95 met expectations in overall academic gain, and 32 did not meet overall academic gain expectations. For the full report, see [here](#). For more information on the Restart model, click [here](#).

Draft SBE Policies for Appointed Interim Superintendent Process and Assistance Teams: DPI staff reviewed the new draft SBE policies that in conjunction with State would allow the Board to (1) appoint an interim superintendent in a local school administrative unit in limited circumstances and (2) assign an assistance team to any school that either identifies as low-performing or requests an assistance team and that the Board determines would benefit from an assistance team. For the draft Appointed Interim Superintendent Process policy, click [here](#). For the draft Assistance Teams policy, click [here](#).

Approval of Six Contracts over \$500,000: Six contracts for sums over \$500,000 were approved by the Board. Five of these six contracts were for replacement school buses for public school units. The sixth contract approved was for speech therapy and physical therapy for students of the Governor Morehead School.

Employees Benefit and Employment Policies: The Board heard a presentation regarding changes to the N.C. Public School Employees Benefit and Employment Policies following passage by the General Assembly of legislation providing paid parental leave for certain groups of public employees,

including local school administrative unit employees. One change requires teachers using personal leave days to provide a reason for the leave in order to avoid the substitute deduction, even in the event that the request for leave is made at least five days in advance. The Board indicated that what may constitute a valid reason for personal leave may be at the discretion of local boards of education. The Board was originally scheduled to vote on these changes at the August 3rd meeting, but in order to allow time to gather information and respond to questions on the personal leave days , the action item has been moved to next month's meeting. For the revised Benefits and Employment Policy Manual for 2023, click [here](#).



The following is the Consortium of State School Boards Association's ([COSSBA](#)) most recent federal education report.

[July 31, 2023 Headlines From the Weekly Report Include:](#)

Senate Education Budget Released: The US Senate Committee on Appropriations has approved all 12 of its required appropriations bills. The passage marks the first time in five years that the committee has passed all of its appropriations before the end of July. All 12 appropriations bills received bipartisan support. The Senate is proposing a \$79.6 billion budget for the Department of Education. Click [here](#) for a press release on the budget from the committee.

Contrast that with the education spending bill passed by the House Labor, Health & Human Services and Education Appropriations Subcommittee, which totaled \$67.4 billion, a 15 percent reduction from this year.

One key difference in the House and Senate education spending plans is that the House essentially guts the Title I program with a \$14.7 billion reduction in spending, leaving only \$3.7 billion for Title 1 grants. The Senate bill provides a \$175 million increase for Title I-A grants to Local Education Agencies, for a total \$18.5 billion. The bill would level-fund investments in Title II efforts—those that support teachers, principals, and other educators—at \$2.2 billion, while the House bill would zero out the program.

Both the Democratic-controlled Senate and the Republican-controlled House must agree to a final budget bill by the end of the federal fiscal year on September 30th to avoid a government shutdown.

Education Department Updates State IDEA Monitoring Guidelines: The Department of Education's Office of Special Education Programs (OSEP) released updated policy guidance to ensure and strengthen the rights and protections guaranteed to children with disabilities and their families under the Individuals with Disabilities Education Act (IDEA). The guidance addresses the IDEA's "general supervision" requirement, which requires that states monitor local educational agencies (LEAs) as required by IDEA Part B, and early intervention service (EIS) programs and providers as required by IDEA Part C to ensure children with disabilities and their families access their rights under IDEA.

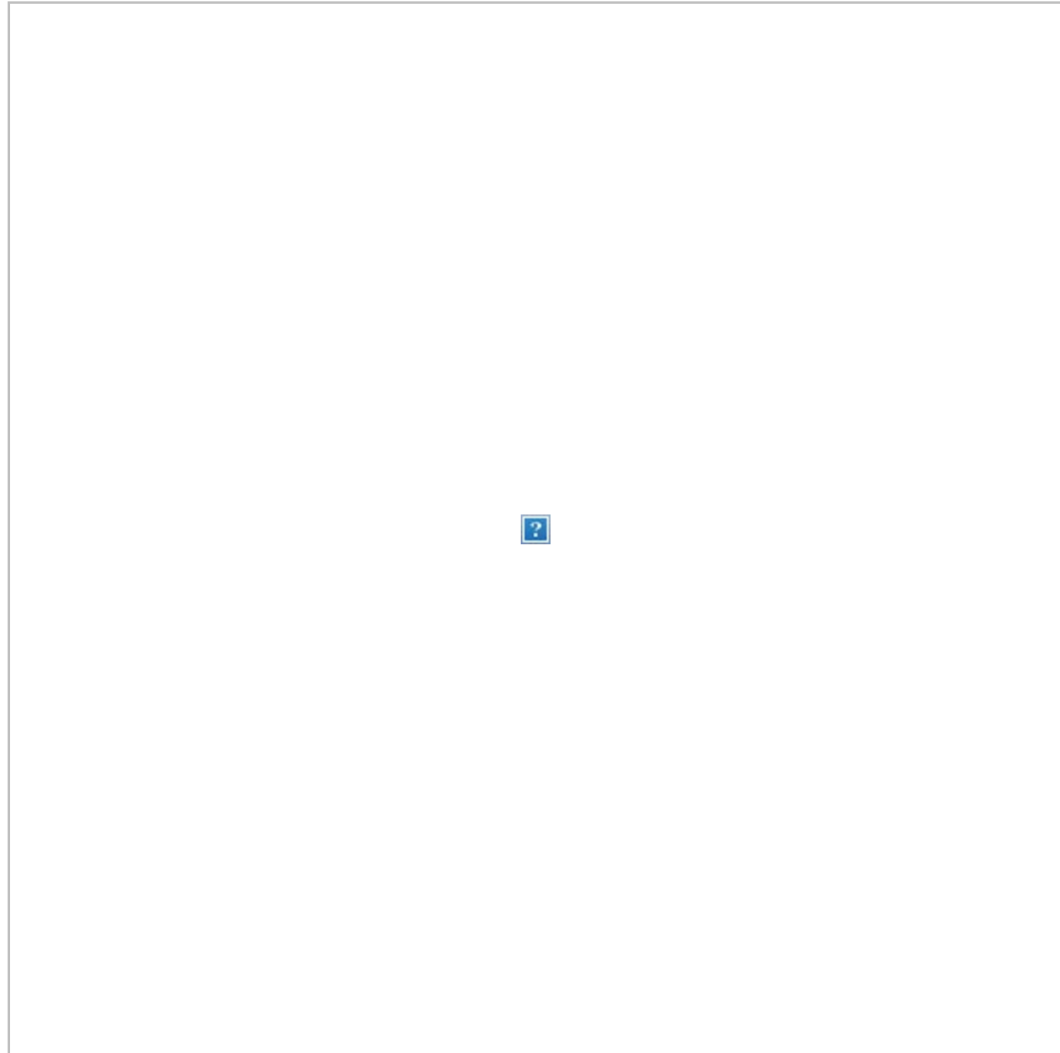
The updated guidance will:

- 1) Provide states with accessible and actionable information necessary to identify and correct noncompliance;
- 2) Help ensure the rights guaranteed under the IDEA to children with disabilities

and their families are protected; and

3) Reaffirm expectations across states to help ensure consistent implementation of IDEA.

Click [here](#) for more information.



The following are recent news articles, reports, and press releases on state and national education-related issues.

State News

Carolina Journal: [Private Schools Seek Three Judge Panel To Review Sanctions In Opportunity Scholarship Suit](#)

Carolina Journal: [Republicans Overtake Democrats On Trust In Public](#)

Education

EdNC: [As the School Year Kicks Off, 30 Districts Experience Superintendent Turnover](#)

WRAL: [Facilities, Staffing and Safety: Local Leaders Say Some School Priorities Aren't Reflected in NC Budget Proposals](#)

WFAE: [Charlotte Voucher School Evicted After Questions About Its Location and Founder](#)

WFAE: [North Carolina Private School Enrollment Has Grown 24% in Four Years, New Data Show](#)

WFAE: Analysis: [North Carolina's Public School Districts Serve a Shrinking Share of School Age Kids](#)

WFAE: [School Safety Summit Touches On Threat Teams, Body Armor and Hoaxes](#)

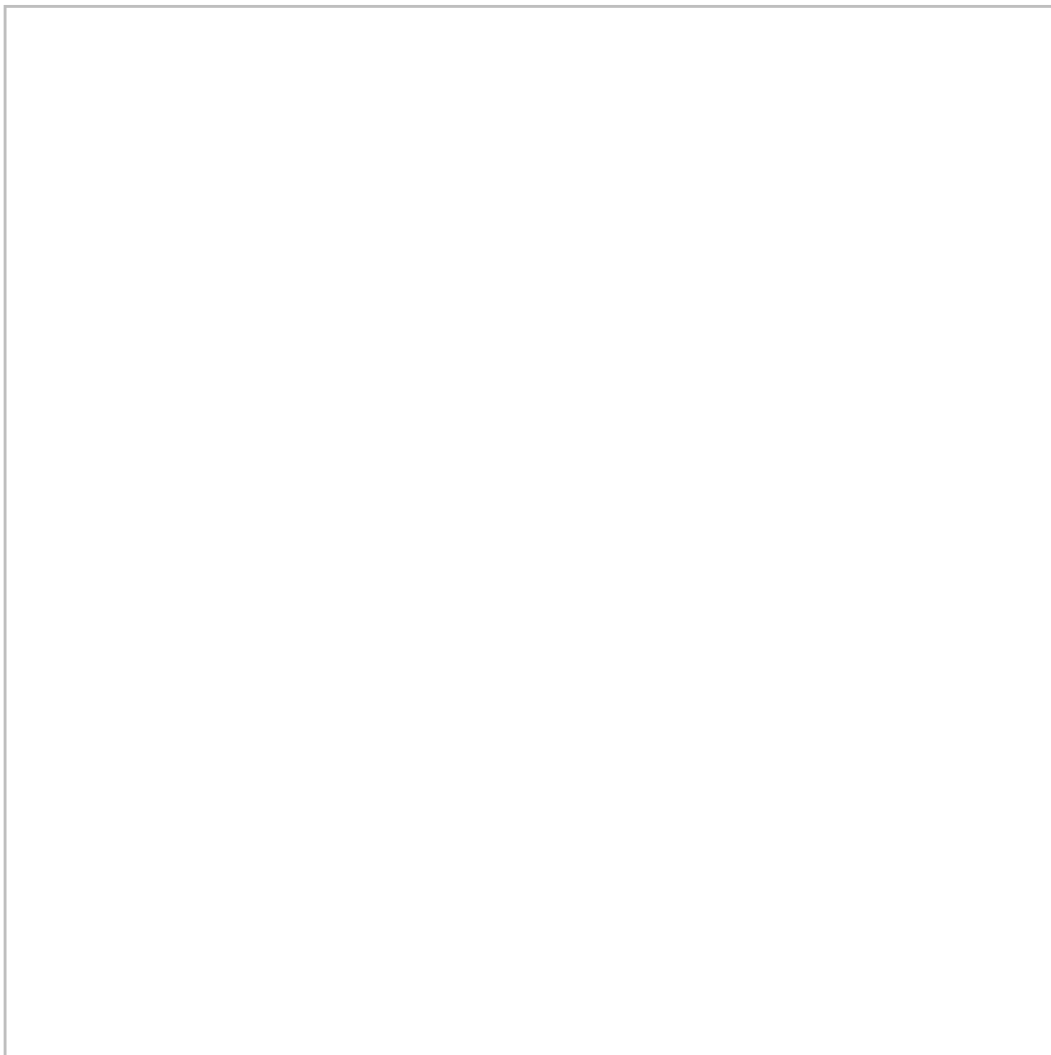
WFDD: [A North Carolina Budget Is A Month Late, But Republicans Say They Are Closing In On a Deal](#)

National News

K-12 Dive: [Enrollment, Funding, Supply Chain Issues Throw Wrench Into School Construction Projects](#)

Education Week: [The Number of Students In Special Education Has Doubled In the Past 45 Years](#)

Pro Publica: [Chaos at the School Board – Unraveling America's School Board Unrest](#)



No committee meetings have been scheduled at this time.

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Chris Dossenbach](#); [Eric N Davidson](#)
Subject: Fwd: S.B. 49 Policy Brief - Informing Students
Date: Monday, April 1, 2024 11:15:30 PM
Attachments: [SB49StudentConsentMarPolBrf.docx](#)

Did you receive this?

----- Forwarded message -----

From: Connor Grummer <cbgrumme@ncsu.edu>
Date: Mon, Apr 1, 2024 at 8:00 AM
Subject: S.B. 49 Policy Brief - Informing Students
To: <swomack@lee.k12.nc.us>
Cc: Tori Arnold <vaarnold@ncsu.edu>, Leah Beckham <lmbeckha@ncsu.edu>

Hello Ms. Womack,

My name is Connor Grummer and myself and my colleagues at NC State University have created a policy brief about S.B. 49, better known as the Parents' Bill of Rights, regarding informing students of some of the measures instituted by the bill and its implementation. The brief covers some of the implementation options counties have taken, a recommendation from us on how to implement the letter of the law while also keeping students aware of the consequences of their decisions.

We appreciate your time, please e-mail any of us if you have any questions.

--Connor Grummer
cbgrumme@ncsu.edu
--Tori Arnold
vaarnold@ncsu.edu
--Leah Beckham
lmbeckha@ncsu.edu

--

Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Vice-Chair

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [boe](#); [Chris Dossenbach](#)
Subject: Last message as your current chair
Date: Tuesday, December 12, 2023 12:31:54 AM

Under the current leadership the board collectively accomplished many unprecedented things in which we should all be proud.

Here are a few achievements during the current leadership.

Unprecedented this board authorized an internal investigation of a sexual predator that had been working in Lee County Schools for 10 years. The results of this investigation helped establish new policy clarifying mandatory annual anti-Grooming training and title IX expectations.

Performance Audit with significant findings to improve our schools resulting in reorganization changes and significant financial savings.

Proactively addressed the Parents Bill of Rights six months before the house passed their legislation.

Successfully started schools 2 weeks early after completing community and staff surveys and securings multiple resolutions of support for calendar flexibility

Went through a rigorous national superintendent search process

Selected a Superintendent

The board for the first time in history presented the budget to the county commissioners consistent with law

Currently finance and facility committee chairs meet regularly with county leadership to collaborate on meeting the needs of Lee County Schools

Pay Performance and Staffing study

Established a new superintendent evaluation tool

Contributions led by your chair

The board established a calendar with upcoming events and training opportunities

Committees now have defined roles and responsibilities with job descriptions

First time the school board completed a local retreat with ALL board members present

We have every board member completing the required 12 hours established in law

Additional unspent training dollars (approximately 46,000) were found that had been transferred from general funds that can be

used for board members master training and development

The board has a library of information/resources and an established board working room for classes and collaborative meetings for planning and goal setting

Your chair has coordinated with House (John Sauls) to address school board pay in a local bill

Your chair has established monthly meetings with the County Commissioner chair and county manager to maintain open communication

This relationship and research via the chair has provided a clear understanding of the counties responsibility to provide the bus garage facilities

Your chair was instrumental in stopping House Bill 51 suggesting a superintendent can be fired after six parents complaints

Board Leadership has aggressively researched multiple grants and opportunities to decrease the tax burden on our county by using state, funding, federal funding, and DPI resources

Established Orientation training and plans to provide continuity of the board responsibilities

We should all be proud of these accomplishments and I have full faith Eric will continue to keep us focused on the many tasks ahead of us as we remain committed to our goal of serving the citizens of Lee County.

Suggested Goals ahead

Promote Academic Growth and Accountability by ensuring measurable goals are demonstrated to the board and community on a regular basis.

Board Retreat as soon as possible with the new superintendent that will
-allow full discussion and establish clear defined goals of the board and the superintendent.
-review board expectations via new superintendent evaluation tool
(The board must provide guidance and expectations for the Strategic Plan while freely discussing the process and timeline.

Monitor the Performance audit funding until completion including quarterly updates.

Maintain continuity of the committees as much as possible to continue what we have started. Continue holding all committees responsible w/o micromanaging with board members accepting ownership in their defined roles,

Ensure Discipline is addressed with parents, mentorship programs, mental health, and community leaders.

Continuing to ensure all board members receive appropriate orientation, training and advocate for appropriate compensation.

Prepare for an extensive orientation process for all new members with common practices

guidelines and frequently asked questions.

Continue to seek EVERY and ALL available financial resources for our schools.

Maintain relationships with community leaders to work together including the local elected and church leaders

Review and present the pay study to the community while advocating for additional funding

Thank you all for wonderful year!

Sherry Lynn Womack
(919) 770-0351

From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](#)
To: [Stephen Rawson](#)
Cc: [Sen. Jim Burgin](#); [John Sauls](#)
Subject: NCSBA Legislative Update - August 18, 2023
Date: Friday, August 18, 2023 8:38:04 PM

Steve please look at this. This is hyperbolic at best and completely false and misleading! No where does the Parents Bill of Rights override emergency medical care. See 115C-375.2A

Written authorization is required from the students parent or guardian for the student to possess and self administer the medication.

Where is does the Parents Bill of Rights require parents written consent for an EMERGENCY situation?

I have a parent lecturing me that one in 13 children have allergies and she is considering removing her children from public school if they are “going to sit by and watch one of her child die”.

Here is the quote from the legislative update

“Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision”

We have multiple parents and staff accusing the NCSBA of gaslighting. I have not completely reviewed each section but this one truly jumped off the page! Lesson learned, I removed their updates from my page and I will not share any more legal updates in the future.

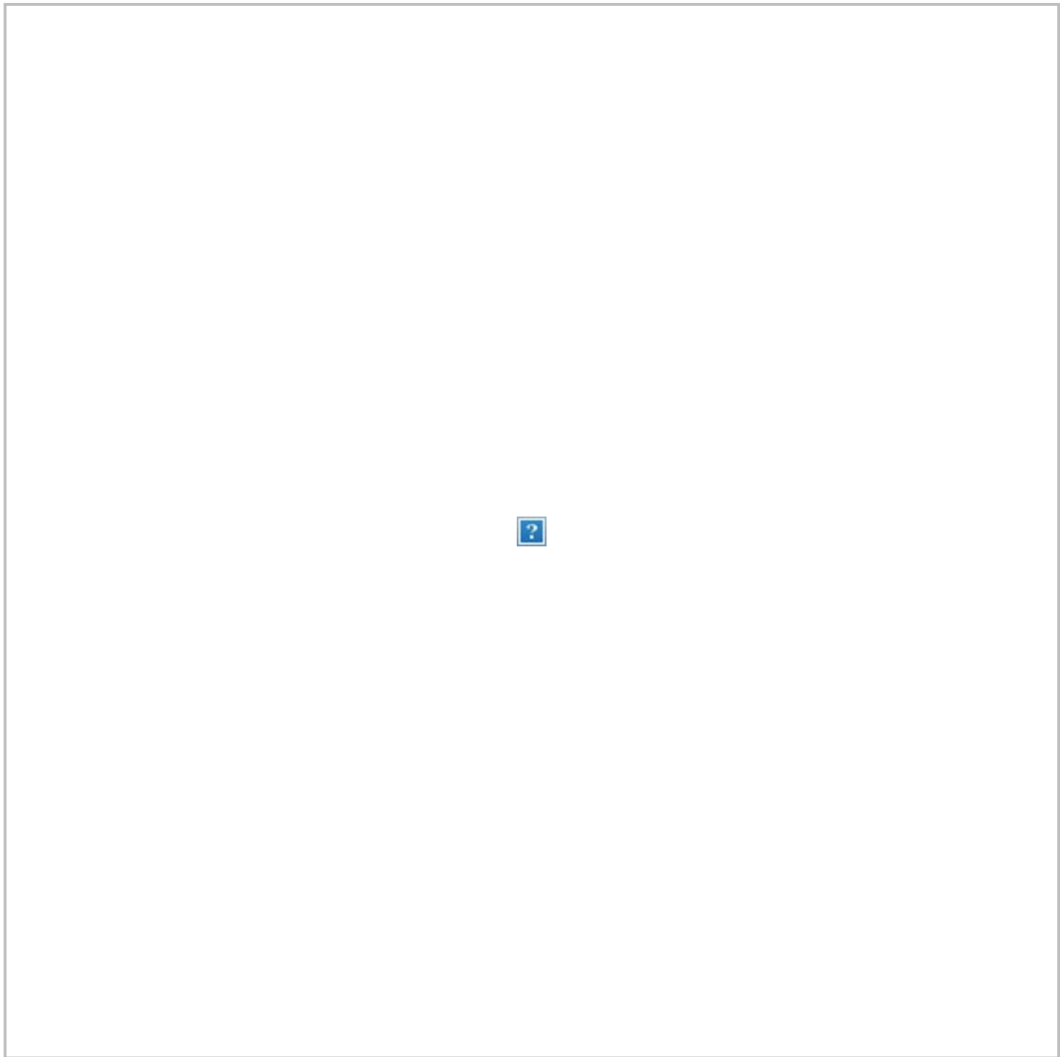
Please assist in explaining

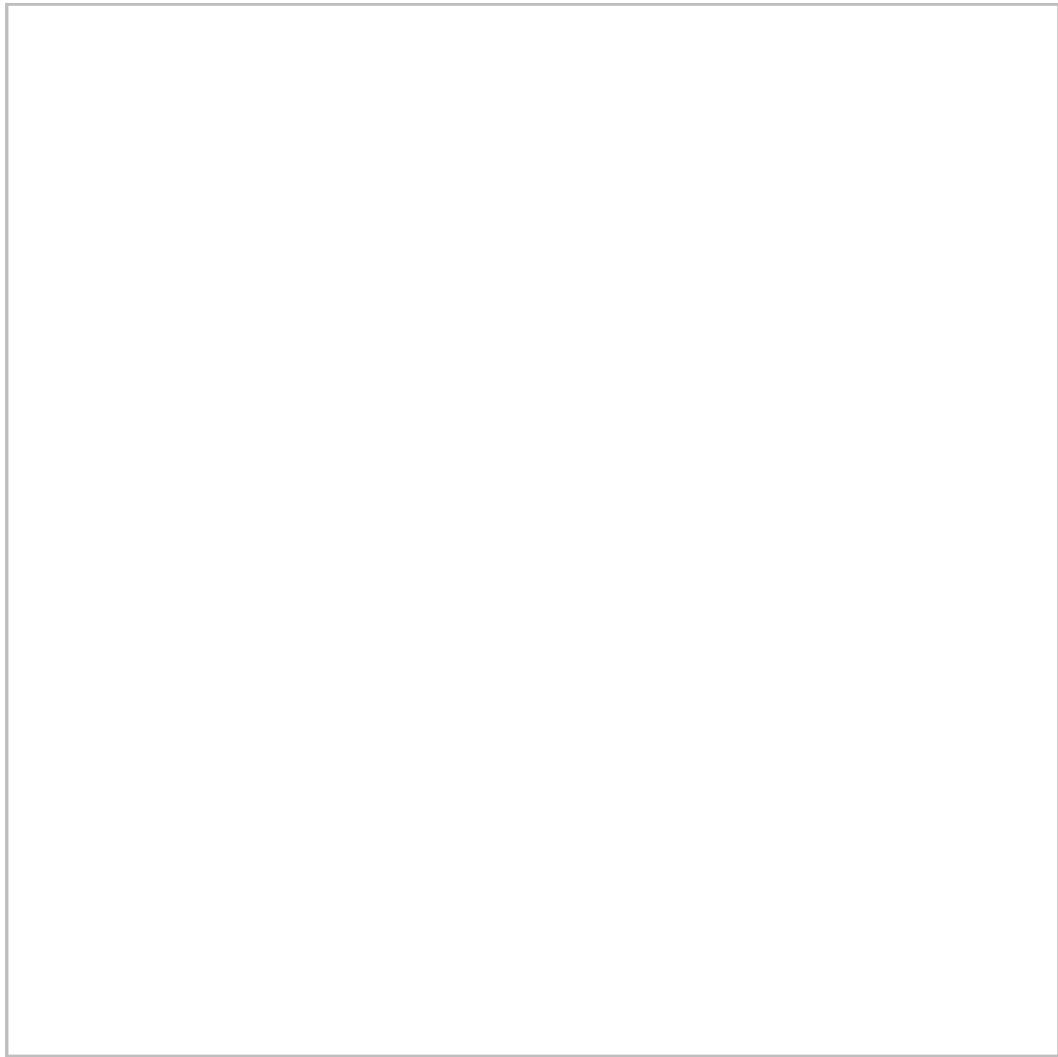
Begin forwarded message:

On Friday, August 18, 2023, 7:48 PM, Sherry Lynn Womack <swomack@lee.k12.nc.us> wrote:

On Friday, August 18, 2023, 4:53 PM, NCSBA Legislative Update Group <rblack@ncsba.org> wrote:

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After a month-long interval without holding voting sessions, the NC General Assembly reconvened in Raleigh with the primary objective of overriding six of Governor Cooper's recent vetoes this week. These override votes equaled the previous record for the highest number of overrides in a single day, a feat accomplished earlier in June. Significantly, four out of the six vetoes that were successfully overridden pertained to bills concerning K-12 education. Below, you'll find more comprehensive details about these bills.

However, what remained unaddressed this week was the state budget, which has yet to see further progress. The leadership of both chambers has indicated that they hope to achieve final passage of the budget in mid-September.

Veto Overrides That Are Now Law

[HB 219: Charter School Omnibus Act](#) (SL 2023-107) *(primary sponsors Representatives John Torbett, R-Gaston; John Bradford, R-*

Mecklenburg; David Willis, R-Union; and Jason Saine, R-Lincoln)

- House voted [74 to 45](#) to override, Senate voted [27-18](#) to override
- Prohibits any consideration of the impact to an LEA when deciding whether to grant, renew, amend, or terminate a charter
- Removes restrictions of student enrollment growth for charters that are not low performing
- Allows the Charter School Review Board (see, HB 618) to consider whether a low-performing charter school can increase their enrollment greater than 20%
- Allows charter schools to admit out-of-state students and foreign exchange students if it is unable to meet its enrollment capacity with qualified in-state students
- Allows pre-lottery admissions to charters for (i) certain preschools with agreements with the charter and (ii) children of active-duty military
- Prohibits local boards of education from considering a student's current or prior enrollment in a charter school in determining admissions or eligibility to any school or special program .
- Allows counties to appropriate funds for property taxes to fund charter school capital needs.

- Establishes a pilot program to allow Central Park Schools for Children in Durham to expand the weighted lottery to include factors to assist educationally or economically disadvantaged students, including walk zones
- Removes a high school athletics provision that would have prohibited charter and private schools from competing in the 1A playoffs against traditional public schools

- Click [here](#) for the latest bill summary

[HB 574: Fairness in Women's Sports Act](#) (SL 2023-109) (*primary sponsors: Representatives Jennifer Balkcom, R-Henderson; Karl Gillespie, R-Macon; Erin Pare, R-Wake; Kristen Baker, R-Cabarrus*)

- House voted to override [74-45](#), Senate voted to override [27-18](#)
- Prohibits biological male students from playing on middle school, high school, or collegiate athletics teams designated for biological female students
- Recognizes a student's sex solely based on the student's reproductive biology and genetics at birth

- Creates a civil cause of action for students who are harmed as a result of a violation of the bill or who are retaliated against for reporting violations
- Creates a civil cause of action for public school units that suffer harm as a result of following the requirements of the bill
- Removes restrictions on females from participating in male sports
- Click [here](#) for an official bill summary

[HB 618: Charter School Review Board](#) (SL 2023-110) (*primary sponsors: Representatives Tricia Cotham, R-Mecklenburg; Tim Moore, R-Cleveland; Destin Hall, R-Caldwell; David Willis, R-Union*)

- House voted to override by [74-45](#), Senate voted to override [27-18](#)
- Similar to section 7.39 in the [House Budget](#)
- Converts the Charter Schools Advisory Board into the Charter Schools Review Board
- Shifts authority to approve or deny charter school applications, renewals, and revocations from the State Board of Education to a legislatively controlled (8 of 11 appointments) Review Board with a right of appeal by an applicant, charter school, or the State Superintendent to the State Board of Education
- Changes the Superintendent of Public Instruction from a voting member to a nonvoting member
- Click [here](#) for an official bill summary

[SB 49: Parents' Bill of Rights](#) (SL 2023-106) (*primary sponsors: Senators Amy Galey, R-Alamance; Michael Lee, R-New Hanover; Lisa Barnes, R-Nash*)

- House voted to override by [72-47](#), Senate voted to override by [27-18](#)
- Requires public school units (PSUs) to establish policies and provide information intended to promote parent involvement, strengthen parent participation, and improve student achievement
- Many new policies apply beginning with the 2023-24 school year. However, there are serious timing issues that NCSBA is working to address
 - By the time SB 49 became law this week, thousands of students across the state had already started the 2023-24 school year, with hundreds of thousands starting school next week, leaving no time for implementation.
 - The State Board of Education must first address certain requirements – which has not yet happened – before PSUs can develop and adopt certain policies

- Enlists specific parental rights pertaining to their child’s education, health, privacy, and safety
- Establishes a process and timelines regarding parental access to information about books and other instructional materials
- Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel
- Prohibits instruction on gender identity, sexual activity, and sexuality in the curriculum provided in kindergarten through fourth grade
- Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision
 - NCSBA has reached out to key legislators about this concern, but to this point no changes have come about
- Addresses several concerns raised by NCSBA, including important technical changes and the exemption of security recordings on school transportation that would otherwise have been prohibited without parent consent
- Click [here](#) for an official bill summary

Additional Bills That Became Law

[SB 9: Local Omnibus Changes](#) (SL 2023-112) (*primary sponsors Senators Gale Adcock D-Wake, Sydney Batch D-Wake*)

- Conference Committee Report adopted by a vote of [28-17](#) in the Senate and [70-43](#) in the House
 - Clarifies process for filling vacancies on Guilford County Board of Education
-



The following is the Consortium of State School Boards Association's ([COSSBA](#)) most recent federal education report.

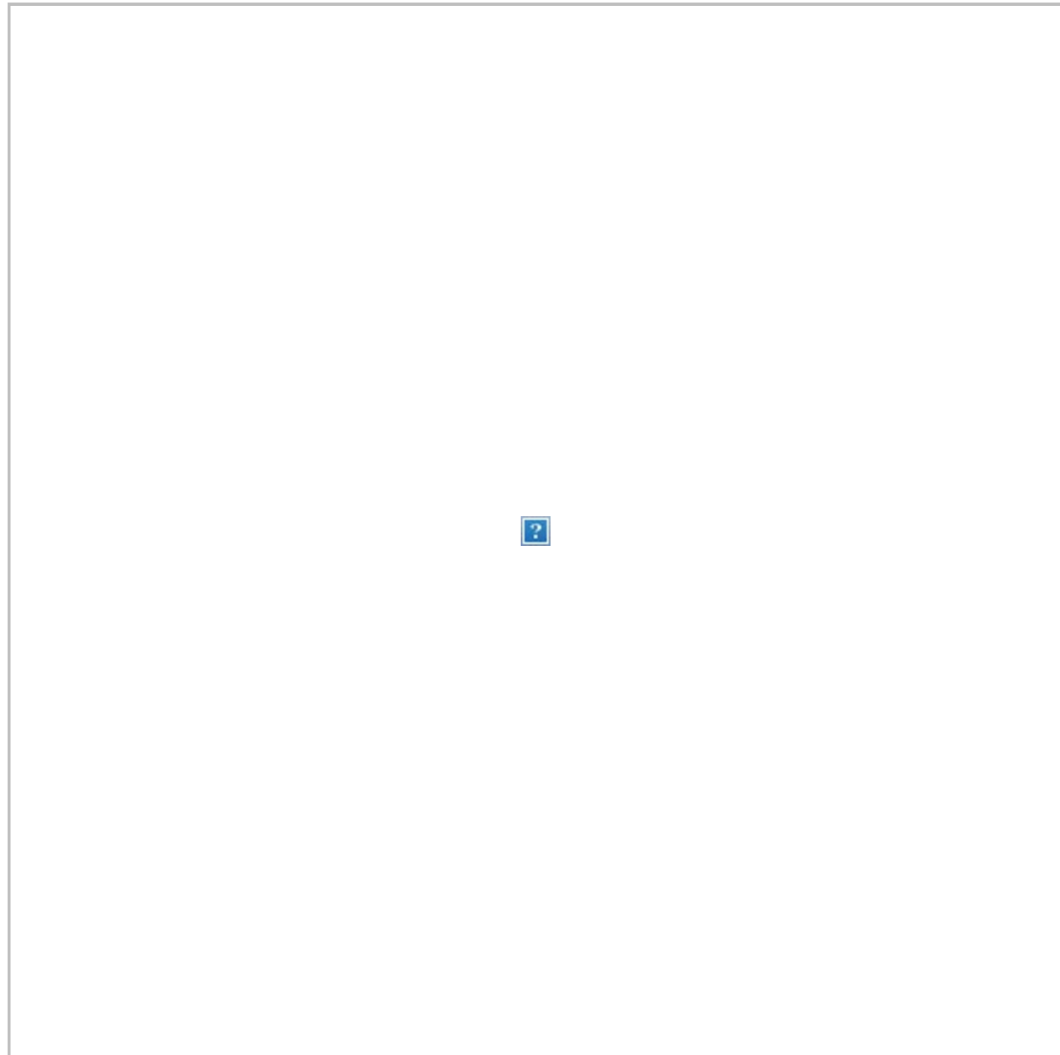
[August 14, 2023 Headlines From the Weekly Report Include:](#)

Education Department Announces Grant Program to Help Align Postsecondary Education Outcomes: US Secretary of Education Miguel Cardona announced the launch of a new \$25 million Career Connected High School Grant program. This program will provide grants to consortia of local educational agencies, institutions of higher education, and employers to pilot evidence-based strategies to increase the integration and alignment of the last two years of high school and the first two years of postsecondary education to improve postsecondary education and career outcomes for all students.

According to a US Education Department [blog posting](#) on the grant program, "Grantees can use funds for a variety of different activities based on the need of the region, including additional dual enrollment classes, covering the costs of

tuition, books, supplies, and other related expenses for low-income students, tutoring, other academic supports, transportation for students to work-based learning sites, the development of new career & technical education (CTE) programs in high-growth fields like clean energy or to support teacher training and new equipment that may be needed to launch these programs.

The United States Congress is currently in the middle of their August recess and will not be back in session until after Labor Day.



The following are recent news articles, reports, and press releases on state and national education-related issues.

State News

Carolina Journal: [Appeals Court Rules Against Wilson County School Board In](#)

[Pension Spiking Dispute](#)

North State Journal: [General Assembly Overrides Latest Round of Cooper's Vetoes](#)

North State Journal: [Foxx Reacts To Report of Chinese Money In K-12 Schools](#)

WFAE: [Back To School Safety Demands A Mix of Technology, Training, and Staff](#)

WFAE: [NC General Assembly Overrides Veto On Parents Bill of Rights](#)

WRAL: [No New State Budget Puts Schools In A Tough Spot, NC Democrats Say](#)

News & Observer: [NC Budget Delays Are Worsening Teacher Hiring Crisis, Education Leaders Warn](#)

Charlotte Observer: [Who Decides When Kids Start School? Some NC Districts Are In Open Revolt](#)

Charlotte Observer: [NC Public School Follow School Start Law, Why Not Private, Charter Ones?](#)

News & Observer: [Are Legislators OK With Public Schools Setting Their Own Start Dates? We Asked Them](#)

Herald Sun: [NC Districts Taking School Calendars Into Their Own Hands, Virginia Already Changed Its Law](#)

National News

K-12 Dive: [Schools Using Nonpunitive Approaches To Tackle Chronic Absenteeism](#)

EdSurge: [As Schools Turn To Tech for Mental Health Support, the Best Solution Might Be More Analog](#)

Washington Post: [Schools May Have a Long Way to Go to Protect Against Cyberattacks](#)



There are no committee meetings until the legislature reconvenes in mid-September.

Bruce Mildwurf

Director of Governmental Relations

NC School Boards Association

bmildwurf@ncsba.org

Madison Skeens

Assistant Director of Governmental Relations

NC School Boards Association

mskeens@ncsba.org

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Chris Dossenbach](#)
Cc: [Boe](#)
Subject: Previous accomplishments and way ahead?
Date: Friday, January 5, 2024 1:55:56 PM

Dr Dossenbach , Sorry for the delay in getting this to you in December when it was sent to the board.
Please note the suggested way ahead particularly this section

“ Board Retreat as soon as possible with the new superintendent that will
-allow full discussion and establish clear defined goals of the board and the superintendent.
-review board expectations via new superintendent evaluation tool
(The board must provide guidance and expectations for the Strategic Plan while freely discussing the process and timeline.”

I am not certain if the new suggested evaluation tool needs to be done in open or close session, and frankly, that was my only concern of only having 25 minutes for close next week.

The tool was developed by other board members and it’s not been discussed by the entire board due to the fact that we were in the process of hiring you and anticipating a board retreat to discuss the boards specific plans on accomplishing some of our shared and/or agreed upon goals?

Thank you for everything.

Sherry Womack

Under the current leadership the board collectively accomplished many unprecedented things in which we should all be proud.

Here are a few achievements during the current leadership?

Unprecedented this board authorized an internal investigation of a sexual predator that had been working in Lee County Schools for 10 years. The results of this investigation helped establish new policy clarifying mandatory annual anti-Grooming training and title IX expectations.

Performance Audit with significant findings to improve our schools resulting in reorganization changes and significant financial savings.

Proactively addressed the Parents Bill of Rights head on six months before the house passed their legislation.

Successfully started schools 2 weeks early after completing community and staff surveys and securings multiple resolutions of support for calendar flexibility

Went through a rigorous national superintendent search process

Selected a Superintendent

The board for the first time in history presented the budget to the county commissioners consistent with law

Currently finance and facility committee chairs meet regularly with county leadership to collaborate on meeting the needs of Lee County Schools

Pay Performance and Staffing study

Established a new superintendent evaluation tool

Contributions led by your chair

The board established a calendar with upcoming events and training opportunities

Committees now have defined roles and responsibilities with job descriptions

First time the school board completed a local retreat with ALL board members present

Under this past years leadership we have every board member completing the required 12 hours established in law

Additional unspent training dollars (approximately 46,000) were found that had been transferred from general funds that can be used for board members master training and development

You have a library of information/resources and an established board working room for classes and collaborative meetings for planning and goal setting

Your chair has coordinated with House (John Sauls) to address school board pay in a local bill

Your chair has established monthly meetings with the County Commissioner chair and county manager to maintain open communication

This relationship and research via the chair has provided a clear understanding of the counties responsibility to provide the bus garage facilities

Your chair was instrumental in stopping House Bill 51 suggesting a superintendent can be fired after six parents complaints

Board Leadership has aggressively researched multiple grants and opportunities to decrease the tax burden on our county by using state, funding, federal funding, and DPI resources

Established Orientation training and plans to provide continuity of the board responsibilities

We should all be proud of these accomplishments and I have full faith Eric will continue to keep us focused on the many tasks ahead of us as we remain committed to our goal of serving the citizens of Lee County.

Suggested Goals ahead

Promote Academic Growth and Accountability by ensuring measurable goals are demonstrated to the board and community on a regular basis.

Board Retreat as soon as possible with the new superintendent that will
-allow full discussion and establish clear defined goals of the board and the superintendent.
-review board expectations via new superintendent evaluation tool
(The board must provide guidance and expectations for the Strategic Plan while freely discussing the process and timeline.

Monitor the Performance audit funding until completion including quarterly updates.

Maintain continuity of the committees as much as possible to continue what we have started. Continue holding all committees responsible w/o micromanaging with board members accepting ownership in their defined roles,

Ensure Discipline is addressed with parents, mentorship programs, mental health, and community leaders.

Continuing to ensure all board members receive appropriate orientation, training and advocate for appropriate compensation.

Prepare for an extensive orientation process for all new members with common practices guidelines and frequently asked questions.

Continue to seek EVERY and ALL available financial resources for our schools.

Maintain relationships with community leaders to work together including the local elected and church leaders

Review and present the pay study to the community while advocating for additional funding

Thank you all for wonderful year!

Sherry Lynn Womack
(919) 770-0351

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Chris Dossenbach](#)
Cc: [Boe](#)
Subject: Re: Discipline Data and Student Behavior Presentation from Steve Rawson
Date: Monday, October 16, 2023 2:01:34 PM

From this information is there a way to assess whether disciplinary and other behavior management practices in the schools are affecting groups of students disproportionately and, if so, whether the disproportionality is the result of the inconsistent application of discipline or other behavior management practices to similar offenses?

On Mon, Oct 16, 2023 at 9:07 AM Chris Dossenbach <cdossenbach@lee.k12.nc.us> wrote:

Good morning,

I have attached the data sent to DPI at the end of the 22-23 school year.

Chris

On Fri, Oct 13, 2023 at 12:10 PM Sherry Womack <swomack@lee.k12.nc.us> wrote:

Chris, could you please forward the data from last year? I should have asked before attending the class but I can add the notes for the board.

During our conference I have learned it would be beneficial to add the number of school based arrests disaggregated by race and school.

SUPERINTENDENT'S REPORT TO THE BOARD

1. Annually, the superintendent shall provide to the board a report of the discipline data submitted to the North Carolina Department of Public Instruction as described in paragraph A.2, above. The data must be reported both system-wide and separately for each school and must be disaggregated on the basis of race/ethnicity, gender, disability, English Language Learner status, and/or such other basis as the board may specify.
2. At its discretion, the board may request additional data or analysis of data to assess whether disciplinary and other behavior management practices in the schools are affecting groups of students disproportionately and, if so, whether the disproportionality is the result of the inconsistent application of discipline or other behavior management practices to similar offenses.
3. If the data provided to the board reveals a pattern of discipline or disciplinary practices within or across schools that affects students disproportionately due to inconsistent discipline or disciplinary practices based on race, gender, ethnicity, disability, English Language Learner status, or other personal characteristic, the superintendent shall present to the board any recommendations for changes to discipline policies or practices to reduce the potential for unjustifiable disproportionate outcomes.

--

***Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Chair***

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

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--

Chris Dossenbach, Ed.D
Interim Superintendent
Lee County Schools
919-774-6226 ext. 7222

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--

***Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Chair***

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Kirk Smith](#)
Subject: Re: Final Secretarial Directive 2023-001 NOSECURE
Date: Thursday, November 2, 2023 7:26:33 PM

This appears to say Harnet is effected. How does this affect Lee County? FYI I am at an event with Pamela Munger from Sandhills.

Sherry Lynn Womack
(919) 770-0351

On Nov 1, 2023, at 15:25, Kirk Smith <ksmith@leecountync.gov> wrote:

FYI - this is very disappointing.

Kirk
Kirk D. Smith
District 2 Lee County Commissioner, Chair
919.935.3197
[Ksmith@leecountync.gov](mailto:ksmith@leecountync.gov)
3108 Avents Ferry Road
Sanford, NC 27330

From: Bynum, Sherry <sherryb@sandhillscenter.org>
Sent: Wednesday, November 1, 2023 1:00:07 PM
To: Alan Perdue (aperdue@guilfordcountync.gov) <aperdue@guilfordcountync.gov>; Shaw, Ann <AnnS@sandhillscenter.org>; billy.louya@davidsoncountync.gov <billy.louya@davidsoncountync.gov>; David Allen <dallen@rtelco.net>; Keyes, Alvin <AlvinK@sandhillscenter.org>; Southernland, Harry <HarryS@sandhillscenter.org>; hkduncan@triad.rr.com <hkduncan@triad.rr.com>; [hlpfarms03](mailto:hlpfarms03@gmail.com) <hlpfarms03@gmail.com>; McLean, Jackie <JackieM@sandhillscenter.org>; James Summey <Jamess@sandhillscenter.org>; KarenWatford <Karen.watford@davidsoncountync.gov>; Kirk Smith <ksmith@leecountync.gov>; Hassell, Mary <MaryH@sandhillscenter.org>; Nicol, Matt <MattN@sandhillscenter.org>; Rothbeind, Matthew <MatthewR@sandhillscenter.org>; Michael Ayers <michaelbayers@aol.com>; mrichardson@co.rockingham.nc.us <mrichardson@co.rockingham.nc.us>; Nick Picerno <Npicerno09@gmail.com>; patricia.baker@davidsoncountync.gov <patricia.baker@davidsoncountync.gov>; Little, Priscilla <PriscillaL@sandhillscenter.org>; Rick Watkins <rick.watkins@richmondnc.com>; Mims, Robert <RobertM@sandhillscenter.org>; Sharon Reynolds <SharonR@sandhillscenter.org>; Bynum, Sherry <sherryb@sandhillscenter.org>; Tommy Jarrell (jarrelltommy@gmail.com) <jarrelltommy@gmail.com>; Ferguson, Walter <WalterF@sandhillscenter.org>; Salinger, Walter

<Walter.salinger@gmail.com>; ashaw@triad.rr.com <ashaw@triad.rr.com>; Dr. Alvin Keyes <keyesa@ncat.edu>; Harry Southerland <hlsoutherland@aol.com>; McLean, Jackie <jmclean@hcs.k12.nc.us>; James Summey <jim@hpcav.com>; mary.hassell@montgomerycountync.com <mary.hassell@montgomerycountync.com>; Matthew Nicol (mnicol@harnett.org) <mnicol@harnett.org>; Matthew Rothbeind <mrothbeind@gmail.com>; plittle@ansoncountync.gov <plittle@ansoncountync.gov>; Robert Mims (rmims@ansoncountync.gov) <rmims@ansoncountync.gov>; spreynolds83@yahoo.com <spreynolds83@yahoo.com>; Fergie Ferg <fergieferg1969@gmail.com>

Subject: FW: Final Secretarial Directive 2023-001 NOSECURE

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As a reminder, the Sandhills Center Board of Directors is subject to the North Carolina Open meetings law. If you need to respond, please do not send to “reply all.”

Hello, I hope all are doing well. Please see the below from Anthony. Thanks, Sherry

Greetings all,

Attached is notification of the NC DHHS Secretary decision about consolidation. I had been told it was not to be public until later today but I understand it is becoming public now. I don't understand it all but am working with others on a list of questions for clarity. I plan to share more as I know it.

**Thanks,
Anthony**

From: Secretary Kinsley <Secretary@dhhs.nc.gov>

Sent: Wednesday, November 1, 2023 11:04 AM

To: Tracy Hayes <tracy.hayes@vayahealth.com>; Rhett Melton (rmelton@partnersbhm.org) <rmelton@partnersbhm.org>; Ward, Anthony <anthonyw@sandhillscenter.org>; Sarah Stroud <sstroud@eastpointe.net>; Rob Robinson <RRobinson@alliancehealthplan.org>; 'Joy Futrell' <Joy.Futrell@trilliumnc.org>

Subject: Final Secretarial Directive 2023-001

CEOs,

Thank you for your efforts to meet the health needs of individuals with significant mental health conditions, developmental disabilities, traumatic brain injuries, and substance use disorders.

As you know, this year's state budget, Session Law 2023-134, included provisions directing me, as Secretary of the North Carolina Department of Health and Human Services, to reduce the number of LME/MCOs to four or five. The attached Secretarial Directive details my decision, that in effect, allows a modified consolidation of Sandhills and Eastpointe, which is further directed to consolidate with Trillium. This will result in four entities, with each gaining at least one county. This approach leans into the strengths of each respective future Tailored Plan operators, minimizes disruption for those we serve, creates stability across the system, and streamlines administrative burden for providers.

Systems change is complex and not easy to navigate. I am confident that we can all work together to implement these changes to ensure a strengthened and sustainable public behavioral health system that will enable us to launch Tailored Plans as soon as possible. Our team at DHHS is committed to work with all of you to ensure these changes are implemented successfully and we can meet the needs of those we serve – together.

Thank you again for work and collaboration.

Best,

Kody H. Kinsley
Secretary
NC Department of Health & Human Services

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<NCDHHS Secretarial Directive 2023-001.pdf>

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Stephen Rawson](#)
Subject: Re: NCSBA Legislative Update - August 18, 2023
Date: Tuesday, August 22, 2023 11:24:05 AM

How does this affect the interpretation? Is this somehow thrown out of the equation?

§ 90-21.14.

First aid or emergency treatment; liability limitation.

(a) Any person, including a volunteer medical or health care provider at a facility of a local health department as defined in G.S. 130A-2 or at a nonprofit community health center or a volunteer member of a rescue squad, who voluntarily and without expectation of compensation renders first aid or emergency health care treatment to a person who is unconscious, ill or injured,

(1) When the reasonably apparent circumstances require prompt decisions and actions in medical or other health care, and

(2) When the necessity of immediate health care treatment is so reasonably apparent that any delay in the rendering of the treatment would seriously worsen the physical condition or endanger the life of the person,

Sherry Lynn Womack
(919) 770-0351

On Aug 21, 2023, at 20:19, Sherry Womack <swomack@lee.k12.nc.us> wrote:

Did you factor in the Good Samaritan Law? FYI I am in a room right this moment that state leaders and an attorney is arguing ♀

Sherry Lynn Womack
(919) 770-0351

On Aug 21, 2023, at 16:25, Stephen Rawson
<srawson@tharringtonsmith.com> wrote:

Sherry,

While at first glance this may seem overstated, and while I'm sure it was not the General Assembly's intent, there is a legitimate concern that the text of the legislation could have unintended consequences in discouraging emergency care of students. I haven't looked deeply at this question yet, so the following is a rough analysis. We have a meeting among all our school attorneys at the firm later this week to discuss how we can help clients comply with the new law, so I may have more to say then. But for now, as I read it, here's the issue:

SB49 (now S.L. 2023-106) creates several new sections of G.S. Chapter 90. The new GS 90-21.10B says that "Except as otherwise provided in this Article or by court order, a **health care practitioner** shall not provide, solicit, or arrange **treatment** for a minor child without first obtaining

written or documented consent from that minor child's parent.”

First, I look at the definitions for “health care practitioner” as well as “treatment.” The new G.S. 90-21.10A defines both. I won’t quote both in full here, but the definition of “health care practitioner” clearly includes school nurses. Importantly, since it also includes the language “otherwise authorized under...Chapter 115C to provide health care services,” it *possibly* covers teachers as well (see GS 115C-375.1 below), although I could make an argument the other way on that point. The definition of “treatment” include “**any** medical procedure or treatment, including...the administration of drugs...” That pretty clearly includes use of an epi-pen, as well as general medical care for a head injury, for example. And nothing in this particular section exempts “emergency” care in any way.

Next, I refer to the “Except as otherwise provided in this Article” language —if there is something else in Article 1a of Chapter 90 that would create an exception, then we’re still ok. The immediately obvious statute to go to is GS 90-21.1, which allows “any **physician** licensed to practice in North Carolina to render treatment to any minor without first obtaining the consent [of the parent or guardian]” in certain circumstances. Those exceptions partially address your concern about emergencies, as the statute allows physicians to treat minors without consent when the parents can’t be reached, the child can’t be identified, or when the need “for immediate treatment is so apparent” that waiting to try to obtain consent would endanger the life of the child or seriously worsen their condition. However, note that this set of exceptions applies only to a “**physician** licensed to practice in North Carolina.” That would not include nurses, nurse practitioners, teachers, administrators, etc. GS 90-21.3 likewise has an emergency exception, but only for surgeons. G.S. 90-21.5 allows the minor to consent on their own behalf to treatment for certain specific issues, but the list is narrow.

So, as written, Article 1a of Chapter 90 can be read to prohibit at least school nurses from providing care, even in an emergency, without parental consent. Now, as you noted, there is school-specific law that addresses some of this too. GS 115C-375.1 gives teachers and other school employees authority to provide some medical care, specifically including “to give emergency health care when reasonably apparent circumstances indicate that any delay would seriously worsen the physical condition or endanger the life of the pupil.” But since the definition of “health care practitioner” in GS 90-21.10A includes individuals authorized to provide health care services under Chapter 115C, this could easily bring teachers, TAs, and others under the definition of “health care practitioner.” And if they fall within that definition, then GS 90-21.10B prohibits them from providing treatment without obtaining written or

documented consent. Thus, it seems we have a direct conflict between GS 115C-375.1 and GS 90-21.10B.

At that point, the question would be how a court would balance the conflict between GS 115C-375.1 and GS 90-21.10B. Courts often use two factors to decide between conflicting statutes: the more specific statute takes precedence over a less specific statute, and a more recent statute takes precedence over an older statute. Here, though, those are split. GS 115C-375.1 is arguably more specific as an exemption than the prohibition in 90-21.10B (although it doesn't specifically say "without parental consent" anywhere), but 90-21.10B is clearly more recent and also appears to directly incorporate GS 115C-375.1 via the definitions in GS 90-21.10A.

All that is to say, it's not clear how this would move forward if it went to court. And because it's not clear, and there's a potential \$5000 penalty, you could have school employees afraid to provide care simply due to the uncertainty.

I haven't talked to the NCSBA about this, but I expect their analysis is similar to the above. Again, this is just my preliminary take on the issue—it is possible there are other elements to consider that would affect my analysis. I anticipate our firm will be providing written guidance on this in the coming week or two, and we'll try to provide some further clarity on this issue.

Happy to discuss any time.

Best,
Steve

From: Sherry Lynn Womack <swomack@lee.k12.nc.us>
Sent: Friday, August 18, 2023 8:38 PM
To: Stephen Rawson <SRawson@tharringtonsmith.com>
Cc: Sen. Jim Burgin <jim.burgin@ncleg.gov>; John Sauls <john.sauls@ncleg.net>
Subject: NCSBA Legislative Update - August 18, 2023

Steve please look at this. This is hyperbolic at best and completely false and misleading! No where does the Parents Bill of Rights override emergency medical care. See 115C-375.2A

guardian for the student to possess and self administer the medication.

Where is does the Parents Bill of Rights require parents written consent for an EMERGENCY situation?

I have a parent lecturing me that one in 13 children have allergies and she is considering removing her children from public school if they are “going to sit by and watch one of her child die”.

Here is the quote from the legislative update

“Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision”

We have multiple parents and staff accusing the NCSBA of gaslighting. I have not completely reviewed each section but this one truly jumped off the page! Lesson learned, I removed their updates from my page and I will not share any more legal updates in the future.

Please assist in explaining

Begin forwarded message:

On Friday, August 18, 2023, 7:48 PM, Sherry Lynn Womack <swomack@lee.k12.nc.us> wrote:

On Friday, August 18, 2023, 4:53 PM, NCSBA Legislative

Update Group <rblack@ncsba.org> wrote:

[View this email in your browser](#)

<~WRD3631.jpg>

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After a month-long interval without holding voting sessions, the NC General Assembly reconvened in Raleigh with the primary objective of overriding six of Governor Cooper's recent vetoes this week. These override votes equaled the previous record for the highest number of overrides in a single day, a feat accomplished earlier in June. Significantly, four out of the six vetoes that were successfully overridden pertained to bills concerning K-12 education. Below, you'll find more comprehensive details about these bills.

However, what remained unaddressed this week was the state budget, which has yet to see further progress. The leadership of both chambers has indicated that they hope to achieve final passage of the budget in mid-September.

Veto Overrides That Are Now Law

[HB 219: Charter School Omnibus Act](#) (SL

2023-107) *(primary sponsors Representatives John Torbett, R-Gaston; John Bradford, R-Mecklenburg; David Willis, R-Union; and Jason Saine, R-Lincoln)*

- House voted [74 to 45](#) to override, Senate voted [27-18](#) to override
- Prohibits any consideration of the impact to an LEA when deciding whether to grant, renew, amend, or terminate a charter
- Removes restrictions of student enrollment growth for charters that are not low performing
- Allows the Charter School Review Board (see, HB 618) to consider whether a low-performing charter school can increase their enrollment greater than 20%
- Allows charter schools to admit out-of-state students and foreign exchange students if it is unable to meet its enrollment capacity with qualified in-state students
- Allows pre-lottery admissions to charters for (i) certain preschools with agreements with the charter and (ii) children of active-duty military
- Prohibits local boards of education from considering a student's current or prior enrollment in a charter school in determining admissions or eligibility to any school or special program .
- Allows counties to appropriate funds for property taxes to fund charter school capital needs.

Establishes a pilot program to allow Central Park Schools for Children in Durham to expand the weighted lottery to include factors to assist educationally or economically disadvantaged students, including walk zones

- Removes a high school athletics provision that would have prohibited charter and private schools from competing in the 1A playoffs against traditional public schools
- Click [here](#) for the latest bill summary

[HB 574: Fairness in Women's Sports Act](#)

(SL 2023-109) *(primary sponsors: Representatives Jennifer Balkcom, R-Henderson; Karl Gillespie, R-Macon; Erin Pare, R-Wake; Kristen Baker, R-Cabarrus)*

- House voted to override [74-45](#), Senate voted to override [27-18](#)
- Prohibits biological male students from playing on middle school, high school, or collegiate athletics teams designated for biological female students
- Recognizes a student's sex solely based on the student's reproductive biology and genetics at birth
- Creates a civil cause of action for students who are harmed as a result of a violation of the bill or who are retaliated against for reporting violations
- Creates a civil cause of action for public school units that suffer harm as

a result of following the requirements of the bill

- Removes restrictions on females from participating in male sports
- Click [here](#) for an official bill summary

[HB 618: Charter School Review Board](#) (SL 2023-110) (*primary sponsors: Representatives Tricia Cotham, R-Mecklenburg; Tim Moore, R-Cleveland; Destin Hall, R-Caldwell; David Willis, R-Union*)

- House voted to override by [74-45](#), Senate voted to override [27-18](#)
- Similar to section 7.39 in the [House Budget](#)
- Converts the Charter Schools Advisory Board into the Charter Schools Review Board
- Shifts authority to approve or deny charter school applications, renewals, and revocations from the State Board of Education to a legislatively controlled (8 of 11 appointments) Review Board with a right of appeal by an applicant, charter school, or the State Superintendent to the State Board of Education
- Changes the Superintendent of Public Instruction from a voting member to a nonvoting member
- Click [here](#) for an official bill summary

[SB 49: Parents' Bill of Rights](#) (SL 2023-106) (*primary sponsors: Senators Amy Galey, R-Alamance; Michael Lee, R-New Hanover; Lisa Barnes, R-Nash*)

House voted to override by [72-47](#),
Senate voted to override by [27-18](#)

- Requires public school units (PSUs) to establish policies and provide information intended to promote parent involvement, strengthen parent participation, and improve student achievement
- Many new policies apply beginning with the 2023-24 school year. However, there are serious timing issues that NCSBA is working to address
 - By the time SB 49 became law this week, thousands of students across the state had already started the 2023-24 school year, with hundreds of thousands starting school next week, leaving no time for implementation.
 - The State Board of Education must first address certain requirements – which has not yet happened – before PSUs can develop and adopt certain policies
- Enlists specific parental rights pertaining to their child’s education, health, privacy, and safety
- Establishes a process and timelines regarding parental access to information about books and other instructional materials
- Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel

- Prohibits instruction on gender identity, sexual activity, and sexuality in the curriculum provided in kindergarten through fourth grade
- Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision
 - NCSBA has reached out to key legislators about this concern, but to this point no changes have come about
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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Stephen Rawson](#)
Subject: Re: NCSBA Legislative Update - August 18, 2023
Date: Monday, August 21, 2023 8:19:18 PM

Did you factor in the Good Samaritan Law? FYI I am in a room right this moment that state leaders and an attorney is arguing ♀

Sherry Lynn Womack
(919) 770-0351

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- Prohibits biological male students from playing on middle school, high school, or collegiate athletics teams designated for biological female students
- Recognizes a student's sex solely based on the student's reproductive biology and genetics at birth
- Creates a civil cause of action for students who are harmed as a result of a violation of the bill or who are retaliated against for reporting violations
- Creates a civil cause of action for public school units that suffer harm as a result of following the requirements of the bill
- Removes restrictions on females from participating in male sports
- Click [here](#) for an official bill summary

[HB 618: Charter School Review Board](#) (SL 2023-110) (*primary sponsors: Representatives Tricia Cotham, R-Mecklenburg; Tim Moore, R-Cleveland; Destin Hall, R-Caldwell; David Willis, R-Union*)

- House voted to override by [74-45](#), Senate voted to override [27-18](#)
- Similar to section 7.39 in the [House Budget](#)
- Converts the Charter Schools Advisory Board into the Charter Schools Review Board
- Shifts authority to approve or deny charter school applications, renewals, and revocations from the State Board of Education to a legislatively controlled (8 of 11 appointments) Review Board with a right of appeal by an applicant, charter school, or the State Superintendent to the State Board of Education
- Changes the Superintendent of Public Instruction from a voting member to a nonvoting member
- Click [here](#) for an official bill summary

[SB 49: Parents' Bill of Rights](#) (SL 2023-106) (*primary sponsors: Senators Amy Galey, R-Alamance; Michael Lee, R-New Hanover; Lisa Barnes, R-Nash*)

- House voted to override by [72-47](#), Senate voted to override by [27-18](#)
- Requires public school units (PSUs) to establish policies and provide information intended to promote parent involvement, strengthen parent participation, and improve student achievement
- Many new policies apply beginning with the 2023-24 school year. However, there are serious timing issues that NCSBA is working to address
 - By the time SB 49 became law this week, thousands of students across the state had already started the 2023-24 school year, with hundreds of thousands starting school next week, leaving no time for implementation.
 - The State Board of Education must first address certain requirements – which has not yet happened – before PSUs can develop and adopt certain policies

- Enlists specific parental rights pertaining to their child’s education, health, privacy, and safety
- Establishes a process and timelines regarding parental access to information about books and other instructional materials
- Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel
- Prohibits instruction on gender identity, sexual activity, and sexuality in the curriculum provided in kindergarten through fourth grade
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To: [Stephen Rawson](#)
Cc: [Boe](#); [Chris Dossenbach](#)
Subject: Re: NCSBA Legislative Update - August 18, 2023
Date: Tuesday, August 22, 2023 12:44:54 PM

So our staff is not covered via NC General Statute 90-21.14.?
We need to get ahead of this ASAP! Thank you!

First Aid or Emergency Treatment Liability Limitation

(a) Any person, including a volunteer medical or health care provider at a facility of a local health department as defined in G.S. 130A-2 or at a nonprofit community health center or a volunteer member of a rescue squad, who voluntarily and without expectation of compensation renders first aid or emergency health care treatment to a person who is unconscious, ill or injured,

(1) When the reasonably apparent circumstances require prompt decisions and actions in medical or other health care, and

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- Click [here](#) for the latest bill summary

[HB 574: Fairness in Women's Sports Act](#) (SL 2023-109) (*primary sponsors: Representatives Jennifer Balkcom, R-Henderson; Karl Gillespie, R-Macon; Erin Pare, R-Wake; Kristen Baker, R-Cabarrus*)

- House voted to override [74-45](#), Senate voted to override [27-18](#)
- Prohibits biological male students from playing on middle school, high school, or collegiate athletics teams designated for biological female students
- Recognizes a student's sex solely based on the student's reproductive biology and genetics at birth

- Creates a civil cause of action for students who are harmed as a result of a violation of the bill or who are retaliated against for reporting violations
- Creates a civil cause of action for public school units that suffer harm as a result of following the requirements of the bill
- Removes restrictions on females from participating in male sports
- Click [here](#) for an official bill summary

[HB 618: Charter School Review Board](#) (SL 2023-110) (*primary sponsors: Representatives Tricia Cotham, R-Mecklenburg; Tim Moore, R-Cleveland; Destin Hall, R-Caldwell; David Willis, R-Union*)

- House voted to override by [74-45](#), Senate voted to override [27-18](#)
- Similar to section 7.39 in the [House Budget](#)
- Converts the Charter Schools Advisory Board into the Charter Schools Review Board
- Shifts authority to approve or deny charter school applications, renewals, and revocations from the State Board of Education to a legislatively controlled (8 of 11 appointments) Review Board with a right of appeal by an applicant, charter school, or the State Superintendent to the State Board of Education
- Changes the Superintendent of Public Instruction from a voting member to a nonvoting member
- Click [here](#) for an official bill summary

[SB 49: Parents' Bill of Rights](#) (SL 2023-106) (*primary sponsors: Senators Amy Galey, R-Alamance; Michael Lee, R-New Hanover; Lisa Barnes, R-Nash*)

- House voted to override by [72-47](#), Senate voted to override by [27-18](#)
- Requires public school units (PSUs) to establish policies and provide information intended to

- promote parent involvement, strengthen parent participation, and improve student achievement
- Many new policies apply beginning with the 2023-24 school year. However, there are serious timing issues that NCSBA is working to address
 - By the time SB 49 became law this week, thousands of students across the state had already started the 2023-24 school year, with hundreds of thousands starting school next week, leaving no time for implementation.
 - The State Board of Education must first address certain requirements – which has not yet happened – before PSUs can develop and adopt certain policies
 - Enlists specific parental rights pertaining to their child’s education, health, privacy, and safety
 - Establishes a process and timelines regarding parental access to information about books and other instructional materials
 - Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel
 - Prohibits instruction on gender identity, sexual activity, and sexuality in the curriculum provided in kindergarten through fourth grade
 - Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision
 - NCSBA has reached out to key legislators about this concern, but to this point no changes have come about
 - Addresses several concerns raised by NCSBA, including important technical changes and the

exemption of security recordings on school transportation that would otherwise have been prohibited without parent consent

- Click [here](#) for an official bill summary

Additional Bills That Became Law

[SB 9: Local Omnibus Changes](#) (SL 2023-112) (*primary sponsors Senators Gale Adcock D-Wake, Sydney Batch D-Wake*)

- Conference Committee Report adopted by a vote of [28-17](#) in the Senate and [70-43](#) in the House
- Clarifies process for filling vacancies on Guilford County Board of Education



The following is the Consortium of State School Boards Association's ([COSSBA](#)) most recent federal education report.

[August 14, 2023 Headlines From the Weekly Report Include:](#)

Education Department Announces Grant Program to Help Align Postsecondary Education Outcomes: US Secretary of Education Miguel Cardona announced the launch of a new \$25 million Career Connected High School Grant program. This program will provide grants to consortia of local educational agencies, institutions of higher education, and employers to pilot evidence-based strategies to increase the integration

and alignment of the last two years of high school and the first two years of postsecondary education to improve postsecondary education and career outcomes for all students.

According to a US Education Department [blog posting](#) on the grant program, “Grantees can use funds for a variety of different activities based on the need of the region, including additional dual enrollment classes, covering the costs of tuition, books, supplies, and other related expenses for low-income students, tutoring, other academic supports, transportation for students to work-based learning sites, the development of new career & technical education (CTE) programs in high-growth fields like clean energy or to support teacher training and new equipment that may be needed to launch these programs.

The United States Congress is currently in the middle of their August recess and will not be back in session until after Labor Day.

-



The following are recent news articles, reports, and press releases on state and national education-related issues.

State News

Carolina Journal: [Appeals Court Rules Against Wilson County School Board In Pension Spiking Dispute](#)

North State Journal: [General Assembly Overrides Latest Round of Cooper's Vetoes](#)

North State Journal: [Foxy Reacts To Report of Chinese Money In K-12 Schools](#)

WFAE: [Back To School Safety Demands A Mix of Technology, Training, and Staff](#)

WFAE: [NC General Assembly Overrides Veto On Parents Bill of Rights](#)

WRAL: [No New State Budget Puts Schools In A Tough Spot, NC Democrats Say](#)

News & Observer: [NC Budget Delays Are Worsening Teacher Hiring Crisis, Education Leaders Warn](#)

Charlotte Observer: [Who Decides When Kids Start School? Some NC Districts Are In Open Revolt](#)

Charlotte Observer: [NC Public School Follow School Start Law, Why Not Private, Charter Ones?](#)

News & Observer: [Are Legislators OK With Public Schools Setting Their Own Start Dates? We Asked Them](#)

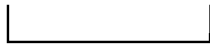
Herald Sun: [NC Districts Taking School Calendars Into Their Own Hands. Virginia Already Changed Its Law](#)

National News

K-12 Dive: [Schools Using Nonpunitive Approaches To Tackle Chronic Absenteeism](#)

EdSurge: [As Schools Turn To Tech for Mental Health Support, the Best Solution Might Be More Analog](#)

Washington Post: [Schools May Have a Long Way to Go to Protect Against Cyberattacks](#)



There are no committee meetings until the legislature reconvenes in mid-September.

Bruce Mildwurf

Director of Governmental Relations
NC School Boards Association
bmildwurf@ncsba.org

Madison Skeens

Assistant Director of Governmental Relations
NC School Boards Association
mskeens@ncsba.org

Rob Black

Assistant Director of Governmental Relations
NC School Boards Association
rblack@ncsba.org





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You are receiving this email as a member of NCSBA.

Our mailing address is:

North Carolina School Boards Association
7208 Falls of Neuse Road, Suite 301
Raleigh, NC 27615

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You can [update your preferences](#) or [unsubscribe from this list](#).



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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Chris Dossenbach](#)
Cc: [Eric N Davidson](#)
Subject: Re: S.B. 49 Policy Brief - Informing Students
Date: Tuesday, April 2, 2024 1:33:17 PM

They are advocating for local policy changes in reference to the Parents Bill of Rights. I was in a class where they started by saying “ we are going to show you how to get around the law.”

About half the class walked out of the class. Pretty sure all of Harnett and Catawba counties were in the group that “took a break” and left that lecture. IMHO our policy is solid and any deviations is an unnecessary risk and micromanaging the staff.

Sherry Lynn Womack
(919) 770-0351

On Apr 2, 2024, at 10:02, Chris Dossenbach <cdossenbach@lee.k12.nc.us> wrote:

I did not. I would be curious to know this person's credentials and why they are sending this information. It is a little concerning that a college student would be providing this information to board members

Chris

On Mon, Apr 1, 2024 at 11:15 PM Sherry Womack <swomack@lee.k12.nc.us> wrote:

Did you receive this?

----- Forwarded message -----

From: Connor Grummer <cbgrumme@ncsu.edu>
Date: Mon, Apr 1, 2024 at 8:00 AM
Subject: S.B. 49 Policy Brief - Informing Students
To: <swomack@lee.k12.nc.us>
Cc: Tori Arnold <vaarnold@ncsu.edu>, Leah Beckham <lmbeckha@ncsu.edu>

Hello Ms. Womack,

My name is Connor Grummer and myself and my colleagues at NC State University have created a policy brief about S.B. 49, better known as the Parents' Bill of Rights, regarding informing students of some of the measures instituted by the bill and its implementation. The brief covers some of the implementation options counties have taken, a recommendation from us on how to implement the letter of the law while also keeping students aware of the consequences of their decisions.

We appreciate your time, please e-mail any of us if you have any questions.

--Connor Grummer
cbgrumme@ncsu.edu
--Tori Arnold
vaarnold@ncsu.edu
--Leah Beckham
lmbeckha@ncsu.edu

--

***Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Vice-Chair***

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

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--

Chris Dossenbach, Ed.D
Superintendent
Lee County Schools
919-774-6226 ext. 7222

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [James Alverson](#)
Cc: [Chris Dossenbach](#); [Alan Rummel](#); [Chris Gaster](#); [Eric Davidson](#); [Jamey Laudate](#); [Patrick Kelly](#); [Sandra Bowen](#)
Subject: Re: SB49 implementation request -- WRAL
Date: Friday, October 6, 2023 4:47:56 PM

James,

I believe we have already addressed many of these issues months ago. Please collaborate with Dr Dossenbach and the policy committee and I will approve a joint statement. You are doing a great job and again I appreciate you following policy.

Sherry Lynn Womack
(919) 770-0351

On Oct 5, 2023, at 15:02, James Alverson <jalverson@lee.k12.nc.us> wrote:

Good afternoon Madam Chair and members of the Board,

This email is provided to you per policy to make you aware of a Public Information Request by WRAL Television related to the Parents' Bill of Rights.

--

James Alverson

Public Information Officer
Lee County Schools
<LeeCoSch Logo.png>

----- Forwarded message -----

From: **Walkenhorst, Emily** <ewalkenhorst@wral.com>
Date: Thu, Oct 5, 2023 at 2:28 PM
Subject: SB49 implementation request -- WRAL
To: jalverson@lee.k12.nc.us <jalverson@lee.k12.nc.us>

Hi James,

I'm making this request of school systems in our area for a future story. Mainly, I'm looking at the different (or similar) ways school systems are trying to address SB49. I'm hoping to just gather records that might illustrate plans or progress so far, as well as issues still being deliberated.

Pursuant to the North Carolina Public Records Law, I am requesting access to or copies of the following:

Implementation or guidance documents for SB49, also called the Parents' Bill of Rights, created at the district office, since July 1, 2023. Those include presentations, formal plans, timelines or guidance presented to faculty and staff, as well as draft policies or draft policy changes presented to the school board.

- Memos or emails sent to faculty and staff related to the adherence to or implementation of SB49, also called the Parents' Bill of Rights, since July 1, 2023
- Guidance to the school system from state entities or consultants on adherence to or implementation of SB49, also called the Parents' Bill of Rights, since July 1, 2023

If fulfillment of this request requires a fee, please notify me before fulfilling it.

Please note that North Carolina Code Ann. 132-1(b) states that "it is the policy of this State that the people may obtain copies of their public records and public information free or at minimal cost unless otherwise specifically provided by law."

Please note that North Carolina Code Ann. 132-6 states that records must be furnished "as promptly as possible."

Thank you for your consideration of this request.

Thanks,
Emily Walkenhorst
K-12 enterprise reporter, WRAL
c. 919-368-9930
ewalkenhorst@wral.com

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [James Alverson](#); [Chris Dossenbach](#)
Cc: [boe](#)
Subject: Re: SB49 implementation request -- WRAL
Date: Friday, October 6, 2023 5:34:18 PM

The law simply enumerates “the rights of parents to direct the upbringing, education, health care, and mental health of their minor children.” Please note SB49 covers many areas that we already had in place. Frankly Lee County adopted/updated policy months ago that consolidated many policies that were already established. Our policies safeguards the integral role of parents in their children’s lives and encourages parental involvement.

Sherry Lynn Womack
(919) 770-0351

On Oct 6, 2023, at 16:47, Sherry Womack <swomack@lee.k12.nc.us> wrote:

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Public Information Officer
Lee County Schools
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To: [Chris Dossenbach](#); [Eric Davidson](#); [Chris Gaster](#); [Jamey Laudate](#); [Patrick Kelly](#); [Sandra Bowen](#); [Alan Rummel](#)
Cc: [Susan Britt](#); [Johnnye Waller](#); [Stacie Eggers](#); [Kelly Jones](#); [Lisa Duffey](#); [Salvatore Cosimo](#); [Cindy McCormic](#); [Vicki Haislip](#)
Subject: Re: week of September 25
Date: Sunday, September 24, 2023 10:11:21 PM

Thank you!

Sherry Lynn Womack LTC (Ret) US Army
Lee County Board of Education, Chair
919 770-0351

On Sunday, September 24, 2023, 8:20 PM, [Chris Dossenbach <cdossenbach@lee.k12.nc.us>](mailto:cdossenbach@lee.k12.nc.us) wrote:

Good evening,

I hope that everyone had a great weekend. Updates for the week are as follows:

Needs Assessments

As mentioned during my presentation to the board in September, each school in our district is in the process of completing a needs assessment. This document will help school teams identify areas of success as well as areas of improvement. It will be used to develop baseline data and establish short and long-term goals. One of our schools, Deep River, has already completed their needs assessment and I have attached it to this email to give you an idea of what the final product will look like at each school.

Once completed, each school will upload this document within the school improvement plan system, NCStar, and these will be available to each of you as well. This type of information will allow us to identify problem areas and work to fix the issue. It will also allow us to compare schools, identify trends and provide an opportunity to share best practices if there are schools outperforming others in certain subjects and/or with specific subgroups. I share this so that you are aware of the work taking place within schools and the district in regards to continuous improvement.

Budget Update

I wanted to provide some highlights on the recently passed state budget:

- Due to implementation concerns raised across the state, certain parts of the Parents' Bill of Rights will be pushed back to January 1, 2024
- Teachers will receive an average 7% raise over the biennium
- With the exception of bus drivers, school employees not paid on the teacher salary schedule including principals, central office staff and non-certified personnel will receive an across-the-board salary increase of 4% in 23-24 and an additional 3% in 24-25
- Bus drivers will receive an additional 2% in 23-24

There is a lot more to unpack but I wanted to hit the highlights that are likely to

garner the most attention.

Dr. Johnnye Waller

As a reminder, Dr. Waller's last day with the district is this Friday, September 29. I know you join me in thanking her for her many years of service and her dedication to Lee County Schools. She will be greatly missed and we wish her the very best in retirement.

Out of the Office

I plan to take an annual leave day this Friday, September 29. With our youngest coming almost a month early, we missed our planned vacation this summer and I would like to take a long weekend at the beach with my family. I will be available by phone or text on Friday. In the event there is an emergency, I would ask that you contact Stacie Eggers at (919) 770-2751.

Events for the week are as follows:

Monday, September 25

6:00pm - called board meeting

Tuesday, September 26

4:30pm - F&T committee meeting

5:00pm - LCHS family cookout

Thursday, September 28

5:00pm - Finance committee meeting

6:00pm - SAGA annual meeting

Please reach out if you have any questions or concerns. Have a great week!

Chris

--

Chris Dossenbach, Ed.D
Interim Superintendent
Lee County Schools
919-774-6226 ext. 7222

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To: [Chris Dossenbach](#); [Eric Davidson](#); [Chris Gaster](#); [Jamey Laudate](#); [Patrick Kelly](#); [Sandra Bowen](#); [Alan Rummel](#)
Cc: [Susan Britt](#); [Johnnye Waller](#); [Stacie Eggers](#); [Kelly Jones](#); [Lisa Duffey](#); [Salvatore Cosimo](#); [Cindy McCormic](#); [Vicki Haislip](#)
Subject: Re: week of September 25
Date: Sunday, September 24, 2023 10:33:31 PM

First, here are some highlights from the State budget from the NCSBA Legislative Update as well.

Parents' Bill of Rights "Fix"

Section 7.81, Adjustments to S.L. [2023-106](#), provides two big "fixes" to [SB49: Parents' Bill of Rights](#) (PBR):

- Extends policy deadlines in Part II of PBR to the 1st day of school after January 1, 2024
- "Notwithstanding" language impacts Part III of PBR and clarifies that the statute permitting certain school employees to provide first aid and other care to students remains unchanged.

Salaries – Retroactive to July 1, 2023

Teachers, Assistant Principals, and Instructional Support Personnel

- Including step increases, the average teacher salary increase over the 2-year cycle is 7% when compared to FY 2022-23.
- Total salary increases over the 2-year budget range from 3.6% to 14.9%.
- Starting teacher pay increases from \$37,000 to \$39,000 in FY 2023-2024 and to \$41,000 in FY 2024-2025.
- Assistant principal pay remains tied to the base teacher salary schedule +19%
- An additional \$30 million in recurring funds for the Teacher Supplement Assistance Allotment for a revised net appropriation of \$200 million in each year of the biennium.

- A 4% across-the-board increase in FY 2023-24 and a 3% across-the-board increase in FY 2024-25 for most noncertified staff, central office staff, and principals
- Bus drivers will receive an additional 2% on top of the across-the-board raises.

Benefits

- \$215.5 million over the biennium to increase employer premiums to the State Health Plan for active employees.
- \$225.5 million over the biennium to increase contributions to State retirement systems & the Retiree Health Benefit Fund for retiree medical benefits
- \$145.6 million to provide State retirees with a 4% one-time supplement (bonus).

Sherry Lynn Womack LTC (Ret) US Army
Lee County Board of Education, Chair
919 770-0351

On Sunday, September 24, 2023, 10:11 PM, Sherry Lynn Womack <swomack@lee.k12.nc.us> wrote:

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Lee County Board of Education, Chair
919 770-0351

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Chris

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Chris Dossenbach, Ed.D
Interim Superintendent
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To: [Eric Davidson](#); [Sandra Bowen](#); [Chris Gaster](#); [Patrick Kelly](#); [Jamey Laudate](#); [Alan Rummel](#)
Cc: [Chris Dossenbach](#)
Subject: A crash course in protecting minors
Date: Friday, October 20, 2023 5:30:52 PM
Attachments: [Elizabeth Troutman PowerPointPDF.pdf](#)
[ATT00002.txt](#)

This presentation from the Fall Law Conference came from someone you may remember Elizabeth Troutman from Brooks Pierce in Greensboro?
Again, Chris feel free to forward to the safety officer and others you deem appropriate.

Sherry Lynn Womack
(919) 770-0351

It's Wednesday at 3 p.m. Do You Know Where Your Children
Are? Wait ... Are You Supposed To?

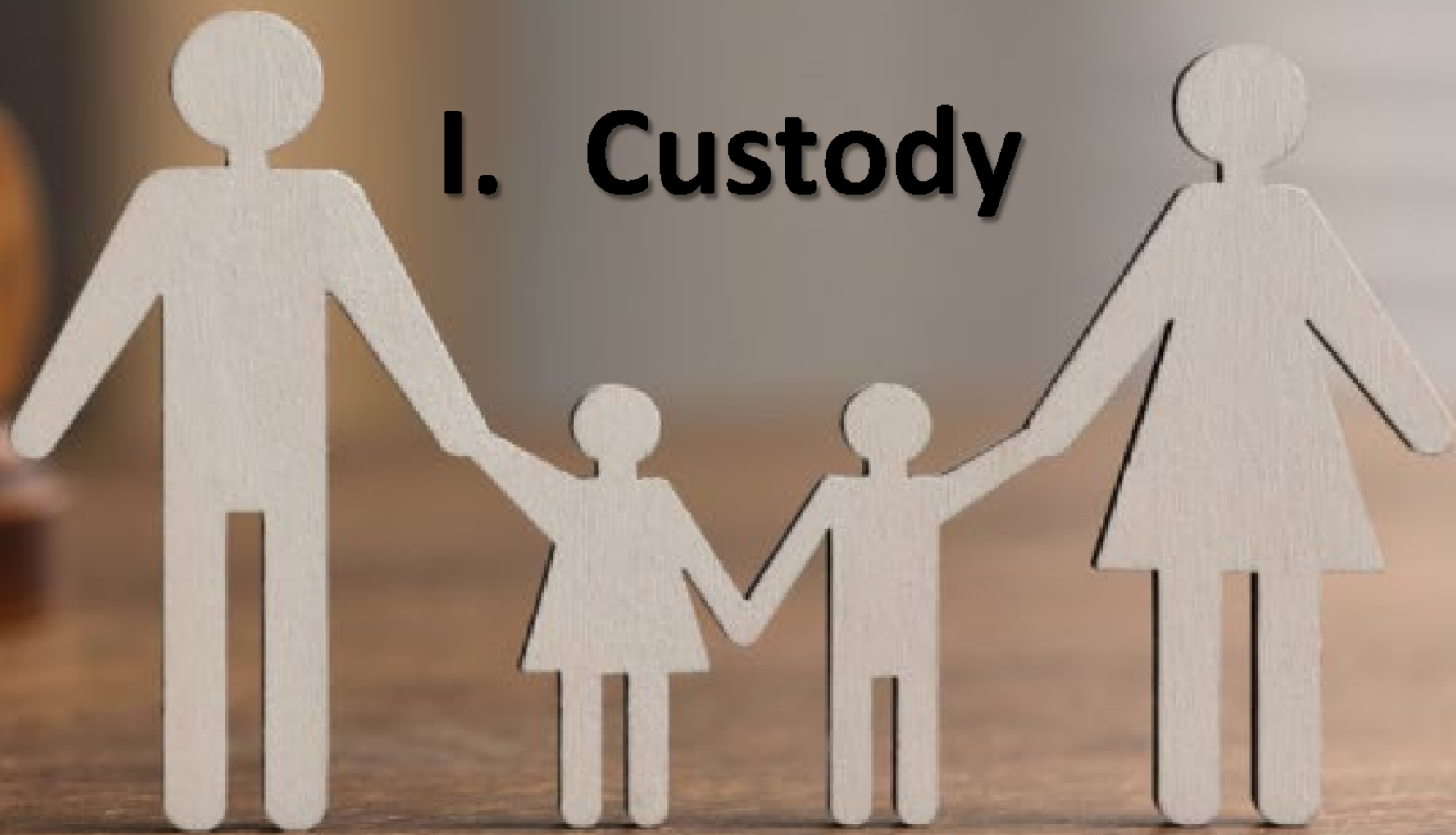
A Crash Course in Laws Protecting Minors

Overview

- I. Custody
- II. Basics of Child Protective Services
- III. Student Assignment
- IV. Homeless and Unaccompanied Youth



I. Custody



Base Line Assumptions of the Law

- Legal Custody -> the authority to make major life decisions about a child
- Physical Custody -> the right to keep and care for the child
- Parents are presumed to both have joint legal and physical custody, unless court has ordered otherwise
- If no court order provided, school assumes both parents have legal and physical custody

Custody Arrangements by Court Order



- Could provide different custodial rights to different parents
- Joint legal and physical custody -> both parents have the same rights even if they are divorced. School expects them to make decisions together but cannot be arbiter of disputes
- Sole Custody -> the parent has the right to make decisions and care for the child.
- Non-Parents -> other people in the child's life may be awarded custody; this has to be done through the courts.
- A non-custodial parent still has rights to records and rights as a parent, just not the day-to-day physical custody rights

Best Interest Standard

- Judges are charged with making custody decisions based on what is in the best interest of the child
- Conflict between parents at school is never in the child's best interest , and school staff should work hard not to “pick sides” in a custody dispute
- Schools honor court orders but it is not their job to enforce them.

Termination of Parental Rights

- Can only be entered by a court
- Rare remedy because parental rights are protected by the Constitution
- Meaning is that parent no longer has any rights, including rights to records, any custodial rights, decision-making rights, etc.
- Parent may relinquish parental rights voluntarily, but only after a hearing before a judge

Termination of Parental Rights – Standard

- Court will first determine whether clear and convincing evidence shows that a ground for termination of parental rights has been established
- Then if established, court must determine whether termination of parental rights is in best interest of the child
- Non-Exhaustive List of Examples of Grounds:
 - Parental abuse or neglect of the child
 - Willfully leaving a child in foster care or placement outside the home for more than 12 months without attempting to change the circumstances for the placement
 - Parent's inability to properly care for the child
 - Conviction for a violent crime against a child or a sexual offense that resulted in the conception of the child.

Guardianship

- This is a step between adoption and a parent
- A guardian does not replace the parent, but has the authority to make decisions as a parent. Parental rights do not necessarily have to be terminated.
- Guardianship can only be granted by a court
- Court typically appoints a “guardian ad litem” to determine what is in the child’s best interest

Types of Guardianship

- Guardian of the Person → makes decisions about the child's personal care and well-being, such as where they will live and medical decisions.
- Guardian of the Estate → handles the child's finances only, but does not make decisions about the child's well-being.
- General Guardian → guardian of the person and guardian of the estate

Minor Power of Attorney

- A parent may transfer authority for certain medical decisions to another person
- May not transfer the right to determine life-sustaining treatments (i.e. take a child off of life support)
- Cannot be used to enroll a child in school
- Law does not permit “kid swapping”; rely on court to determine best interest of children

Emancipated Minors

- If emancipated, minor treated as an adult for legal purposes – filing lawsuits, entering contracts, enrolling in school
- Parents no longer have rights or obligations
- Unmarried minor over age 16 may petition court for emancipation
- Marriage under age 18 is automatic emancipation
- No impact on laws that have age minimums such as alcohol or voting



II. Abuse and Neglect



Definition of Abuse

- A child is considered abused if the parent, guardian, custodian, or caretaker does one of the following:
 - Inflicts or allows to be inflicted upon child a serious physical injury by other than accidental means;
 - Creates or allows to be created a substantial risk of serious physical injury to child by other than accidental means;
 - Uses or allows to be used upon child cruel or grossly inappropriate procedures or cruel or grossly inappropriate devices to modify behavior;
 - Commits, permits, or encourages criminal sexual acts by, with, or upon child
- Victims of human trafficking are also considered abused

New Definition of Neglect

Neglect occurs when parent, guardian, custodian, or caretaker does any of the following:

- Does not provide proper care, supervision, or discipline.
- Has abandoned child , except where that child is a safely surrendered infant as defined in this Subchapter.
- Has not provided or arranged for the provision of necessary medical or remedial care.
- has refused to follow the recommendations of the Juvenile and Family Team
- Creates or allows to be created a living environment that is injurious to child's welfare.
- Has participated or attempted to participate in the unlawful transfer of custody of child
Has placed the juvenile for care or adoption in violation of law.

Definition of Dependency

- Child is in need of assistance or placement through DSS because
 - Child has no parent, guardian, or custodian responsible for care or supervision or
 - Child, parent, guardian, or custodian is unable to provide for child's care or supervision and lacks an appropriate alternative child care arrangement.

Reporting Obligations

- All North Carolinians must report misdemeanor child abuse to law enforcement
- All North Carolinians must report suspected abuse, neglect, or dependency to the local department of social services
- Reporters are immune from liability if they report in good faith

Role of DSS

- DSS is responsible for removing a child from the home in response to credible reports of child abuse or neglect
- DSS may petition the court for termination of parental rights after interventions, counseling, and other supports to try to rehabilitate the allegedly delinquent parents

DSS's Initial Response to Reports

- Required to make a prompt and thorough assessment of the facts to determine whether protective services are needed, immediate removal is necessary, or a petition should be filed
- DSS has authority to invoke immediate removal by signing a petition with the court
- If not immediate removal, DSS may ask parent/guardian to agree to protective services; if no agreement, DSS may file a petition for court to exercise jurisdiction

Foster Parenthood

- Foster parent system is designed to provide temporary care until the child can be reunited with a parent or other family member
- Parents will have parental rights when child is in foster care, just not custodial rights
- DSS may define visitation and other rights
- Foster parent is not the parent and does not have the unilateral right to make health or educational decisions for the child but may provide important input

Foster Parents Bill of Rights

N.C. Gen. Stat. 131D-10.9C (enacted May 2021)

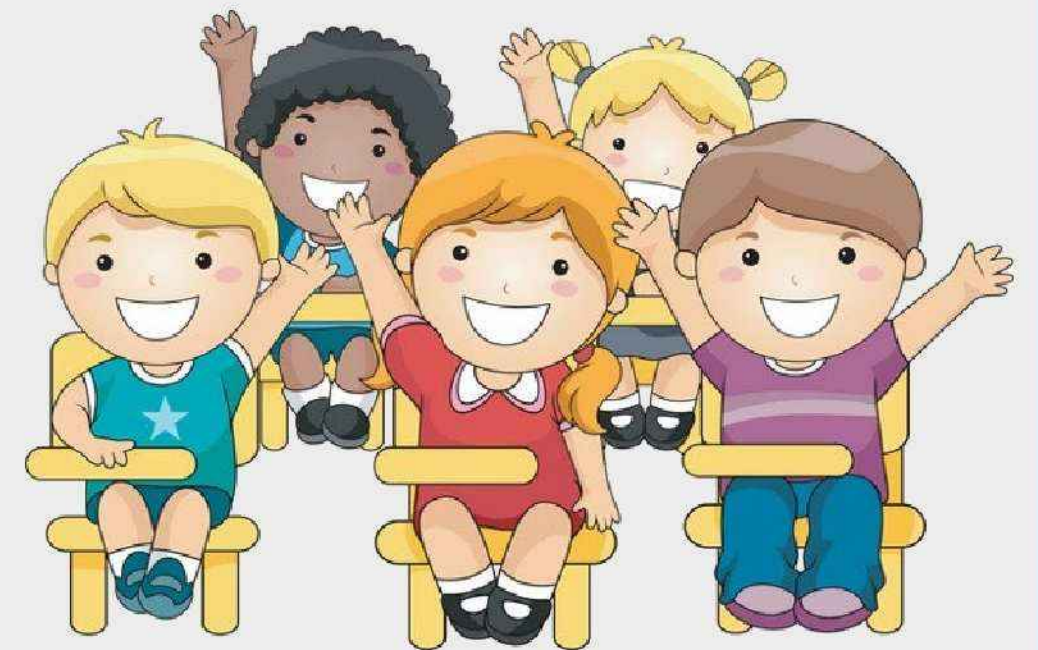


- To serve as a respected member of the child welfare team
- To be notified of expenses eligible for reimbursement
- Notice of hearings and a chance to be heard in court for review and permanency planning hearings
- Input in court, and during periodic reviews, of any information relevant to the child's best interests
- Reasonable input on the schedule for meetings they're allowed or required to attend

Foster Parents Bill of Rights (Cont'd)

- To be considered as prospective adoptive parents
- To request a shared parenting agreement
- Receive timely information pertinent to the day-to-day care of the child, including educational and health needs
- Provide input to, advocate for, and seek out support from the supervising agency without fear of reprisal, including the right to request respite as needed or to request a break between placements
- Utilize the reasonable and prudent parent standard in determining whether a foster parent can allow a child in the foster parent's care to participate in educational field trips and extracurricular, enrichment, and social activities. This standard is characterized by careful and thoughtful parental decision-making that is intended to maintain a child's health, safety, and best interest while encouraging the child's social, emotional, and developmental growth.

III. School Enrollment Law



Policy Statement

“All students under the age of 21 years who are **domiciled** in a school administrative unit who have not been removed from school for cause, or who have not obtained a high school diploma, are entitled to all the privileges and advantages of the public schools to which they are **assigned** by the local boards of education.”

N.C. Gen. Stat. 115C-366(a)

Domicile v. Residence

Domicile means the place where an individual has a true, fixed permanent home and principal establishment, and to which place, whenever absent, the individual has the intention of returning.

Residence is a person's actual place of abode, whether permanent or temporary (i.e. where the person is actually living).

Domicile v. Residence

- An unemancipated child may not establish a domicile different from his parents. Thus, children are assumed to be domiciled where a parent is domiciled.
- - Children may actually reside elsewhere though.
- - Student assignment law entitles all domiciliaries of the local unit AND some residents to enroll

Children Residing in Institutions

- Children living in and cared for and supported by an institution established, operated, or incorporated for the purpose of rearing and caring for children who do not live with their parents must be admitted to the local school unit
- Children placed in a licensed facility are also eligible for enrollment
- School must be provided contact information for the person who has the right to make educational decisions for the child in these situations

Children of Military Families

- A student who is not a domiciliary of a local school administrative unit shall be permitted to register to enroll in the public schools of that unit if that student resides in that local school administrative unit with a parent, legal guardian, or legal custodian on active military duty who is assigned by official military order to a military installation or reservation in the State
- Can go ahead and enroll if the transfer is pending

Other Reasons for Residence Recognized

- Parent/guardian is a student, employee, or faculty member of a college or university in that local unit
- Child is living with family in a pre-adoptive placement (i.e. waiting for adoption to be finalized)
- Parent/guardian is a member of the General Assembly and they are residing somewhere due to the parent/guardian's membership in the General Assembly

The Guilford (115C-366(a3)) Rule

Reasons for enrollment when Residence is not with Parent/Guardian/Legal Custodian:

- The death, serious illness, or incarceration of a parent or legal guardian.
- The abandonment by a parent or legal guardian of the complete control of the student as evidenced by the failure to provide substantial financial support and parental guidance.
- Abuse or neglect by the parent or legal guardian.
- The physical or mental condition of the parent or legal guardian is such that he or she cannot provide adequate care and supervision of the student.
- The relinquishment of physical custody and control of the student by the student's parent or legal guardian upon recommendation of DSS
- The loss or uninhabitability of the student's home as the result of a natural disaster.
- Parent or guardian is A member or veteran of the uniformed services who is severely injured and medically discharged or retired (1 year only)
- Parent/guardian is 3. A member of the uniformed services who dies on active duty or as a result of injuries sustained on active duty (1 year only)

What is Required to Qualify under 115C-366(a3)

- Caregiver adult and parent/guardian each complete separate affidavits explaining the reason they need this exception, attesting that they are not seeking enrollment in a particular school, that the caregiver adult has been given and accepts responsibility for educational decisions for the student.
- Caregiver adult may submit without the parent/guardian if they attest that the parent/guardian is unwilling or unavailable to sign
- Caregiver adult is given educational decision-making
- Affidavits shall include, in large print, the penalty, including repayment of the cost of educating the student, for providing false information in an affidavit.

What about a joint custody situation?

- Encourage parents to make the decision together about which where the child is domiciled for school assignment purposes, or have the court order it
- Look towards court order to determine who is legal custodian for determining domicile
- Board may adopt policy defining the assignment (where living first day of school for example)
- School system entitled to rely on directive of one parent even if parents disagree and share joint custody. Parents need to work out their differences elsewhere.

Appeals

- Board sets student assignment zones and policies
- Parents may appeal student assignment decisions under N.C. Gen. Stat. 115C-369
- Board may set preliminary hearing with 2 or more members of the Board or a hearing officer or both
- Final decision must be made by the full board
- Standard to be applied: “the best interest of the child, the orderly and efficient administration of the public schools, the proper administration of the school to which reassignment is requested and the instruction, health, and safety of the pupils there enrolled”

IV. Federal Law Overlay: Homeless and Unaccompanied Youth



The McKinney Vento Homeless Assistance Act

- Federal law
- purpose is to provide same opportunities to homeless students as housed students by eliminating barriers to education for homeless
- obligations tied to federal funds, distributed to the states using the Title I formula

Definition of Homelessness

- Children and youth who lack a fixed, regular, and adequate nighttime residence.
- Examples:
 - Sharing a house with others due to lack of residence
 - Living in hotels, motels, campgrounds, emergency shelters, etc.
 - abandoned in hospitals
 - sleeping in a place not designed for regular sleeping accommodations, like cars, parks, public spaces, abandoned buildings, bus or train stations

Enrollment of Homeless Students

- Federal law requires immediate enrollment even if state law or policy would dictate otherwise
- Option to stay enrolled in a school of origin – the school the student attended before becoming homeless
- Homeless liaison responsible for working with other agencies to find critical records for enrollment such as immunization, medical, and other school records

Best Interest Determination for School Enrollment

- if student is no longer in the attendance zone of the school of origin, a best interest determination must be made to determine which school the student should attend
- the school of origin is presumed in the child's best interest unless requested otherwise or evidence is produced

Dispute Resolution for School Enrolment

- Parent or unaccompanied youth have a right of appeal from best interest determination
- If disagree with school assignment after best interest determination, appeal is made to the homeless liaison
- Homeless liaison makes decision but than can be appealed to the superintendent
- Appeal available to the Board

Transportation

- Federal law requires that the school system transport homeless students from where they are living to assigned school (which could be school of origin)
- If in another school district, districts should work together to share the cost

Use of McKinney-Vento Funds

- Tutoring
- Academic supports
- School supplies
- Transportation
- Professional development

Unaccompanied Minors

- a youth who is not in the physical custody of a parent or guardian
- Law treats unaccompanied youth like homeless students frequently, but they are not always homeless
- Treated as homeless for enrollment purposes
- Note that immigration status is not a factor in enrollment, pursuant to Plyler v. Doe (U.S. Supreme Court decision from 1984)



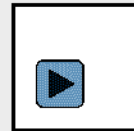
Surrogate Parent Requirement

- Federal IDEA requires that a parent consent to and be part of decision-making for special education services
- If student's parent or legal guardian cannot be located OR if student is a ward of the state, school system is required to appoint a "surrogate parent"
- Surrogate parent may not be a school employee or employee of any other agency state/local agency serving the student
- 34 C.F.R. 300.30

Board Role in Homeless Students and Unaccompanied Youth

- Homeless liaison position required
- Transportation costs can jump in a given year unexpectedly due to federal requirements
- Board appeals for assignment of homeless students may look different than regular student assignment appeals

Conclusion slide placeholder



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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Susan Britt](#)
Subject: Chairman's Report
Date: Tuesday, December 12, 2023 3:14:54 PM

Under the current leadership the board collectively accomplished many unprecedented things in which we should all be proud.

Here are a few achievements during the current leadership?

Unprecedented this board authorized an internal investigation of a sexual predator that had been working in Lee County Schools for 10 years. The results of this investigation helped establish new policy clarifying mandatory annual anti-Grooming training and title IX expectations.

Performance Audit with significant findings to improve our schools resulting in reorganization changes and significant financial savings.

Proactively addressed the Parents Bill of Rights head on six months before the house passed their legislation.

Successfully started schools 2 weeks early after completing community and staff surveys and securings multiple resolutions of support for calendar flexibility

Went through a rigorous national superintendent search process

Selected a Superintendent

The board for the first time in history presented the budget to the county commissioners consistent with law

Currently finance and facility committee chairs meet regularly with county leadership to collaborate on meeting the needs of Lee County Schools

Pay Performance and Staffing study

Established a new superintendent evaluation tool

Contributions led by your chair

The board established a calendar with upcoming events and training opportunities

Committees now have defined roles and responsibilities with job descriptions

First time the school board completed a local retreat with ALL board members present

Under this past years leadership we have every board member completing the required 12 hours established in law

Additional unspent training dollars

(approximately 46,000) were found that had been transferred from general funds that can be used for board members master training and development

You have a library of information/resources and an established board working room for classes and collaborative meetings for planning and goal setting

Your chair has coordinated with House (John Sauls) to address school board pay in a local bill

Your chair has established monthly meetings with the County Commissioner chair and county manager to maintain open communication

This relationship and research via the chair has provided a clear understanding of the counties responsibility to provide the bus garage facilities

Your chair was instrumental in stopping House Bill 51 suggesting a superintendent can be fired after six parents complaints

Board Leadership has aggressively researched multiple grants and opportunities to decrease the tax burden on our county by using state, funding, federal funding, and DPI resources

Established Orientation training and plans to provide continuity of the board responsibilities

We should all be proud of these accomplishments and I have full faith Eric will continue to keep us focused on the many tasks ahead of us as we remain committed to our goal of serving the citizens of Lee County.

Suggested Goals ahead

Promote Academic Growth and Accountability by ensuring measurable goals are demonstrated to the board and community on a regular basis.

Board Retreat as soon as possible with the new superintendent that will
-allow full discussion and establish clear defined goals of the board and the superintendent.
-review board expectations via new superintendent evaluation tool
(The board must provide guidance and expectations for the Strategic Plan while freely discussing the process and timeline.

Monitor the Performance audit funding until completion including quarterly updates.

Maintain continuity of the committees as much as possible to continue what we have started. Continue holding all committees responsible w/o micromanaging with board members accepting ownership in their defined roles,

Ensure Discipline is addressed with parents, mentorship programs, mental health, and community leaders.

Continuing to ensure all board members receive appropriate orientation, training and advocate for appropriate compensation.

Prepare for an extensive orientation process for all new members with common practices guidelines and frequently asked questions.

Continue to seek EVERY and ALL available financial resources for our schools.

Maintain relationships with community leaders to work together including the local elected and church leaders

Review and present the pay study to the community while advocating for additional funding

Thank you all for wonderful year!

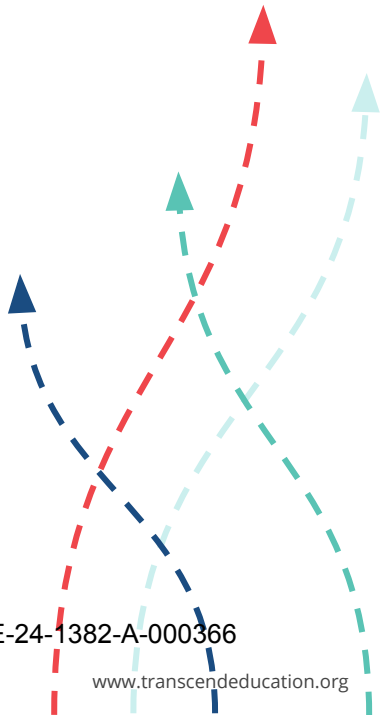
Sherry Lynn Womack
(919) 770-0351

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Chris Dossenbach](#)
Subject: Current Trend Cards_v2.3_External_20210227.pdf
Date: Monday, November 13, 2023 3:03:40 PM
Attachments: [Current Trend Cards_v2.3_External_20210227.pdf](#)
[ATT00002.txt](#)

Sherry Lynn Womack
(919) 770-0351



Welcome School Designers



INTRODUCTION

These cards are intended to spark conversation about the implications of contemporary trends for today's schools. Each card shares a headline related to one of the categories below on the front and evidence that further illustrates the headline on the back.



**SCIENCE, TECHNOLOGY &
INFORMATION**



**THE ECONOMY &
EMPLOYMENT**



**DEMOGRAPHICS,
IDENTITY & POWER**



**THE HEALTH OF OUR
PLANET & PEOPLE**

On the pages that follow we've also include three sample activities you can engage in using these cards. While these activities build on each other and could be used in sequences, they can also stand on their own. These activities include:

- *Activity 1: Exploring the Trends*
- *Activity 2: Crafting a Graduate Profile*
- *Activity 3: Considering Implications for Student Experiences*

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Activity 1:

EXPLORING THE TRENDS

Purpose

This activity will help you more deeply understand the trends in this deck by exploring the individual headlines and evidence, how they connect to each other, and their relevance to you and your community.

Steps

- 1. Divide Up Participants.** Divide participants into four groups—one group for each category of trends in the deck. Separate the cards in the deck according to the four categories of trends and give each group of participants one category. For large groups, it would be helpful to have multiple decks of cards so you can have more than one group of participants per category. (5 minutes)



Timing

- 65 min

Participants

- 4+

Materials

- Poster paper
- Markers
- Sticky notes

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3. **Explore the Cards.** In each subgroup, read through the headlines and the evidence presented on the cards and discuss the questions below. Summarize your key discussion points on chart paper. (20 minutes)
 - What about these trends surprises me? Why?
 - What evidence do I see in my own life or in my community that supports or conflicts with these trends?
4. **Share Reflections.** Go around the whole group and have each subgroup share a bit about the trends they explored and their reflections about the trends. (20 minutes)
5. **Make Connections.** As a whole group, identify and discuss some connections between all the different trends. Consider how one trend may be causing or related to another trend or how trends conflict. (20 minutes)

Activity 2:

CRAFTING A GRADUATE PROFILE

Purpose

This activity will help you use the trends to identify knowledge, skills, or mindsets that are essential for a student graduating from your learning environment to develop during their time with you.

Timing

- 70 min

Participants

- 4+

Materials

- Poster paper
- Markers
- Sticky notes

Steps

1. **Divide Up Participants.** Divide participants into four groups—one group for each category of trends in the deck. Separate the cards in the deck according to the four categories of trends and give each group of participants one category. For large groups, it would be helpful to have multiple decks of cards so you can have more than one group of participants per category. (5 minutes)



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- 2. Study the Trends.** In each subgroup, study the headlines and the evidence presented on the cards. Then, have each person individually jot down 3-5 types of knowledge, skills, or mindsets—such as critical thinking, technology literacy, etc.—that young people must leverage to successfully navigate the trends in the category. Write each on a sticky note. (10 minutes)
- 3. Synthesize Ideas.** Within each small group, have everyone share what is on their sticky notes. Then post them all together on a table or wall. Review all the notes and look for patterns. Group similar ideas together. Try to come to consensus on 2–5 important types of knowledge, skills, and mindsets for students to develop. Write these on chart paper along with one sentence on why each is important given the trends your subgroup explored. (20 minutes)
- 4. Do a Gallery Walk.** Put the posters from the different groups on the wall to create a gallery. Walk around and discover what others listed. Use sticky notes to add thoughts and questions. (20 minutes)
- 5. Make Connections.** As a whole group, discuss the most salient patterns across the posters and identify the knowledge, skills, and mindsets that appear most resonant to your school community. Based on what you identify, create a graduate profile consisting of 4-7 outcomes you want learners to achieve during their time in your learning environment. (20 minutes)

Activity 3:

CONSIDERING THE IMPLICATIONS FOR SCHOOLS

Purpose

This activity will help you consider what the implications of the current trends on these cards are for the experiences students and the resources and systems your school develops.

Steps

- 1. Distribute the Cards.** Divide your group into four smaller subgroups. Divide the cards into four piles with each category of trends in its own pile. Distribute the four piles across the four subgroups so that each subgroup has a different category of trends. For large groups it would be helpful to have multiple decks of cards so you can have more than one subgroup per category of trends. (5 minutes)



Timing

- 70 min

Participants

- 4+

Materials

- Poster paper
- Markers
- Sticky notes

NC-LEE-24-1382-A-000372

- 3. Explore the Cards.** In each subgroup read through the headlines and evidence on the cards and reflect on the questions below. Summarize your reflections on chart paper. (20 minutes)
- What do these trends mean for the types of experiences young people and adults should have in our school?
 - What do these trends mean for elements of our school design like curriculum and assessment, technology, facilities, scheduling, school culture routines, and more?
- 4. Do a Gallery Walk.** Put the posters from different groups on the wall to create a gallery. Walk around and discover others reflections. Use sticky notes to add thoughts and questions. (20 minutes)
- 5. Make Connections.** As a whole group, identify and discuss some connections between all the different trends. Consider how one trend may be causing or related to another trend or how trends conflict. (20 min)



SCIENCE, TECHNOLOGY & INFORMATION

Social media is providing a new space for political engagement and activism, especially for traditionally marginalized groups.

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AMERICAN
OVERSIGHT

NC-LEE-24-1382-A-000374

Black and Hispanic Americans are more likely to say social media is important for getting involved and expressing views.¹

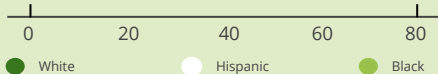
% of U.S. social media users who say these sites are **very** or **somewhat** important to them personally when it comes to...

Getting involved with issues that are important to them.

36 ● ● ● 52

Giving them a venue to express their political opinions.

32 ● ● ● 53



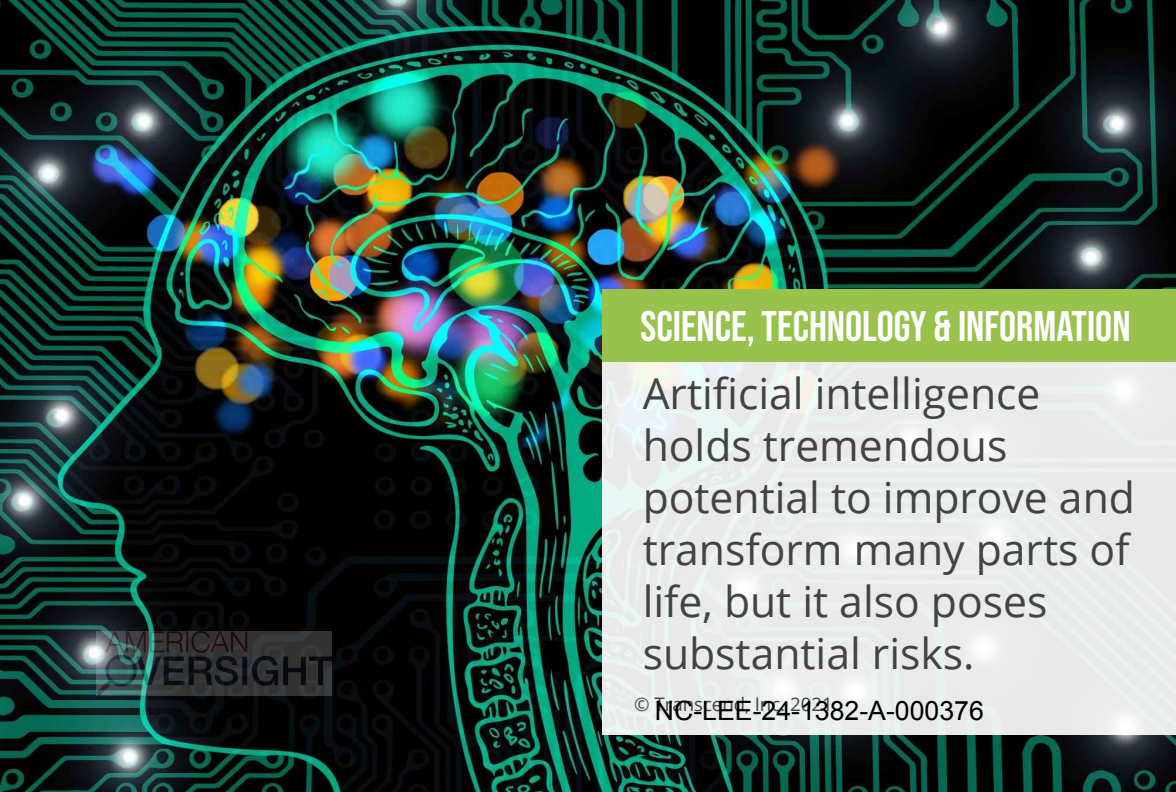
Over five years,
#BlackLivesMatter
was used nearly **30**
million times.²

#MeToo was used an
average of **55,000 times**
per day October 2017 to
October 2018.³

“The role of social media has been crucial in bringing together all of these different women's voices... It has emboldened a lot of them to finally come forward.”⁴

- Katie Carlson, Paper Crown Institute

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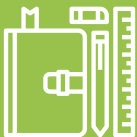


SCIENCE, TECHNOLOGY & INFORMATION

Artificial intelligence holds tremendous potential to improve and transform many parts of life, but it also poses substantial risks.

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Educational Uses for AI⁵



- **Personal conversational assistants** similar to Siri to reinforce learning and answer questions
- **Natural language processing** to assess and provide feedback on written work

Medical Uses for AI⁵

- **Faster, more accurate diagnoses** through tissue analysis and medical imaging
- **Accelerated discovery of new drugs** through studying compounds and identifying trial participants



Security Uses for AI⁵



- **Safeguards against hacking** through bots that fix software and device problems
- **Prevention of crime** through advanced predictive analytics

AI Benefits⁶

- ⊕ More **personalization** based on analysis of the right data
- ⊕ More **efficiency** through analytics that can save time, money, and lives
- ⊕ More **freedom** as AI tools take on mundane daily tasks, enabling humans to spend time in other ways

AI Risks⁶

- ⚠ Less **agency** over daily decisions as control is ceded to code-driven tools
- ⚠ Less **privacy** as personal data is widely shared
- ⚠ Less **equity** as jobs are disrupted and human biases are programmed into AI analytics

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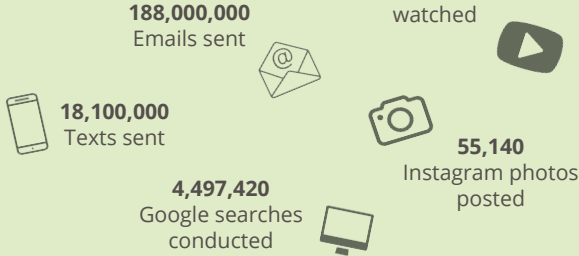
AMERICAN
OVERSIGHT

SCIENCE, TECHNOLOGY & INFORMATION

The amount of information, and misinformation, available to individuals is growing quickly as more and more users and devices contribute.

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Every minute there are...⁷



“Truth is no longer dictated by authorities, but is networked by peers. For every fact there is a counterfact. All those counterfactuals and facts look identical online, which is confusing to most people.”⁸

- Kevin Kelly, technology author and co-founder of *Wired* magazine

The Internet of Things consists of devices that sense, gather, and share data over the Internet. These devices will produce huge amounts of *new* information.⁹

Wearables



Devices that track health stats are already common. In the future, we could have hidden devices that detect assaults and call for help, rings that can function as credit cards, and more.

Smart Cities

Sensors on, or in, everything from roads to garbage cans to a city's water supply could generate valuable data to help manage assets like public transit



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SCIENCE, TECHNOLOGY & INFORMATION

Science is advancing toward solving vexing problems that face individuals and larger society, yet many worry about risks and unintended consequences.

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OVERSIGHT

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Quantum Computing ¹⁰

Standard computing uses a two-level or binary system of 0s and 1s to transmit information. Quantum computing uses a system called a qubit that can transmit information on more than two levels, making it much faster.



Immunotherapy Treatment ¹⁰

Substances made by the body or in a laboratory can help a patient's own immune system fight cancer.

Blockchain Security ^{10, 11}

Blockchain stores data across a network of personal computers using blocks of data stored in chronological order. Because this data is decentralized and sequenced by time, it makes it nearly impossible to corrupt or go back and change without others knowing.



Gene Editing ¹⁰

Genes that cause disease can be replaced with healthy, functioning genes.



Many have deep concerns about equity of access to new breakthroughs, privatization for profit, and more.

"It makes me think about this movie... where they had gene splicing...but it was only available to the higher income, like the 1%... Will they be doing [real gene editing now] for the good of society or will it be good to line their pockets?" ¹²

-- 48-year-old Atlanta man interviewed by the Pew Research Center

"Better technology with the same societal precepts will lead to the same outcomes... As with any technology, the main issue tends to come from the people using them." ¹³

-- Jovan Medford, author of "Why Blockchain Is the Real Black Mirror"

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DEMOGRAPHICS, IDENTITY & POWER

Post-millennials will be the most diverse generation of Americans with social and political beliefs that differ from older generations'.

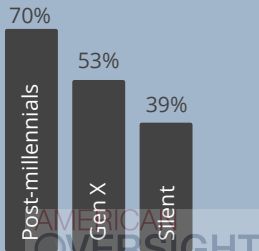
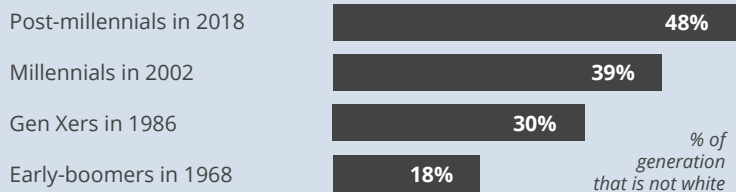
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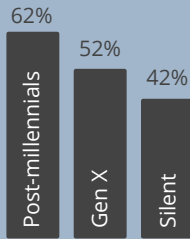
AMERICAN
OVERSIGHT

Post-millennials include those born between 1998 and 2012.

Post-millennials are more diverse than previous generations.¹⁴



% saying government should do more to solve problems



% saying increasing racial/ethnic diversity is a good thing

Post-millennials have different social and political values from older generations.¹⁵



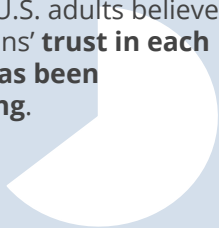
% saying gay and lesbian couples should be allowed to marry



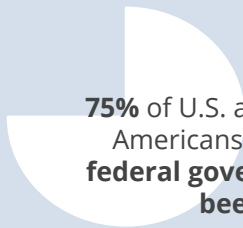
DEMOGRAPHICS, IDENTITY & POWER

Polarization and division persist and grow across political groups, geographic locations, and other identity markers.

64% of U.S. adults believe Americans' trust in each other has been shrinking.

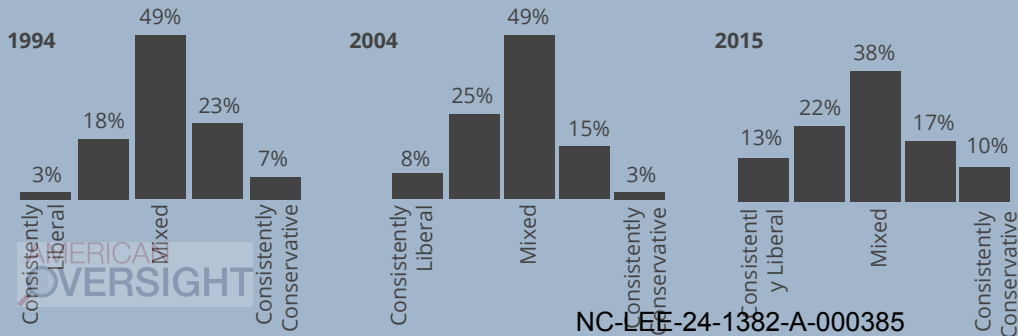


75% of U.S. adults believe Americans' trust in the federal government has been shrinking.



Most Americans believe trust is shrinking.¹⁶

More individuals hold consistently liberal or conservative positions versus holding a mixed position.¹⁷



DEMOGRAPHICS, IDENTITY & POWER

An increasing number of Americans view racism as a persistent and significant challenge that our nation *must address now.*

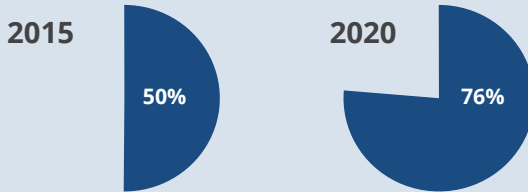
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AMERICAN
OVERSIGHT

NO. 100-16821-A-000386



An increasing number of Americans believe that racial injustice is a problem.



*% of Americans who considered racism and discrimination a "big problem."*¹⁸

"It was freedom fighter Angela Y. Davis who said, 'In a racist society it is not enough to be non-racist, we must be anti-racist.'...To be non-racist is to simply abstain from participation in racist beliefs or actions. It's a laissez-faire political attitude on race that might prevent further harm, but does nothing to repair existing damage."¹⁹

- Jenn M. Jackson, Assistant Professor at Syracuse University in the Department of Political Science

Beliefs are sparking action; Americans, especially young adults, are engaging in online and offline activism around racial and ethnic injustice.²⁰

In June 2020...

- 69%** Of adults talked to family about race and race relations.
- 73%** Of young adults talked to family about race and race relations.
- 37%** Of adults who use social networking sites posted or shared content related to race or racial equality.
- 56%** Of young adults who use social networking sites posted or shared content related to race or racial equality.

NC-LEE-24-1382-A-000387

DEMOGRAPHICS, IDENTITY & POWER

Definitions and views on gender and sexuality are becoming far less binary and far more accepting.

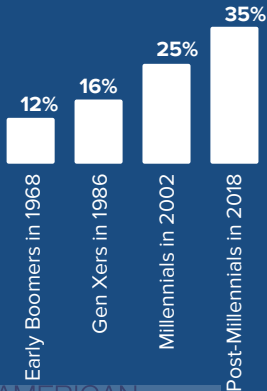
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AMERICAN
OVERSIGHT

NC-LEE-24-1382-A-000388

Non-binary gender identities have become more openly discussed and used, especially among younger generations.²¹

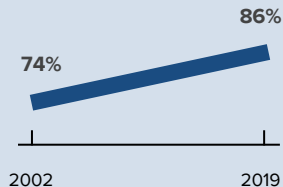


% saying they personally know someone who prefers that others refer to them using gender-neutral pronouns.

AMERICAN
OVERSIGHT

The proportion of Americans who accept homosexuality continues to rise.²²

% who say homosexuality should be accepted by society



“Despite significant steps forward, lesbian, gay, bisexual, transgender, and queer (LGBTQ) Americans lack basic legal protections in states across the country. The patchwork nature of current laws leaves millions of people subject to uncertainty and potential discrimination that impacts their safety, their families, and their day-to-day lives.”²³

NC-LEE-24-1382-A-000389

-Human Rights Campaign



DEMOGRAPHICS, IDENTITY & POWER

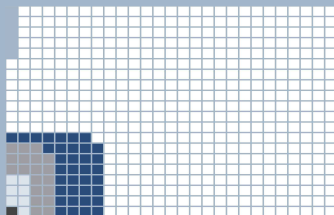
Representational power is slowly becoming more equitably distributed, but a great deal of progress is still needed.

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NC-LEE-24-1382-A-000390

The 535 members of the U.S. Congress are more diverse than ever, but they are still *largely* white and male.²⁴

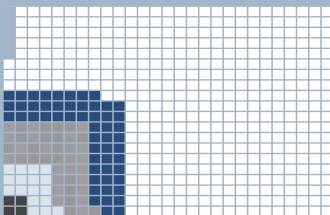
2001



1 7 19 36 415

Native American Asian Hispanic Black White

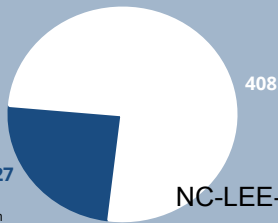
2019



4 17 43 56 415



Women Men



NC-LEE-24-1382-A-000391

In the private sector, change is also *slowly* occurring.²⁵

Number of Fortune 500 companies with more than 40% of board members who are women and/or people of color.



2010



2016



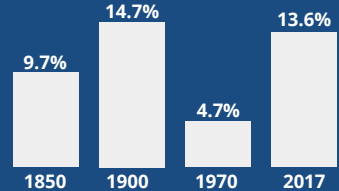
2018



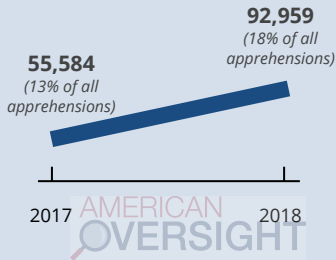
DEMOGRAPHICS, IDENTITY & POWER

The portion of the U.S. population born in another country is increasing, sparking conversations and controversies.

The percentage of the U.S. population born in another country is approaching the record high in 1900.²⁶



The number of migrants making **asylum claims at the southwest border** of the U.S. rose nearly **70%** from 2017 to 2018.²⁷

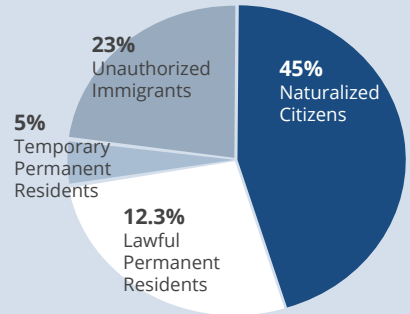


47% of recent immigrants have a college degree.

32% of the U.S. population has a college degree.

47% of immigrants entering the country in the last five years **have a college degree** compared to 32% of the general population.²⁸

In 2017 **45% of immigrants were naturalized citizens.**²⁹



NC-LEE-24-1382-A-000393

A globe of the Earth is shown with a white network overlay of nodes and connecting lines, symbolizing globalization and digital connectivity. The background is a vibrant, multi-colored space scene with stars and light trails.

DEMOGRAPHICS, IDENTITY, & POWER

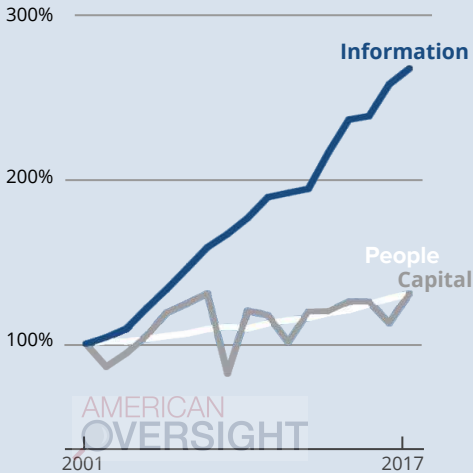
Globalization is rapidly connecting the world, yet various US practices and policies are simultaneously isolating America from other nations.

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AMERICAN
OVERSIGHT

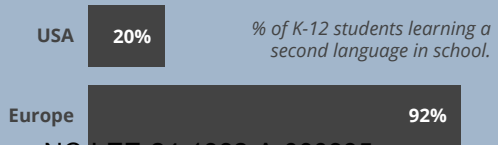
NC-LEE-24-1382-A-000394

Global connectedness has increased, especially in terms of information flowing across international borders.³⁰



93% of surveyed foreign affairs experts say that the U.S. is less respected by other countries now than in the past.³¹

Unlike other countries', the U.S. education system as a whole does not prioritize speaking a second language.³²



NC-LEE-24-1382-A-000395

DEMOGRAPHICS, IDENTITY & POWER

Fragile economic, political, societal, environmental, and security conditions impact a growing number of individuals globally.

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OVERSIGHT

EE-24-1382-A-000396



Fragile nations often exhibit three overarching features.³³



Government functions, such as education and other basic services, are ineffectively performed.



Force is used illegitimately by the government or there is violent conflict between governments for control.



Government is in power through illegitimate means versus open election and public support.

Those living in fragile nations are more likely to experience various challenges.³⁴



Famine



Poverty

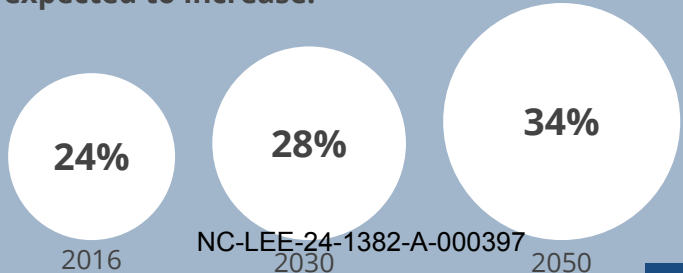


Epidemics



Terrorism

The percent of the global population living in nations considered fragile by the OECD is expected to increase.³⁴



NC-LEE-24-1382-A-000397

A photograph of an industrial factory floor. In the foreground, several orange robotic arms are visible, some of which are actively working, creating a spray of bright sparks. In the background, a white car is being assembled on a production line. The scene is brightly lit, typical of a modern manufacturing facility.

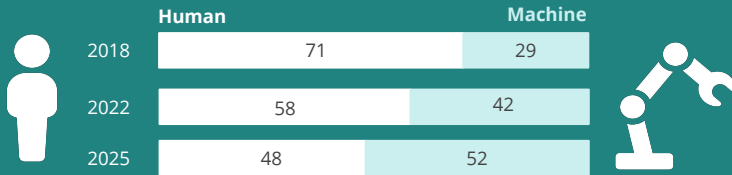
THE ECONOMY & EMPLOYMENT

Automation is eliminating *many* jobs across *many* sectors, and new jobs that are emerging require different skills and expertise.

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NC-LEE-24-1282-A-000398

In the near future, machines will do more and more of the work that humans once did.³⁵



Across more than half of all jobs, at least 30% of activities could be automated.³⁵

Many skills will become less demanded while others will be more sought after.³⁵

Skills in Less Demand in 2022

- Manual dexterity, endurance and precision
- Memory, verbal, auditory and spatial abilities
- Management of financial and material resources
- Technology installation and maintenance
- Reading, writing, math and active listening
- Management of personnel
- Quality control and safety awareness
- Coordination and time management
- Visual, auditory and speech abilities
- Technology use, monitoring and control

Skills Trending in 2022

- Analytical thinking and innovation
- Active learning and learning strategies
- Creativity, originality and initiative
- Technology design and programming
- Critical thinking and analysis
- Complex problem-solving
- Leadership and social influence
- Emotional intelligence
- Reasoning, problem-solving and ideation

NC-LEE-24-1382A-000399



THE ECONOMY & EMPLOYMENT

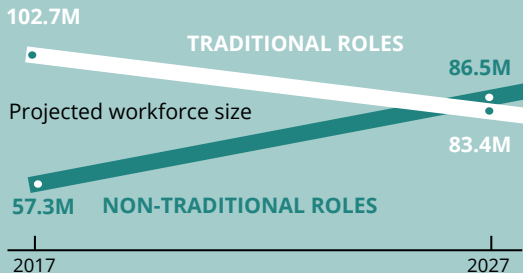
Gig work is becoming increasingly common, offering workers new flexibility but with far less stability and limited access to benefits.

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AMERICAN
OVERSIGHT

PL-LEE-24-1382-A-000400

By 2027, the majority of workers will likely not be in traditional, long-term roles.³⁶



Instead, workers will be hired to complete specific tasks or for a certain period of time, often piecing together multiple “gigs.”

TaskRabbit started in 2009 with a network of 100 on-demand workers. In 2019 there are over 140,000.^{37, 38}



Benefits of Gig Work³⁶

- Flexibility
- Second income

Challenges of Gig Work³⁶

- Unpredictable income
- Lack of benefits



Over 50% of Uber drivers also have a full-time job and 14% have another part-time job.³⁹

NC-LEE-24-1382-A-000401



THE ECONOMY & EMPLOYMENT

Job growth is predicted to be unbalanced, with most concentrated in urban areas and among those with higher levels of educational attainment.

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NC-LEE-24-1382-A-000402

Over the next decade, job growth is predicted to be substantially slower in rural areas.⁴⁰

By 2030 **60%** of U.S. job growth may be generated by 25 urban areas.

Meanwhile, there may be negative job growth of **-3%** in distressed rural areas.

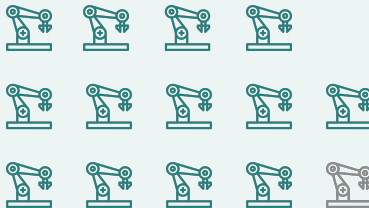


AMERICAN OVERSIGHT

Those with the lowest educational attainment are the most likely to be in highly automatable roles that will soon disappear.⁴⁰



Those with a high school diploma or less are **4x** as likely to be in highly automatable roles compared to those with a bachelor's degree.



And **14x** as likely as those with a graduate degree.

NC-LEE-24-1382-A-000403



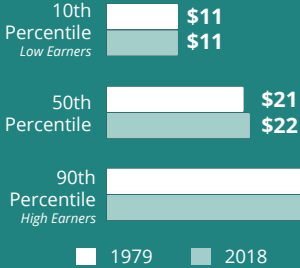
THE ECONOMY & EMPLOYMENT

Wealth and income gaps continue to widen and further entrench racial- ethnic and gender inequities.

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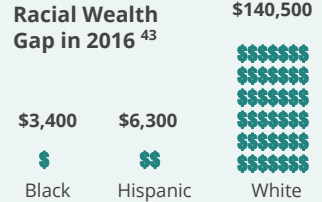
AMERICAN
OVERSIGHT

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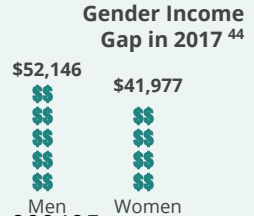
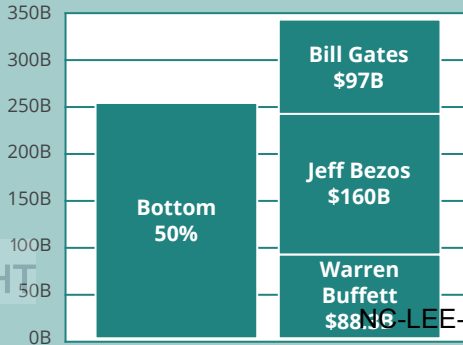


Incomes for lower- and middle-income earners have stagnated compared to higher earners.⁴¹

Differences in wealth and income are especially pronounced across race and gender.



In 2017 the three richest men in the U.S. had more wealth than the bottom 50% of all Americans combined.⁴²



NC-LEE-24-1382-A-000405



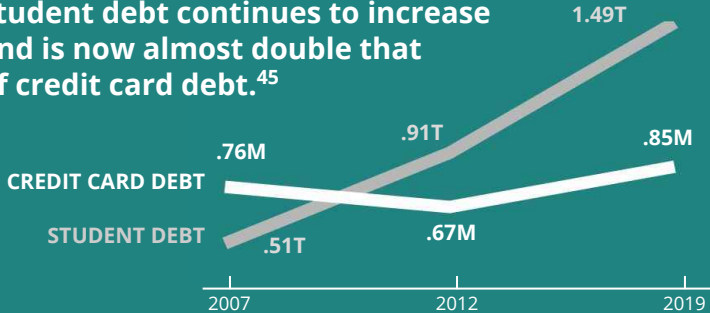
THE ECONOMY & EMPLOYMENT

Student debt is growing, in part because of high college tuition and continued attrition.

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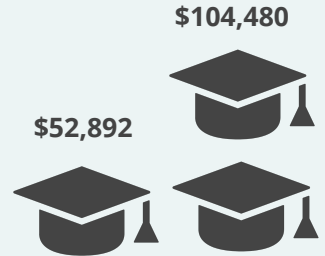
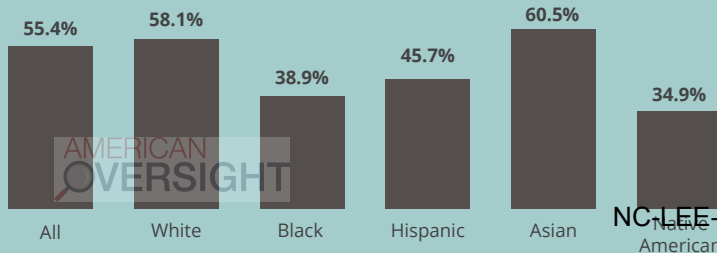
Student debt continues to increase and is now almost double that of credit card debt.⁴⁵



In addition, over the last 30 years the average cost of a four-year college degree has doubled.⁴⁷

Many students are also not graduating from college, making it harder to pay off their debt.⁴⁶

% of students who graduate within 6 years



NC LEE-24-1382-A-000407

AMERICAN OVERSIGHT

A photograph of a person wearing a white t-shirt and a wide-brimmed hat, sitting in a wooden boat on a vast, cracked, and dry lake bed. The ground is composed of large, irregular, reddish-brown blocks of earth, with deep cracks running between them. In the background, there are some sparse trees and distant mountains under a hazy sky. The overall scene conveys a sense of extreme drought and environmental hardship.

THE HEALTH OF OUR PLANET & PEOPLE

Climate change is a global crisis that is reshaping geographies and threatening the planet's future.

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OVERSIGHT

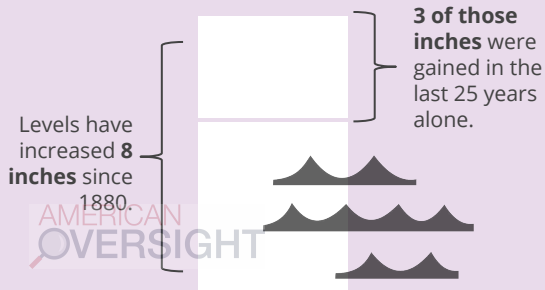
NC-LEE-24-1382-A-000408

“Most of the warming [of the planet’s surface temperature] occurred in the past 35 years, with the five warmest years on record taking place since 2010.”

48

--National Aeronautics and Space Administration (NASA)

Sea levels are rising at an accelerated rate. ⁴⁸



The actions of humans are significantly contributing to climate change. ⁴⁹

Transportation



It's estimated that **28.9% of greenhouse gas emissions** come from fossil fuels burned when driving cars, trucks, ships, trains, and planes.

Electricity Production



It's estimated that **27.5% of greenhouse gas emissions** come from burning coal and natural gas needed for electricity.

Industry



It's estimated that **22.2% of greenhouse gas emissions** come from chemical reactions and the burning of fossil fuels needed to produce non-petroleum goods.

NC-LEE-24-1382-A-000409



THE HEALTH OF OUR PLANET & PEOPLE

Deaths from alcohol, drug overdose, and suicide are increasingly common.

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NC-LEE-24-1382-A-000410

Death due to drugs, alcohol, and suicide are on the rise. If this trend continues over the next decade, it is expected to result in more than 1.6 million deaths.⁵⁰

In 2016

142,000

people died from drugs, alcohol, and suicide.

7 states

had death rates above 60 per 100K people.

In 2025

192,000

annual deaths from drugs, alcohol, and suicide are projected.

26 states

are projected to reach 60 deaths per 100K people.

Suicides increased by 28% from 2000-2015, but the increase was **86% for youth under 17.**⁵⁰

Rural areas are particularly plagued by drug-related deaths and suicide.⁵⁰

- From 1999 to 2015, drug-related deaths increased by 136% overall, but **by 286% in rural communities.**
- Suicide rates are **40% higher** in rural areas than in metro areas.

Deaths from these epidemics increased most for women and white Americans.⁵⁰

- From 1999 to 2015, drug-, alcohol-, and suicide-related deaths increased by 52% among men and **105% among women.**
- Deaths increased by 9% among black Americans, 25% among Hispanics, 37% among Asians, and **80% among white people.**

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AMERICAN
OVERSIGHT

THE HEALTH OF OUR PLANET & PEOPLE

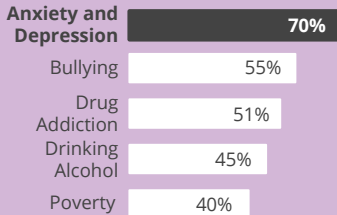
Loneliness, anxiety, and depression are becoming more prevalent among young people.

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NC-LEE-24-1382-A-000412

Anxiety is the leading mental health challenge among American youth and appears to be rising.

There was a **20% increase** in diagnoses of anxiety between 2007 and 2012.⁵²



70% of teens believe that anxiety and depression are problems among their peers.⁵¹

The exact causes of young people's anxiety are uncertain, but many theories are developing.

“**Social media** are suspected of playing a role, by promoting social comparison, enabling cyber-bullying, and disrupting sleep.”⁵³

-- Dr. David A. Brent, University of Pittsburgh School of Medicine



“[Kids are] growing up in an **environment of volatility**, where schools have lockdowns, where there are wars across borders... We have an environment that anticipates catastrophe.”⁵²

-- Philip Kendall, Child and Adolescent Anxiety Disorders Clinic



“**Performance pressure** on kids is destroying self-esteem and happiness, and stifling creativity.”⁵⁴

-- Vicki Ables, Race to Nowhere

NC-LEE-24-1382-A-000413

The Health of Our Planet & People

Gun violence is taking more and more lives and increasingly threatening public safety and security.

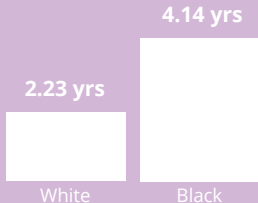
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NC-LEE-24-1382-A-000414

Overall, homicides and suicides using guns reduced life expectancy by

2.5 years based on data from 2000–2016.⁵⁵



For black Americans, the reduction in life expectancy was **nearly twice as much** as it was for white Americans.

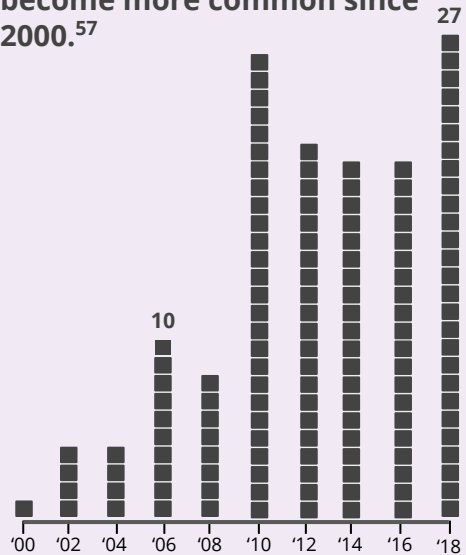
57%

of teens are *very worried* or *somewhat worried* that a shooting could happen at their school.⁵⁶

63%

of parents are *very worried* or *somewhat worried* that a shooting could happen at their teens' school.⁵⁶

Active shooter incidents have become more common since 2000.⁵⁷



Each ■ represents one "active shooter incident" defined by the FBI as "one or more individuals actively engaged in killing or attempting to kill people in a populated area."

NC LEE 24-1382-A-000415

A photograph of a hospital room with several beds, medical equipment, and a window. The room is brightly lit and appears clean and organized.

THE HEALTH OF OUR PLANET & PEOPLE

Chronic diseases disproportionately impact economically vulnerable individuals who experience higher rates of environmental risk factors.

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AMERICAN
OVERSIGHT

NC-LEE-24-0882-A-000416

Six in ten US adults have a chronic disease.⁵⁸



Four in ten have two or more.⁵⁸



Disparities in the rates of chronic diseases exist along multiple, often intersecting, dimensions.

- Rural nonmetropolitan residents experience most chronic diseases at a higher rate than metropolitan residents.⁵⁹
- Black Americans experience some chronic diseases, such as diabetes and high blood pressure, at a higher rate than other racial ethnic groups.⁶⁰
- Individuals with lower income levels experience higher rates of nearly all chronic diseases.⁶⁰

Various environmental factors increase the risk of chronic diseases.^{61, 62}



Lack of Access to Healthy Foods



Barriers to Physical Activity



Inaccessible Health Care



Stress



Pollution

NO 4 LEE-24-1382-A-000417



THE HEALTH OF OUR PLANET & PEOPLE

Access to mental and physical healthcare is limited and inequitably distributed.

AMERICAN
OVERSIGHT

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NC-LEE-24-1382-A-000418

Access to mental health services is limited due to high costs and lack of space.

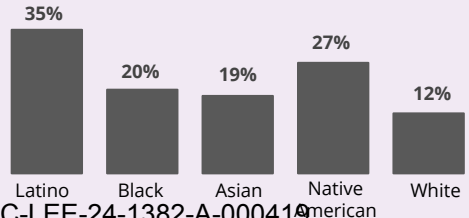
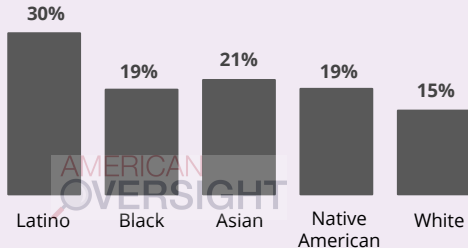


One in four Americans has had to forego mental healthcare in order to pay for daily necessities.⁶³

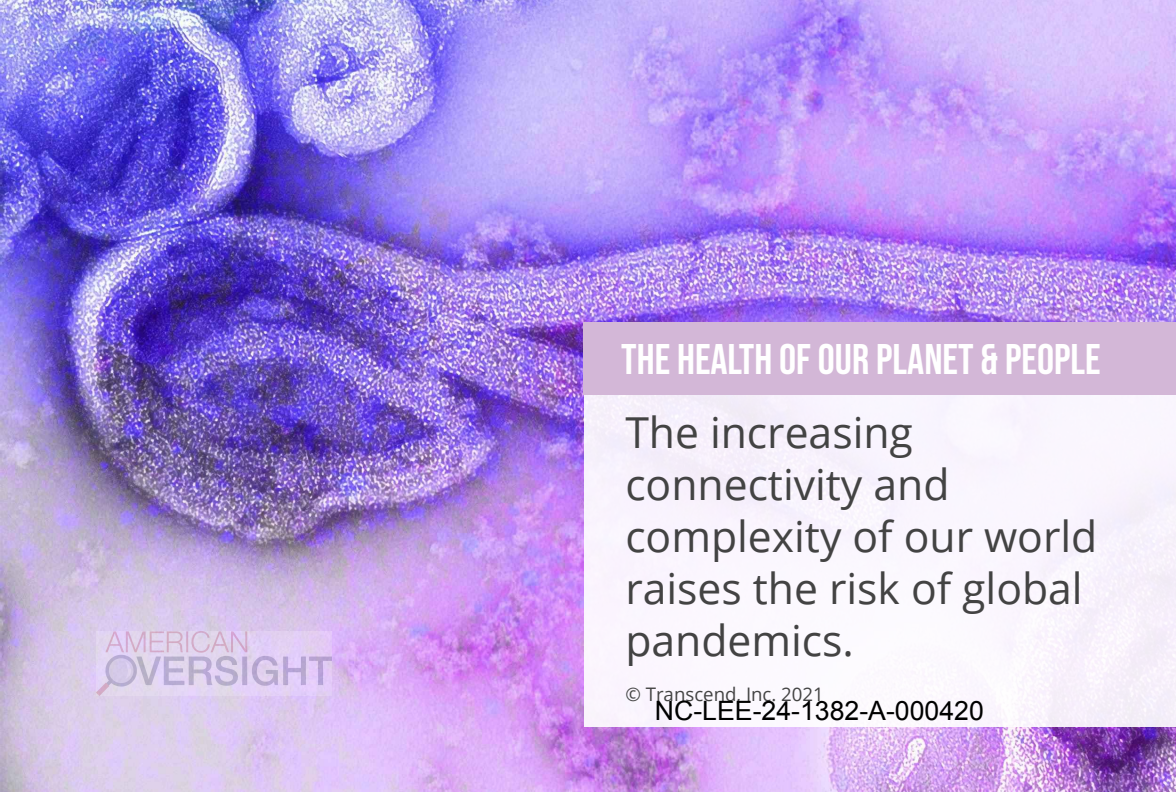
A 2016 report found 29% of ER doctors had patients waiting more than two days in the ER for an inpatient psychiatric bed.⁶⁴

% of the population that does not have access to usual healthcare.

Insurance coverage and access to healthcare varies significantly across different races.⁶⁵



% of the population that is uninsured.



THE HEALTH OF OUR PLANET & PEOPLE

The increasing connectivity and complexity of our world raises the risk of global pandemics.

AMERICAN
OVERSIGHT

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NC-LEE-24-1382-A-000420

Various worldwide challenges can turn a local outbreak in a global pandemic.⁶⁶



Weak or overburdened public health infrastructures.



Increased risk of infectious pathogens “spilling over” from animals to humans.



Spread of infectious diseases through global travel and trade.



Germans developing resistance to the drugs designed to kill them.

7,000

New reports of potential outbreaks are reported each month according to the World Health Organization.⁶⁷

Preventing or slowing pandemics requires critical resources.⁶⁷



Surveillance systems to rapidly detect and report cases.



A trained workforce to identify, track, and contain outbreaks.



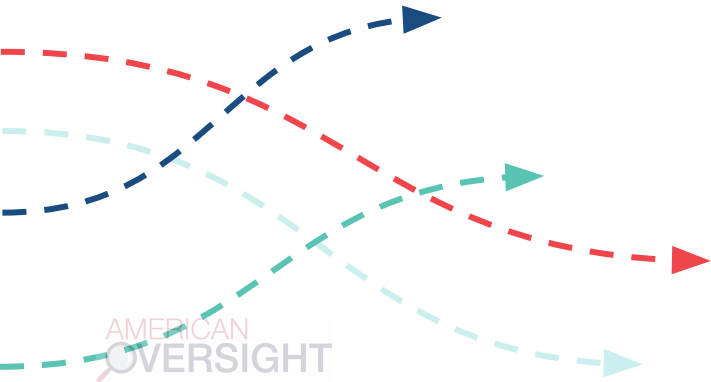
Emergency management systems to coordinate a response.



Laboratory networks to accurately identify the cause of illness.

NC-LEE-24-1382-A-000421

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NC-LEE-24-1382-A-000422

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Chris Dossenbach](#)
Cc: [Eric Davidson](#); [Patrick Kelly](#); [Alan Rummel](#); [Chris Gaster](#); [Jamey Laudate](#); [Sandra Bowen](#)
Subject: Discipline Data and Student Behavior Presentation from Steve Rawson
Date: Friday, October 13, 2023 12:10:03 PM
Attachments: [Stephen Rawson PowerPoint PDF.pdf](#)

Chris, could you please forward the data from last year? I should have asked before attending the class but I can add the notes for the board.

During our conference I have learned it would be beneficial to add the number of school based arrests disaggregated by race and school.

SUPERINTENDENT'S REPORT TO THE BOARD

1. Annually, the superintendent shall provide to the board a report of the discipline data submitted to the North Carolina Department of Public Instruction as described in paragraph A.2, above. The data must be reported both system-wide and separately for each school and must be disaggregated on the basis of race/ethnicity, gender, disability, English Language Learner status, and/or such other basis as the board may specify.
2. At its discretion, the board may request additional data or analysis of data to assess whether disciplinary and other behavior management practices in the schools are affecting groups of students disproportionately and, if so, whether the disproportionality is the result of the inconsistent application of discipline or other behavior management practices to similar offenses.
3. If the data provided to the board reveals a pattern of discipline or disciplinary practices within or across schools that affects students disproportionately due to inconsistent discipline or disciplinary practices based on race, gender, ethnicity, disability, English Language Learner status, or other personal characteristic, the superintendent shall present to the board any recommendations for changes to discipline policies or practices to reduce the potential for unjustifiable disproportionate outcomes.

--

*Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Chair*

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

“Safe and Orderly”

A Board member’s guide to student discipline

Steve Rawson

THARRINGTON SMITH, LLP

October 11, 2023



THARRINGTON SMITH, LLP
EDUCATION LAW

NC LEE-24-1682-A-000432

Obligatory Disclaimer

This is an informational presentation about general legal issues, not specific legal advice on any given case or individual. Answers to questions should be considered responses to general topics or hypothetical scenarios. Please contact your Board's attorney for specific legal advice on individual matters.

Let's Start with the Law

What does the General Assembly say about student discipline?

In order to create and maintain a **safe and orderly school environment** conducive to learning, school officials and teachers need adequate tools to maintain **good discipline** in schools. However, the General Assembly also recognizes that removal of students from school, while sometimes necessary, can **exacerbate behavioral problems, diminish academic achievement, and hasten school dropout**. School discipline must **balance these interests** to provide a safe and productive learning environment, to continually **teach students** to respect themselves, others, and property, and to conduct themselves in a manner that fosters their own learning and the learning of those around them.

NCGS 115C-390.1

Let's Start with the Law

What does the General Assembly say about student discipline?

Governing bodies of public school units, in consultation with teachers, school-based administrators, parents, and local law enforcement agencies, **shall adopt policies** to govern the conduct of students and establish procedures to be followed by school officials in disciplining students.

Governing body policies shall include or provide for the development of a Code of Student Conduct that **notifies** students of the standards of behavior expected of them, conduct that may subject them to discipline, and the **range of disciplinary measures** that may be used by school officials.

NCGS 115C-390.2

Let's Start with the Law

Jurisdiction of the Board of Education

Off-Campus Conduct

Governing body policies may authorize suspension for conduct **not occurring on educational property**, but only if the student's conduct otherwise violates the Code of Student Conduct and the conduct **has or is reasonably expected to have a direct and immediate impact** on the orderly and efficient operation of the schools or the safety of individuals in the school environment.

Let's Start with the Law

Other Limitations

“**Shall not allow**” long-term suspension (LTS) or short-term suspensions (STS) of more than two days for truancy or tardiness

“**Shall not impose**” mandatory long-term suspensions for specific violations

“**Shall minimize the use of long-term suspension**” to only “serious violations that either threaten the safety of students, staff, or school visitors or threaten to substantially disrupt the educational environment. Examples of conduct that would **not** be deemed to be a serious violation include the use of inappropriate or disrespectful language, noncompliance with a staff directive, dress code violations, and minor physical altercations that do not involve weapons or injury.”

Let's Start with the Law

Things that are ok...

“Encouraged to include... research-based behavior management programs that take positive approaches to improving student behaviors”

“Encouraged to use a full range of responses to violations of disciplinary rules, such as conferences, counseling, peer mediation, behavior contracts, instruction in conflict resolution and anger management, detention, academic interventions, community service, and other similar tools that do not remove a student from the classroom or school building”

Dress codes are ok.

NCGS 115C-390.2

The Board's Role in Student Discipline

Set policy!

Monitor overall data/implementation

Hear appeals of suspensions

Words of Caution for the Board's Role...

Avoid public comments on specific disciplinary incidents

Passing along concerns vs. Directing the superintendent

Loose comments during appeal hearings

Types of Suspensions

The Short-Term Suspension

N.C.G.S. 115C-390.5, -390.6

- Between 1 and 10 days (including partial days!)
- Student right to minimal due process
 - Informal **notice and opportunity to respond**
- Student right to receive or make-up work
- **Not appealable to the Board** and can't go to court
 - Exception: illegal or discriminatory suspensions
- Schools should be tracking STS for patterns, loss of instruction, etc.

Types of Suspensions

The Long-Term Suspension

N.C.G.S. 115C-390.7, -390.8

- 11 days or more, up to end of school year
 - Exception: incident in 4th quarter can carry through first semester of following year
- Superintendent must approve within first 10 days
- Formal due process required
 - Written notice, opportunity to respond
 - Right to appeal to superintendent, then to Board
 - Right to go to court!

Types of Suspensions

The 365-Day Suspension

N.C.G.S. 115C-390.10

- Specific federal and state law ONLY available for firearms and destructive devices
- Principal **must** recommend, superintendent/Board can reduce
- Due process rights same as LTS
- Right to apply for readmission after 180 days

Types of Suspensions

The Expulsion

N.C.G.S. 115C-390.11

- Indefinite exclusion from enrollment
- Higher legal/evidentiary standards
 - “Clear and convincing evidence”
 - “Continuing presence [is] a clear threat to safety”
- Same due process rights as LTS, except that Board must hold a hearing to approve even without an appeal
- Readmission opportunity every 180 days

The Great Alternative Debate

“Alternative Educational Services”

VS.

“Alternative Learning Programs”

Alternative Educational Services

N.C.G.S. 115C-390.1

Part or full-time programs, wherever situated, providing direct or computer-based instruction that allow a student to progress in one or more core academic courses. Alternative education services include programs established by the local board of education in conformity with G.S. 115C-105.47A.

Alternative Educational Services

N.C.G.S. 115C-390.9

Students who are long-term suspended shall be offered alternative education services unless the superintendent provides a significant or important reason for declining to offer such services

- (1) The student exhibits violent behavior.
- (2) The student poses a threat to staff or other students.
- (3) The student substantially disrupts the learning process.
- (4) The student otherwise engaged in serious misconduct that makes the provision of AES not feasible.
- (5) Educationally appropriate AES are not available in the public school unit due to limited resources.
- (6) The student failed to comply with reasonable conditions for admittance into an alternative education program.

Alternative Learning Program

N.C.G.S. 115C-390.7(e)

“Disciplinary reassignment of a student to a **full-time** educational program that meets the academic requirements of the standard course of study established by the State Board of Education as provided in G.S. 115C-12 and provides the student with the opportunity to make **timely progress towards graduation** and grade promotion is **not a long-term suspension** requiring the due process procedures described in G.S. 115C-390.8.”

Alternative School

How can a Board make effective use of its alternative school for disciplinary issues?

- Cannot just send kids there without process
- If student would otherwise be suspended, can reassign directly (with no appeal required!)
- If student is not suspended, must follow the formal referral process
 - Multi-disciplinary team, review of "at risk" status
- One other path: NCGS 115C-397.1
 - Teacher referral if administration unresponsive
 - School-based committee
 - Not appealable

Wait...what about EC students?

Special education law offers additional process/protections

- You cannot suspend a student because of their disability
- For students with behavioral disabilities, this can get complicated
- **Manifestation Determination Review**
 - Behavior "caused by" or has "direct or substantial relationship to" the disability
 - OR school failed to implement the IEP/BIP
- If behavior is not a manifestation of the disability, the student can be disciplined like any other student
 - With appropriate due process
 - With services and supports if 10+ days

Wait...what about EC students?

But...

Be very thoughtful about alternative school assignments for EC students

- Reassignment is a "change of placement" that must be managed by the IEP team
- EC students have a right to be educated in the "least restrictive environment"
 - Meaning: with **non-disabled peers** to the maximum extent appropriate
 - Application: be very cautious about virtual learning for EC students

How can Boards support “safe and orderly” schools?

1. Create clear policies and expectations
2. Engage in general oversight based on data (but stay in your lane!)
3. Support ongoing training for teachers and administrators
 - a) Teachers: behavior management skills
 - b) Administrators: investigations, due process, data analysis
4. Enlist your community – everyone has a role in safe and orderly schools!



Questions?

AMERICAN
OVERSIGHT

From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](#)
To: [Susan Britt](#)
Subject: Fw: Calling All Candidates and Community Members! | CALN Newsletter 3/22/24
Date: Friday, April 5, 2024 10:20:12 AM

I will also be attending this. I am registered and will keep you posted.

Sherry Lynn Womack LTC (Ret) US Army
Lee County Board of Education, Vice-Chair
919 770-0351

Begin forwarded message:

On Friday, March 22, 2024, 1:41 PM, CALN Team <info@schoolboardleader.com> wrote:

[View this email in your browser](#)



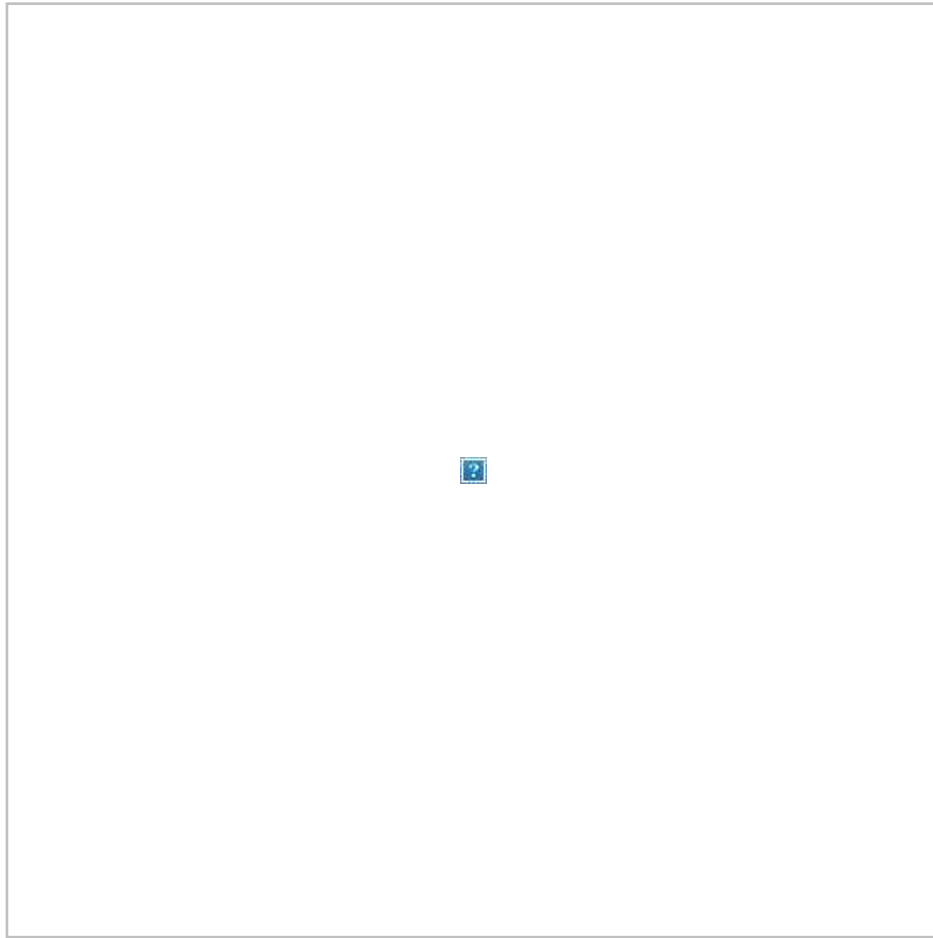
Dear Friends,

Are you a school board candidate? Do you know a school board candidate or member? Are you a community member interested in learning more about school boards and academic achievement? Then keep reading and mark your calendar!

Academic Excellence is a Community Concern.

On Saturday, April 20, CALN is hosting a [Candidate and Community Primer in Raleigh, NC, and on Zoom!](#) We'll provide 5 hours of top-tier training for school board candidates and community members in preparation for the November elections and beyond.

Scroll down to the ****COMING UP**** section to learn more!



****DATE CHANGE** >> Mark Your Calendars! Our South Carolina Candidate and Community Primer will be on Saturday, June 22, from 8:30AM-2:30PM, in Columbia, SC, and on Zoom.**

Scroll down to the **COMING UP section to learn more!**

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Last week, [Jonathan Butcher](#) of the Heritage Foundation and [Max Eden](#) of the American Enterprise Institute spoke candidly to members about restorative justice versus discipline during our online Lunch and Learn.

CALN proudly provides school board members with access to top-tier experts, scholars, and practitioners, who they may not otherwise hear from. Partnering with us ensures that you and your fellow board members have the opportunity to learn from them.

So, even if you couldn't make it to our Lunch and Learn, we want to send you a **recording of our Zoom call!** **If you would like to view the recording, please email Kayla Maloney at [kmaloney@schoolboardleader.com](mailto:kmaloney@schoolboardleader.com) to have the link sent directly to you.**

Thank you for your continued commitment to academic excellence,

Amy Cooke

---

**\*\*COMING UP\*\***

- **[North Carolina](#) Candidate and Community Primer: Saturday, April 20 – Raleigh, North Carolina and on Zoom**
  - Join us in Raleigh, NC or on Zoom for a comprehensive, one-day training complete with sessions on:
    - Academic achievement
    - ‘What to expect’ as a School Board Member
    - Effective Communication
    - Campaign finance and open records
    - Policy and the School Calendar
    - Campaign Fundraising
    - School board members, candidates, and community members are invited! In-person attendees will receive useful packets, swag, and a Chick-fil-a lunch. Candidates will have an opportunity to learn camera tricks and tips and from Communications expert, Brooke Medina!
  - In addition to our sessions, there will also be time for candidates and community members alike to network, ask questions, and get their name out there!
  - Whether you are a community member who wants to learn how to make a difference and find out what to look for in a good candidate, or a school board candidate who wants to run an effective campaign and fight for our public schools, this Primer is for you! Everyone has a role in improving education for our kids!
- **[South Carolina](#) Candidate and Community Primer: Saturday, Date TBD, – Columbia, South Carolina and on Zoom**
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[Resource List](#) | CALN Website

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What We're Reading

Across the Carolinas

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On-Demand Trainings
Budgets Noah Webster Educational Foundation (NWEF)
First Amendment and Title IX NWEF
Local Elected Official Leadership Academy California Local Elected Officials (CLEO)
Math Instruction NWEF
Navigating Governance NWEF
New School Board Member Leadership Institute
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Be sure to check CALN’s [website](#) for relevant educational news and events, and follow our socials by clicking the buttons below!



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From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](#)
To: [Chris Dossenbach](#)
Subject: Fw: Calling All Candidates and Community Members! | CALN Newsletter 3/22/24
Date: Friday, April 5, 2024 10:20:42 AM

FYI

Sherry Lynn Womack LTC (Ret) US Army
Lee County Board of Education, Vice-Chair
919 770-0351

Begin forwarded message:

On Friday, March 22, 2024, 1:41 PM, CALN Team <info@schoolboardleader.com> wrote:

[View this email in your browser](#)



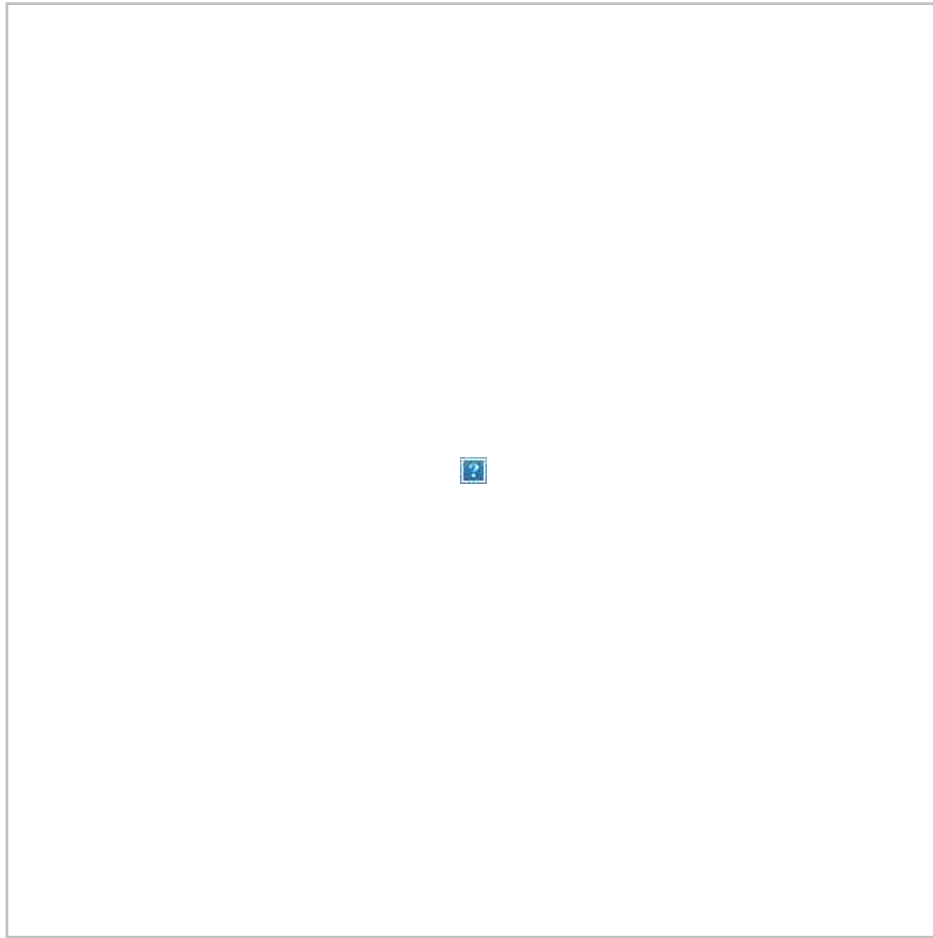
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So, even if you couldn't make it to our Lunch and Learn, we want to send you a **recording of our Zoom call!** **If you would like to view the recording, please email Kayla Maloney at [kmaloney@schoolboardleader.com](mailto:kmaloney@schoolboardleader.com) to have the link sent directly to you.**

Thank you for your continued commitment to academic excellence,

Amy Cooke

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From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](#)
To: [Alan Rummel](#)
Subject: Fw: NCSBA Legislative Update - August 18, 2023
Date: Friday, August 18, 2023 7:48:52 PM

On Friday, August 18, 2023, 4:53 PM, NCSBA Legislative Update Group <rblack@ncsba.org> wrote:

[View this email in your browser](#)





After a month-long interval without holding voting sessions, the NC General Assembly reconvened in Raleigh with the primary objective of overriding six of Governor Cooper's recent vetoes this week. These override votes equaled the previous record for the highest number of overrides in a single day, a feat accomplished earlier in June. Significantly, four out of the six vetoes that were successfully overridden pertained to bills concerning K-12 education. Below, you'll find more comprehensive details about these bills.

However, what remained unaddressed this week was the state budget, which has yet to see further progress. The leadership of both chambers has indicated that they hope to achieve final passage of the budget in mid-September.

Veto Overrides That Are Now Law

[HB 219: Charter School Omnibus Act](#) (SL 2023-107) (*primary sponsors Representatives John Torbett, R-Gaston; John Bradford, R-*

Mecklenburg; David Willis, R-Union; and Jason Saine, R-Lincoln)

- House voted [74 to 45](#) to override, Senate voted [27-18](#) to override
- Prohibits any consideration of the impact to an LEA when deciding whether to grant, renew, amend, or terminate a charter
- Removes restrictions of student enrollment growth for charters that are not low performing
- Allows the Charter School Review Board (see, HB 618) to consider whether a low-performing charter school can increase their enrollment greater than 20%
- Allows charter schools to admit out-of-state students and foreign exchange students if it is unable to meet its enrollment capacity with qualified in-state students
- Allows pre-lottery admissions to charters for (i) certain preschools with agreements with the charter and (ii) children of active-duty military
- Prohibits local boards of education from considering a student's current or prior enrollment in a charter school in determining admissions or eligibility to any school or special program .
- Allows counties to appropriate funds for property taxes to fund charter school capital needs.

- Establishes a pilot program to allow Central Park Schools for Children in Durham to expand the weighted lottery to include factors to assist educationally or economically disadvantaged students, including walk zones
- Removes a high school athletics provision that would have prohibited charter and private schools from competing in the 1A playoffs against traditional public schools

- Click [here](#) for the latest bill summary

[HB 574: Fairness in Women's Sports Act](#) (SL 2023-109) (*primary sponsors: Representatives Jennifer Balkcom, R-Henderson; Karl Gillespie, R-Macon; Erin Pare, R-Wake; Kristen Baker, R-Cabarrus*)

- House voted to override [74-45](#), Senate voted to override [27-18](#)
- Prohibits biological male students from playing on middle school, high school, or collegiate athletics teams designated for biological female students
- Recognizes a student's sex solely based on the student's reproductive biology and genetics at birth

- Creates a civil cause of action for students who are harmed as a result of a violation of the bill or who are retaliated against for reporting violations
- Creates a civil cause of action for public school units that suffer harm as a result of following the requirements of the bill
- Removes restrictions on females from participating in male sports
- Click [here](#) for an official bill summary

[HB 618: Charter School Review Board](#) (SL 2023-110) (*primary sponsors: Representatives Tricia Cotham, R-Mecklenburg; Tim Moore, R-Cleveland; Destin Hall, R-Caldwell; David Willis, R-Union*)

- House voted to override by [74-45](#), Senate voted to override [27-18](#)
- Similar to section 7.39 in the [House Budget](#)
- Converts the Charter Schools Advisory Board into the Charter Schools Review Board
- Shifts authority to approve or deny charter school applications, renewals, and revocations from the State Board of Education to a legislatively controlled (8 of 11 appointments) Review Board with a right of appeal by an applicant, charter school, or the State Superintendent to the State Board of Education
- Changes the Superintendent of Public Instruction from a voting member to a nonvoting member
- Click [here](#) for an official bill summary

[SB 49: Parents' Bill of Rights](#) (SL 2023-106) (*primary sponsors: Senators Amy Galey, R-Alamance; Michael Lee, R-New Hanover; Lisa Barnes, R-Nash*)

- House voted to override by [72-47](#), Senate voted to override by [27-18](#)
- Requires public school units (PSUs) to establish policies and provide information intended to promote parent involvement, strengthen parent participation, and improve student achievement
- Many new policies apply beginning with the 2023-24 school year. However, there are serious timing issues that NCSBA is working to address
 - By the time SB 49 became law this week, thousands of students across the state had already started the 2023-24 school year, with hundreds of thousands starting school next week, leaving no time for implementation.
 - The State Board of Education must first address certain requirements – which has not yet happened – before PSUs can develop and adopt certain policies

- Enlists specific parental rights pertaining to their child's education, health, privacy, and safety
- Establishes a process and timelines regarding parental access to information about books and other instructional materials
- Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel
- Prohibits instruction on gender identity, sexual activity, and sexuality in the curriculum provided in kindergarten through fourth grade
- Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision
 - NCSBA has reached out to key legislators about this concern, but to this point no changes have come about
- Addresses several concerns raised by NCSBA, including important technical changes and the exemption of security recordings on school transportation that would otherwise have been prohibited without parent consent
- Click [here](#) for an official bill summary

Additional Bills That Became Law

[SB 9: Local Omnibus Changes](#) (SL 2023-112) (*primary sponsors Senators Gale Adcock D-Wake, Sydney Batch D-Wake*)

- Conference Committee Report adopted by a vote of [28-17](#) in the Senate and [70-43](#) in the House
 - Clarifies process for filling vacancies on Guilford County Board of Education
-



The following is the Consortium of State School Boards Association's ([COSSBA](#)) most recent federal education report.

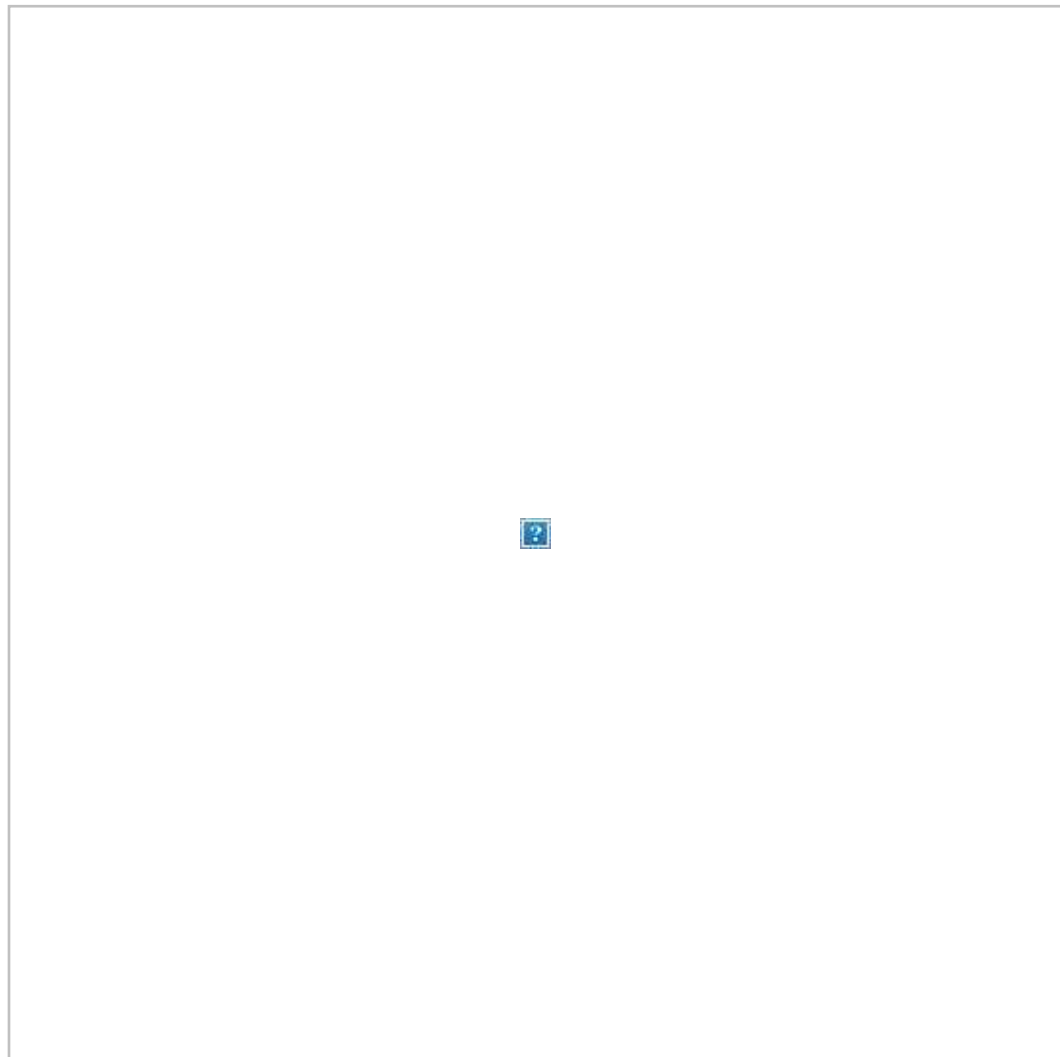
[August 14, 2023 Headlines From the Weekly Report Include:](#)

Education Department Announces Grant Program to Help Align Postsecondary Education Outcomes: US Secretary of Education Miguel Cardona announced the launch of a new \$25 million Career Connected High School Grant program. This program will provide grants to consortia of local educational agencies, institutions of higher education, and employers to pilot evidence-based strategies to increase the integration and alignment of the last two years of high school and the first two years of postsecondary education to improve postsecondary education and career outcomes for all students.

According to a US Education Department [blog posting](#) on the grant program, "Grantees can use funds for a variety of different activities based on the need of the region, including additional dual enrollment classes, covering the costs of

tuition, books, supplies, and other related expenses for low-income students, tutoring, other academic supports, transportation for students to work-based learning sites, the development of new career & technical education (CTE) programs in high-growth fields like clean energy or to support teacher training and new equipment that may be needed to launch these programs.

The United States Congress is currently in the middle of their August recess and will not be back in session until after Labor Day.



The following are recent news articles, reports, and press releases on state and national education-related issues.

State News

Carolina Journal: [Appeals Court Rules Against Wilson County School Board In](#)

[Pension Spiking Dispute](#)

North State Journal: [General Assembly Overrides Latest Round of Cooper's Vetoes](#)

North State Journal: [Foxx Reacts To Report of Chinese Money In K-12 Schools](#)

WFAE: [Back To School Safety Demands A Mix of Technology, Training, and Staff](#)

WFAE: [NC General Assembly Overrides Veto On Parents Bill of Rights](#)

WRAL: [No New State Budget Puts Schools In A Tough Spot, NC Democrats Say](#)

News & Observer: [NC Budget Delays Are Worsening Teacher Hiring Crisis, Education Leaders Warn](#)

Charlotte Observer: [Who Decides When Kids Start School? Some NC Districts Are In Open Revolt](#)

Charlotte Observer: [NC Public School Follow School Start Law, Why Not Private, Charter Ones?](#)

News & Observer: [Are Legislators OK With Public Schools Setting Their Own Start Dates? We Asked Them](#)

Herald Sun: [NC Districts Taking School Calendars Into Their Own Hands. Virginia Already Changed Its Law](#)

National News

K-12 Dive: [Schools Using Nonpunitive Approaches To Tackle Chronic Absenteeism](#)

EdSurge: [As Schools Turn To Tech for Mental Health Support, the Best Solution Might Be More Analog](#)

Washington Post: [Schools May Have a Long Way to Go to Protect Against Cyberattacks](#)



There are no committee meetings until the legislature reconvenes in mid-September.

Bruce Mildwurf

Director of Governmental Relations

NC School Boards Association

bmildwurf@ncsba.org

Madison Skeens

Assistant Director of Governmental Relations

NC School Boards Association

mskeens@ncsba.org

Assistant Director of Governmental Relations
NC School Boards Association
rblack@ncsba.org



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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Christine Scheef](#)
Subject: Fwd: 2023 Fall Law Conference
Date: Wednesday, October 11, 2023 9:48:40 AM
Attachments: [2023 Fall Law Conference Agenda 10.2.23.pdf](#)
[ATTN: \[REDACTED\]](#)

I do not see my name on the attendee list?

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: Christine Scheef <cscheef@ncsba.org>
Date: October 11, 2023 at 08:50:18 EDT
To: swomack@lee.k12.nc.us
Subject: 2023 Fall Law Conference

Sherry,

All of the information you need for the conference, including the Dropbox link, is below. We look forward to seeing you soon!

Thank you for registering for NCSBA's 2023 Fall Law Conference! We are excited about the full agenda that we have planned. Here is some information to help you prepare for the conference.

Conference Location

The Conference will be held at the Renaissance Hotel, at [31 Woodfin Street](#) in Asheville. The hotel phone number is (828) 252-8211

Parking

Parking at the Asheville Renaissance is in a gated lot. Everyone who enters the lot will be required to pull a ticket.

Parking for registered hotel guests is \$4 per day, which will be reflected in each guest's hotel bill. If you park at the hotel and must exit the lot before checking into your room, you will be required to pay for parking at the rates listed below. However, once you check in, your room key will allow you to exit and re-enter the lot at no charge.

If you are not staying at the hotel, you will be charged for self-parking at the following rates: \$5 for up to 2 hours, \$10 for 2 to 5 hours, \$15 for 5 to 6 hours, or \$22 for 6 to 24

hours. The parking gate is not manned, so you will be required to pay by credit card.

Attire

Attire each day is business casual. Please keep in mind that meeting rooms tend to be cool, so you may want to bring a sweater or layer clothing.

Registration and Breakfast

Registration will open on Wednesday at 11:30 a.m., in the foyer of Salon A/B. Continental breakfast will be available on both Thursday and Friday mornings from 7:15 a.m. – 8:15 a.m.

Conference Schedule and Materials

The conference will begin promptly at 12:30 p.m. on Wednesday. On Thursday and Friday, the program will begin at 8:00 a.m. The conference agenda is attached.

NCSBA conferences are paperless. The agenda, bios of each speaker, a list of conference attendees, and handouts will be accessible through Dropbox, here:

[Fall Law Conference Dropbox](#)

Free Wi-Fi will be available in the conference room.

Please note that some of the conference materials will not be available in advance. We will continue to add presentation materials as they are received from the presenters. Please check Dropbox after the conference for a complete set of materials.

Finally, if you have tested positive for COVID-19 or are feeling ill, please do not attend the conference.

If you have questions about the conference, please call or email Carrie Helms at 919-747-6694, chelms@ncsba.org or email me at cscheef@ncsba.org.

We are looking forward to seeing everyone in Asheville!

Christine Scheef
Legal Counsel/Director of Policy
North Carolina School Boards Association



Wednesday, October 11, 2023

- 12:30 – 1:30 p.m.** **“Safe and Orderly”:** Managing Student Behavior and Due Process
Presenter: Steve Rawson, Tharrington Smith, LLP, Raleigh
- 1:30 – 2:30 p.m.** **Exceptional Children’s Updates: Recent Trends and the Road Ahead**
Presenter: Maura O’Keefe, Tharrington Smith, LLP, Raleigh
- 2:30 – 2:45 p.m.** Snack Break
- 2:45 – 3:45 p.m.** **The Laws Surrounding Seclusion and Restraint**
Presenters: Dr. Amy Clay and Rebecca Williams, Poyner Spruill, LLP, Raleigh
- 3:45 – 4:45 p.m.** **It’s Wednesday at 3 p.m. Do You Know Where Your Children Are? Wait ...
Are You Supposed To? A Crash Course in Laws Protecting Minors**
Presenter: Elizabeth Troutman, Brooks Pierce, Greensboro

Thursday, October 12, 2023

- 7:15 – 8:15 a.m.** Continental Breakfast
- 8:00 – 9:30 a.m.** **Parents’ Bill of Rights: The Role of the Board, Superintendent and Principals**
Presenters: Chris Campbell and Dean Shatley, Campbell Shatley, PLLC, Asheville
- 9:30 – 10:30 a.m.** **“The Devil Never Sleeps”:** Disaster Planning for School Boards
Presenter: Gil Middlebrooks, Middlebrooks Law, Charlotte and Grace Ketron, Johnston, Allison & Hord, P.A., Charlotte
- 10:30 – 10:45 p.m.** Break
- 10:45 – 11:45 a.m.** **The Basics of School Construction**
Presenter: John Henning, Campbell Shatley, PLLC, Asheville
- 11:45 – 12:15 p.m.** **Proposed Rules on Website Accessibility**
Presenter: Kaitlin Autrey, Staff Attorney, NCSBA

Friday, October 13, 2023

- 7:15 – 8:15 a.m. Continental Breakfast
- 8:00 – 8:30 a.m. **New Federal Laws Covering Parenting/Pregnant Employees**
Presenter: Adam Miller, Staff Attorney, NCSBA
- 8:30 – 9:30 a.m. **Being a Good Steward of Public Finances**
Presenter: Becky Garland, Coach Team Consultant, Dept. of State Treasurer,
State and Local Government Finance Division
- 9:30 – 10:30 a.m. **Lying, Flyers, and Swears, Oh My! Adventures in Free Speech at Board Meetings**
Presenter: Dionne Jenkins, General Counsel, Winston-Salem/Forsyth County Schools
- 10:30 – 11:00 a.m. Break and Checkout from Hotel
- 11:00 – 11:45 **Haven't We Seen This Movie Before? Preparing for the Potential Impact of Proposed Changes to the FLSA White Collar Exemption Rule**
Presenter: Kathy Boyd, Senior Staff Attorney, NCSBA
- 11:45 – 12:30 **The Budget Is Here! What's In It?**
Presenter: Bruce Mildwurf, Director of Governmental Relations, NCSBA

Board members and school administrators attending the entire conference will receive 12 clock hours of continuing education training. Attorneys attending the entire conference will receive 12 hours of CLE credit.

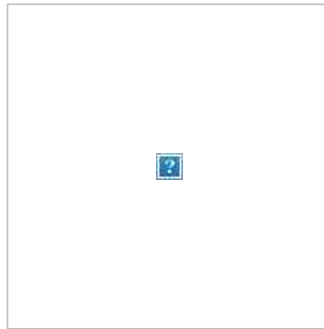
From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Sherry Womack](#); [Jim Womack](#)
Subject: Fwd: Calling All Candidates and Community Members! | CALN Newsletter 3/22/24
Date: Sunday, March 24, 2024 10:00:59 PM

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: CALN Team <info@schoolboardleader.com>
Date: March 22, 2024 at 13:41:31 EDT
To: swomack@lee.k12.nc.us
Subject: **Calling All Candidates and Community Members! | CALN Newsletter 3/22/24**
Reply-To: CALN Team <info@schoolboardleader.com>

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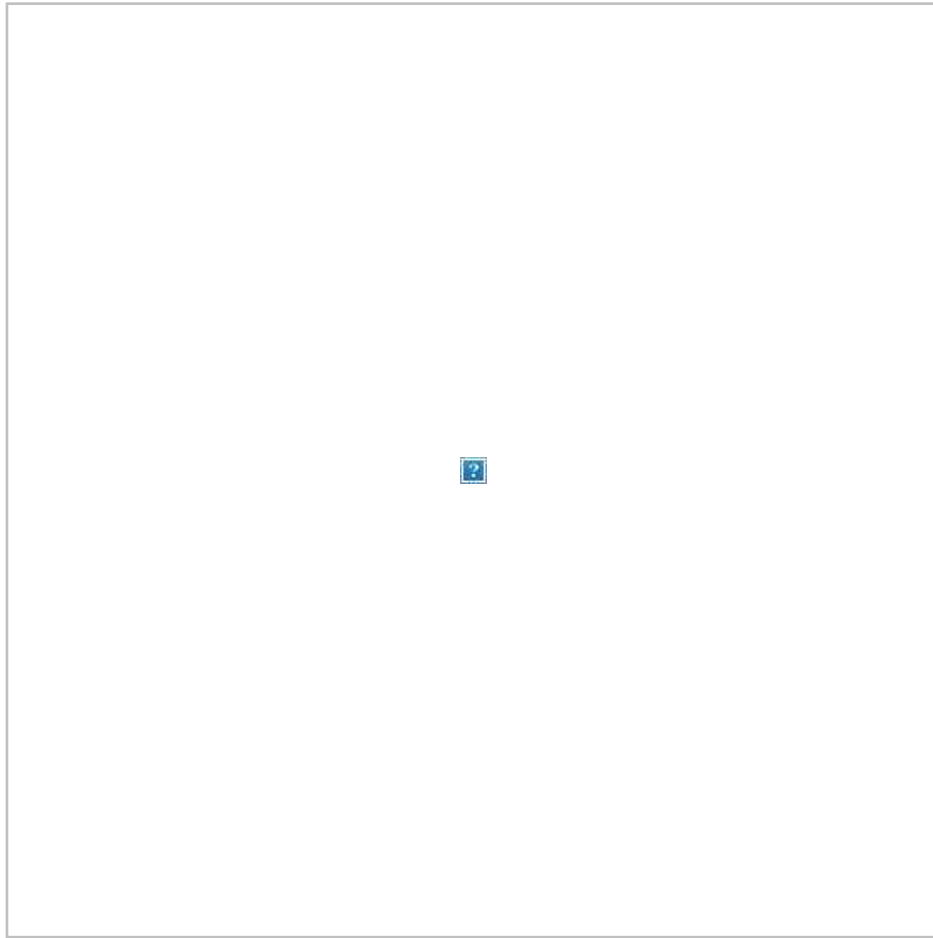
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Thank you for your continued commitment to academic excellence,

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    - School board members, candidates, and community members are invited! In-person attendees will receive useful packets, swag, and a Chick-fil-a lunch. Candidates will have an opportunity to learn camera tricks and tips and from Communications expert, Brooke Medina!
  - In addition to our sessions, there will also be time for candidates and community members alike to network, ask questions, and get their name out there!
  - Whether you are a community member who wants to learn how to make a difference and find out what to look for in a good candidate, or a school board candidate who wants to run an effective campaign and fight for our public schools, this Primer is for you! Everyone has a role in improving education for our kids!
- **South Carolina Candidate and Community Primer: Saturday, Date TBD, – Columbia, South Carolina and on Zoom**
  - Join us in Columbia, SC or on Zoom for a comprehensive, one-day training complete with sessions on academic achievement, SC education policy, the Dashboard and ESA discussion, campaign finance, compliance and open records, dealing with difficult people, and fundraising! School board members, candidates, and all community members are invited! In-person attendees will receive useful packets, swag, and a free Chick-fil-a lunch. This is a FANTASTIC opportunity for candidates to get their name out there, learn what it takes to win, and be effective leaders on your board! This Primer is also for community members who want to learn how they can make a difference, and what to look for in a good candidate. Everyone has a role in improving education for our kids!

[Resource List](#) | CALN Website

[Why School Boards Fail and How Yours Can Succeed](#) | AJ Crabill

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What We're Reading

Across the Carolinas

[Applications open for SC Lowcountry student leadership program](#) | CALN

[Students@WorkSM Month Grants Students Access to Local Career Paths](#) | CALN

[South Carolina teachers care more about school culture than pay, new teacher retention report reveals](#) | Herzog Foundation

[After school board 'charade,' the NC Legislature should make these 7 adjustments to the PBR](#) | Herzog Foundation

[Wake County should take notes on school safety from rural neighborhoods in Johnston](#) | Carolina Journal

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*Across the Nation*

[How One Principal Turned Around His School](#) | The Bell Ringer

[US House bill seeks to eliminate DEI in medical schools](#) | Herzog Foundation

[Did the SAT just get easier?](#) | CALN

[Academic achievement, workforce readiness must be priority in K-12 classrooms](#) | Jeremiah Sawyer of the [Ohio School Board Constitutional Coalition](#) in The Ohio Press Network

[WILL Introduces Public School Scorecard Dashboard](#) | The Lion

[How to make school board elections count](#) | City Journal

~~~

[North Carolina:](#)

School Board Candidates and Community Primer: Saturday, April 20, Raleigh, NC and on Zoom

[South Carolina:](#)

School Board Candidates and Community Primer: Saturday, May 11, Charleston, SC and on Zoom

On-Demand Trainings
Budgets Noah Webster Educational Foundation (NWEF)
First Amendment and Title IX NWEF
Local Elected Official Leadership Academy California Local Elected Officials (CLEO)
Math Instruction NWEF
Navigating Governance NWEF
New School Board Member Leadership Institute
New Board Member Fundamentals & Foundations FreedomWorks Best
Policy Development and Oversight NWEF
School Board Academy Family Policy Alliance
School Board Leadership Leadership Institute
School Board Training The Heritage Foundation
Using Standards of Learning Assessment Data NWEF

School Board Elections
Ballotpedia’s school board coverage tracks and analyzes all electoral happenings in school board races from coast-to-coast, including the recent November elections as well as races set for 2024.
To access, visit Ballotpedia or subscribe to its Hall Pass school board newsletter.

Be sure to check CALN’s [website](#) for relevant educational news and events, and follow our socials by clicking the buttons below!



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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Boe](#); [Chris Dossenbach](#); [Stephen Rawson](#)
Subject: Fwd: CALN Title IX Lunch and Learn Resources
Date: Thursday, May 16, 2024 1:26:55 PM
Attachments: [2024.05.10 Jonathan Vogel Title IX Presentation.pdf](#)
[image001.png](#)

Steve please confirm you have this and if you find any conflicting information?

----- Forwarded message -----

From: **Kayla Maloney** <kmaloney@lockehq.org>
Date: Fri, May 10, 2024 at 12:21 PM
Subject: CALN Title IX Lunch and Learn Resources
To:

Hello!

Thank you so much for attending our Lunch and Learn event this morning! As promised, the slides that Mr. Vogel used in his presentation are attached.

Also, here are the two articles that were referenced during the call:

- [Highlighting Female Collegiate Athletes Who Made History Since the Passage of Title IX](#)
- [One state considers rejecting federal K-12 funding](#)

Have a great weekend!

Kayla Maloney

Kayla Maloney | Project Manager

t (984) 247-1200
e kmaloney@schoolboardleader.com



www.schoolboardleader.com

--

*Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Vice-Chair*

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope



VOGEL LAW FIRM PLLC
AN EDUCATION LAW FIRM

THE NEW TITLE IX REGULATIONS IN PUBLIC SCHOOLS

MAY 2024



DISCLAIMER

- The information provided during this presentation, including on this Power Point, does not and is not intended to constitute legal advice or create an attorney-client relationship.
- Instead, all information and content provided during this presentation are for general informational purposes only.
- Attendees are encouraged to contact their board attorney to obtain advice with respect to legal matters.

STATUS OF THE NEW TITLE IX REGULATIONS

- April 19, 2024: Regulations issued
- April 29, 2024: Multiple lawsuits filed
- August 1, 2024: Effective date of new regulations

TITLE IX

“No person in the United States shall, *on the basis of sex*, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Title IX of the Education Amendments of 1972

20 U.S.C. § 1681



TITLE IX IS ENFORCED IN TWO WAYS

- Administrative Enforcement
 - Office for Civil Rights (OCR), U.S. Department of Education
- Judicial Enforcement
 - Private right of action (lawsuit), *Cannon v. University of Chicago* (1979)

FEDERAL REGULATIONS

- Federal regulations are the rules that are issued by federal agencies to assist the agencies in implementing the laws.
- Federal agencies must be authorized by law to issue regulations, and the regulations the agencies issue must be consistent with the law.
- Regulations generally go through a rulemaking process that requires prior notice and public comment on proposed regulations.

WHY WERE NEW TITLE IX REGULATIONS ISSUED BY THE BIDEN ADMINISTRATION?

- Since the 2011 Dear Colleague Letter issued by OCR during the Obama Administration, successive administrations have reversed each other regarding Title IX implementation.
- The issue with the 2011 Dear Colleague Letter primarily concerned the lack of procedural protections that schools had to provide individuals who were accused of sexual harassment and sexual assault.

WHY WERE NEW TITLE IX REGULATIONS ISSUED BY THE BIDEN ADMINISTRATION?

- The Trump Administration rescinded the Obama Administration's 2011 Dear Colleague Letter, as well as its 2014 Q&A document.
- In 2020, the Trump Administration also issued the first Title IX *regulations* regarding sexual harassment and sexual assault, requiring schools to provide individuals accused of sexual harassment and sexual assault with sufficient procedural protections.

WHY WERE NEW TITLE IX REGULATIONS ISSUED BY THE BIDEN ADMINISTRATION?

- In June 2021, the Biden Administration announced a Title IX enforcement policy to interpret Title IX as prohibiting discrimination on the basis of sexual orientation and gender identity.
- In September 2021, 20 Republican-led states sued the Department of Education, and, in July 2022, a federal judge in Tennessee temporarily blocked the Department from enforcing the new enforcement policy in those 20 states pending the outcome of the case.
 - Alabama, Alaska, Arizona, Arkansas, Georgia, Idaho, Indiana, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Nebraska, Ohio, Oklahoma, Tennessee, South Carolina, South Dakota, and West Virginia

WHY WERE NEW TITLE IX REGULATIONS ISSUED BY THE BIDEN ADMINISTRATION?

- On April 19, 2024, the Biden Administration issued new Title IX regulations regarding sexual harassment and sexual assault to accomplish two main goals:
 1. Reverse the Trump Administration's regulations requiring schools to provide sufficient procedural protections to individuals accused of sexual harassment and sexual assault.
 2. Codify in federal regulations that sex discrimination includes discrimination based on sex stereotypes, sex characteristics, sexual orientation, and gender identity.

SOME OF THE CHANGES IN THE NEW TITLE IX REGULATIONS FOR SCHOOL BOARDS

1. Includes more conduct as “sex-based harassment”

Hostile environment harassment is unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person’s ability to participate in or benefit from the recipient’s education program or activity.

Previously, the regulations prohibited unwelcome sexual conduct only if it was so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity.

SOME OF THE CHANGES IN THE NEW TITLE IX REGULATIONS FOR SCHOOL BOARDS

2. Requires schools to respond “promptly and effectively” upon knowledge of conduct that “reasonably may constitute sex discrimination.”

Previously, schools were required to respond when they had “actual knowledge” of allegations of “sexual harassment,” and only in a manner that is not deliberately indifferent.

SOME OF THE CHANGES IN THE NEW TITLE IX REGULATIONS FOR SCHOOL BOARDS

3. Increases the potential for informal resolution.

Schools may offer an informal resolution process if appropriate whenever they receive a complaint of sex discrimination or have information about conduct that reasonably may constitute sex discrimination.

Previously, schools were permitted to use an informal resolution only if a formal complaint alleging sexual harassment had been filed.

SOME OF THE CHANGES IN THE NEW TITLE IX REGULATIONS FOR SCHOOL BOARDS

4. Allows the investigator and the decisionmaker to be the same person in grievance proceedings (known as the “single investigator” model).

Previously, the “single investigator” model was prohibited.

SOME OF THE CHANGES IN THE NEW TITLE IX REGULATIONS FOR SCHOOL BOARDS

5. Expands the scope of “sex discrimination” to include “discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.”

Previously, there was no regulation on the scope of sex discrimination because the Trump Administration’s 2020 regulations focused on providing rules regarding a school’s response to actual knowledge of sexual harassment or sexual assault.

CONFLICT BETWEEN NEW TITLE IX REGULATIONS AND STATE LAW

- Under the Supremacy Clause of the U.S. Constitution, federal law is “the supreme Law of the Land” notwithstanding any state law to the contrary.
- Express preemption
- Implied preemption
 - Conflict preemption
 - Field preemption
- However, federal law does not supersede state law “unless that was the clear and manifest purpose of Congress.”

CONFLICT BETWEEN NEW TITLE IX REGULATIONS AND STATE LAW

- New Title IX regulation: “The obligation to comply with Title IX and this part is not obviated or alleviated by any State or local law or other requirement that conflicts with Title IX or this part.”
- But if the new Title IX regulation’s prohibition of discrimination on the basis of sex stereotypes, sex characteristics, sexual orientation, and gender identity is not the clear and manifest purpose of Congress, then the new Title IX regulations have not preempted state law.

CONFLICT BETWEEN NEW TITLE IX REGULATIONS AND STATE LAW

- South Carolina:

2022 Save Women's Sports Act

"Section 59-1-500. (A) For purposes of this section, a statement of a student's biological sex on the student's official birth certificate is considered to have correctly stated the student's biological sex at birth if the statement was filed at or near the time of the student's birth.

(B)(1) Interscholastic, intercollegiate, intramural, or club athletic teams or sports that are sponsored by a public elementary or secondary school or public postsecondary institution must be expressly designated as one of the following based on the biological sex at birth of team members:

- (a) males, men, or boys;
 - (b) females, women, or girls; or
 - (c) coed or mixed, including both males and females.
- (2) Athletic teams or sports designated for males, men, or boys shall not be open to students of the female sex, unless no team designated for females in that sport is offered at the school in which the student is enrolled.
 - (3) Athletic teams or sports designated for females, women, or girls shall not be open to students of the male sex.
 - (4) A private school or a private institution sponsoring an athletic team or sport in which its students or teams compete against a public school or institution must also comply with this section for the applicable team or sport.

CONFLICT BETWEEN NEW TITLE IX REGULATIONS AND STATE LAW

- North Carolina:

Session Law 2023-109, Fairness in Women's Sports Act

e. All teams participating in interscholastic or intramural athletic activities *shall* comply with the following:

1. Each team shall be expressly designated by the biological sex of the team participants as one of the following:

- I. Males, men, or boys.

- II. Females, women, or girls.

- III. Coed or mixed.

2. Athletic teams designated for females, women, or girls shall not be open to students of the male sex.

3. For purposes of this sub-subdivision, a student's sex shall be recognized based solely on the student's reproductive biology and genetics at birth.

NEXT STEPS

- School boards have the following options with respect to the issue of whether sex discrimination includes discrimination on the basis of sex stereotypes, sex characteristics, sexual orientation, and gender identity:
 - Revise board policies and/or the school district's practices to be consistent with the new Title IX regulations (and case precedents, if applicable)
 - Postpone revision of board policies and school district practices until the courts rule in the pending lawsuits, assuming the courts rule prior to the August 1 effective date
 - Do not implement the new Title IX regulations (and case precedents, if applicable) on the ground that they go beyond the Title IX statute and are therefore invalid and/or on the ground that they conflict with a state statute that exposes the board to liability if it is violated.

THANK YOU!

jonathan.vogel@vogelpllc.com (preferred)

980.428.3811 cell

www.vogelpllc.com

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Sherry Womack](#)
Subject: Fwd: Chairman's Report
Date: Saturday, April 20, 2024 1:20:43 PM

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: Sherry Womack <swomack@lee.k12.nc.us>
Date: December 12, 2023 at 15:14:54 EST
To: Susan Britt <sbritt@lee.k12.nc.us>
Subject: Chairman's Report

Under the current leadership the board collectively accomplished many unprecedented things in which we should all be proud.

Here are a few achievements during the current leadership?

Unprecedented this board authorized an internal investigation of a sexual predator that had been working in Lee County Schools for 10 years. The results of this investigation helped establish new policy clarifying mandatory annual anti-Grooming training and title IX expectations.

Performance Audit with significant findings to improve our schools resulting in reorganization changes and significant financial savings.

Proactively addressed the Parents Bill of Rights head on six months before the house passed their legislation.

Successfully started schools 2 weeks early after completing community and staff surveys and securings multiple resolutions of support for calendar flexibility

Went through a rigorous national superintendent search process

Selected a Superintendent

The board for the first time in history presented the budget to the county commissioners consistent with law

Currently finance and facility committee chairs meet regularly with county leadership to collaborate on meeting the needs of Lee County Schools

Pay Performance and Staffing study

Established a new superintendent evaluation tool

Contributions led by your chair

The board established a calendar with upcoming events and training opportunities

Committees now have defined roles and responsibilities with job descriptions

First time the school board completed a local retreat with ALL board members present

Under this past years leadership we have every board member completing the required 12 hours established in law

Additional unspent training dollars (approximately 46,000) were found that had been transferred from general funds that can be used for board members master training and development

You have a library of information/resources and an established board working room for classes and collaborative meetings for planning and goal setting

Your chair has coordinated with House (John Sauls) to address school board pay in a local bill

Your chair has established monthly meetings with the County Commissioner chair and county manager to maintain open communication

This relationship and research via the chair has provided a clear understanding of the counties responsibility to provide the bus garage facilities

Your chair was instrumental in stopping House Bill 51 suggesting a superintendent can be fired after six parents complaints

Board Leadership has aggressively researched multiple grants and opportunities to decrease the tax burden on our county by using state, funding, federal funding, and DPI resources

Established Orientation training and plans to provide continuity of the board responsibilities

We should all be proud of these accomplishments and I have full faith Eric will continue to keep us focused on the many tasks ahead of us as we remain committed to our goal of serving the citizens of Lee County.

Suggested Goals ahead

Promote Academic Growth and Accountability by ensuring measurable goals are demonstrated to the board and community on a regular basis.

Board Retreat as soon as possible with the new superintendent that will

-allow full discussion and establish clear defined goals of the board and the superintendent.
-review board expectations via new superintendent evaluation tool
(The board must provide guidance and expectations for the Strategic Plan while freely discussing the process and timeline.

Monitor the Performance audit funding until completion including quarterly updates.

Maintain continuity of the committees as much as possible to continue what we have started. Continue holding all committees responsible w/o micromanaging with board members accepting ownership in their defined roles,

Ensure Discipline is addressed with parents, mentorship programs, mental health, and community leaders.

Continuing to ensure all board members receive appropriate orientation, training and advocate for appropriate compensation.

Prepare for an extensive orientation process for all new members with common practices guidelines and frequently asked questions.

Continue to seek EVERY and ALL available financial resources for our schools.

Maintain relationships with community leaders to work together including the local elected and church leaders

Review and present the pay study to the community while advocating for additional funding

Thank you all for wonderful year!

Sherry Lynn Womack
(919) 770-0351

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Eric Davidson](#)
Cc: [boe](#)
Subject: Fwd: Local Elected Officials Digest: December 7, 2023
Date: Thursday, December 7, 2023 3:13:56 PM

FYI just in case any of you want to consider the Strategic Planning course?

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: UNC School of Government <schoolofgovernment@sog.unc.edu>
Date: December 7, 2023 at 14:02:07 EST
To: swomack@lee.k12.nc.us
Subject: **Local Elected Officials Digest: December 7, 2023**
Reply-To: schoolofgovernment@sog.unc.edu

Hubspot header image(600 × 40 px) (600 × 60 px) (2)

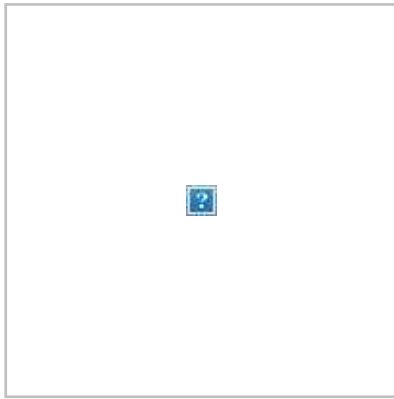
**Announcements, Courses, and Publications for
Local Elected Officials from the UNC School of Government**

LELA-logo-1



Creating pathways for learning and recognition designed to suit the needs of county, municipal, and tribal council officials at any phase of tenure in public office.

**Newly-Elected Municipal Officials
Essentials of Municipal Government**



[Register Here](#)

Workshop dates/locations:

January 11-12, 2024 | Greensboro

January 18-19, 2024 | Wilmington

January 25-26, 2024 | Rocky Mount

February 15-16, 2024 | Asheville

February 22-23, 2024 | Chapel Hill or Online

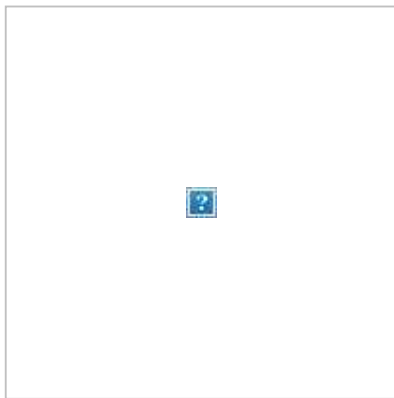


8:30am-5:00pm | Course Cost: \$350

Congratulations on your successful election! Now that the campaign is over, the governing begins. The School of Government and its Center for Public Leadership and Governance in partnership with North Carolina League of Municipality are pleased to offer the "Essentials of Municipal Government" for municipalities that have elections on the even-year election cycle and for any municipal officials who may have missed our previous offerings earlier this year.

What you'll learn:

- A clear understanding of municipal government authority and your role as a member of the governing board
- The core functions of your municipality
- The many internal and external relationships involved in governing
- Get to know other elected municipal officials and learn from each other's experiences



[Register Here](#)

Strategic Planning: Linking Strategies to Results
January 10, 2024 | Online

9:00am-4:00pm | Course Cost: \$225

Open to both professional and elected officials

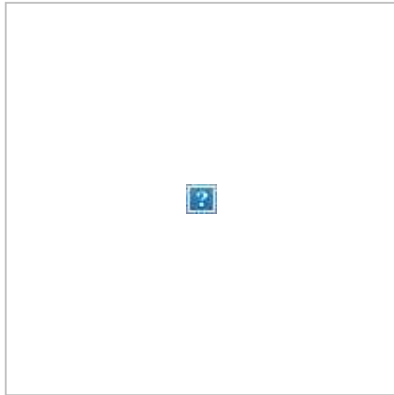
In addition to managing the day-to-day, local government leaders need to plan for the future of their communities, and share openly with their constituents. Learning how to plan for a different future requires strategic thinking – the ability to imagine a different future and develop the steps needed to get you there.

Who Should Attend:

Local elected officials, managers and other key staff.

What You'll Learn:

- Principles and processes involved in Strategic Planning
- How to use your local government budget as a planning tool to execute your vision over multiple years.
- Explore the leadership behaviors that are important elements of success



Lead Change in Government Organizations

February 16, 2024 | Chapel Hill

9:00am-4:00pm | Course Cost: \$520

Open to professionals and elected officials

If you have ever tried to lead a change, you know that it takes real insight, skill and some luck. In this workshop, you will learn what gets in the way of change.

[Learn More](#)



Rick Rocchetti will lead this course

No matter how big or small your organizational change or where you are in the process, build your knowledge and stretch your skills about developing a strategy for organizational change.

What You'll Learn:

- Gain an understanding of context of change in the public sector
- Consider challenges of leading change
- Learn about three different models of change and when each is best applied
- Integrate these concepts to your specific change efforts



LELA 201: Evaluating Manager and Board Performance

February 29, 2024 | Chapel Hill

9:00am-3:15pm | Course Cost: \$250

Boards and managers work interdependently in leading and governing their communities. To work together successfully, both parties must have clear and common expectations about their respective roles and how they will be held accountable. Regular, constructive feedback is important to ensure that both parties do their part to meet community expectations.

[Register Here](#)

This course is designed for municipal council members, county commissioners and managers. Other members of your governing team, including your clerk and attorney, are also encouraged to attend.

What You'll Learn:

- Clarifying expectations for public managers and governing boards
- Selecting and constructing evaluation tools for managers and boards
- Planning and sequencing the evaluation process
- Avoiding common pitfalls with performance evaluations

Participation with red dot



[Learn More](#)

Build An Equitable Organization: From Awareness To Action

March 8, 2024 | Online

9:00am-4:00pm | Course Cost: \$520

Open to professional and elected officials

Everyone is talking about “equity”. Why is equity important in the public sector, and how does it relate to diversity and inclusion? As a leader, how can you advance equity in your organization and community? Whether you are starting your equity journey or already leading organizational change, this practical workshop will expand your equity consciousness as you move from increasing awareness to taking meaningful action in building a more equitable public sector organization.

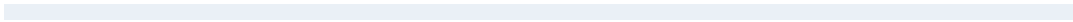
What You'll Learn:

- Develop a shared understanding of key concepts and definitions, including frameworks to understand equity on multiple levels
- Explore and evaluate your organization’s DEI efforts
- Learn and apply tools to integrate equity into decision-making, including policies, programs, practices, and budgets
- Identify equity challenges and generate ideas for specific actions within your sphere of influence



UNC School of Government, Knapp-Sanders Building, Box 3330, Chapel Hill, North Carolina 27599

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Johnnye Waller](#)
Subject: Fwd: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts
Date: Wednesday, July 12, 2023 12:08:56 PM

Please read this.
Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

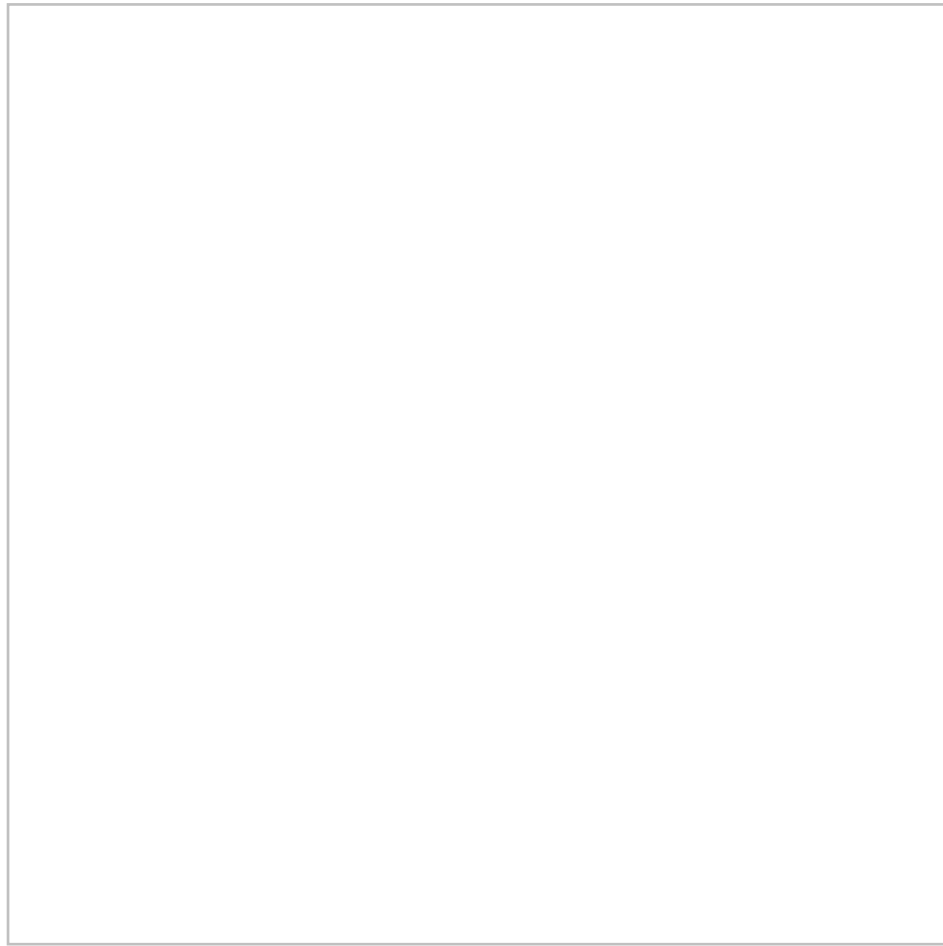
From: Chris Dossenbach <cdossenbach@lee.k12.nc.us>
Date: July 12, 2023 at 12:01:18 EDT
To: Sherry Womack <swomack@lee.k12.nc.us>
Subject: **Fwd: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts**

----- Forwarded message -----

From: NCASA <info@ncasa.net>
Date: Wed, Jul 12, 2023 at 10:59 AM
Subject: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts
To: <cdossenbach@lee.k12.nc.us>



**Legislator Contacts Needed NOW
On Concerning Senate Bill 90!**



The House Education K-12 Committee is poised to approve later today a new omnibus bill that fills 26 pages with proposed law changes that would lead to **more intensive state micro-management of daily school operations** and **would even demand that instability be built into all superintendent employment contracts!**

WRAL-TV Reporter Travis Fain just released an [article on the bill](#) and described it as a “wide-ranging education bill released overnight (that) would make it easier for parents to get school superintendents fired, revoke children’s library cards if their parent’s don’t consent, make it easier for students to change schools and make dozens of other changes largely intended to give parents more control over their child’s education.”

The bill is a [House revision to Senate Bill 90](#), as [fully summarized by legislative staff here](#), and it includes the following components, many of which should be concerning to all school administrators:

- **Section 1** would include a requirement for notification to parents of

a student's search.

- **Section 2** would make various changes to school discipline policy requirements.
- **Section 3** would create the Standard Course of Study Advisory Commission to recommend academic standards that the State Board of Education could only reject or approve but could not change substantively.
- **Section 4** would allow parents to request student reassignment to another school or local school administrative school unit.
- **Section 5** would set requirements for education on human growth and development in grades 4 and 5 – prohibiting instruction on gender identity, sexuality activity, and sexuality – and provide additional notifications to parents on how to opt students in or out of education related to human growth and development and reproductive health and safety education in grade 7.
- **Section 6** would establish new procedures for selection of both library books and instructional materials related to health and safety, require an instructional materials repository in each public-school unit, and require detailed syllabi be made publicly available for all courses in public school units at the beginning of each semester.
- **Section 7** would remove the affirmative defense for schools and public libraries for the crime of disseminating harmful materials to minors.
- **Section 8** would require public libraries to restrict access to materials harmful to minors, require parental consent for minors'

access to libraries, allow parents access to minors' library records.

- **Section 9** would limit the ability of minors to consent to mental health care except when the minor believes themselves to be a danger to themselves or others and create a limited exception for examination of minors without parental consent when abuse or neglect was suspected.
- **Section 10** would establish a right to appeal to superior court for violations of the fundamental right to parent.
- **Section 11** would **require all new and renewed superintendent contracts to include terms that allow for dismissal or reductions in salary after 5 successful claims of violations of the fundamental right to parent.**
- **Section 12** would require parents to give consent to student participation in extracurricular activities.
- **Section 13** would require parents to give consent to participation in a student well-being questionnaire or health screening form.
- **Section 14** would require licensed school personnel to inform parents if they believe the child is at imminent risk of suicide or is self-identifying as a gender different from the student's biological sex.
- **Section 15** would clarify that referring to and raising a juvenile in a manner consistent with the child's biological sex, including related mental health or medical decisions, would not by itself be considered abuse or neglect.

- **Section 16** would clarify that charter schools are not state actors, subject to certain confirmations related to the Teachers' and State Employees' Retirement System.

The bill, if approved by the House K-12 Committee today, next will head to the House Rules Committee, possibly even for a hearing tomorrow, and if approved there, would move on to the House floor for debate and a vote by all 120 representatives.

Given that these next steps could occur either tomorrow or early next week, **it is imperative that all school administrators who have concerns about this bill share those with your House member(s) and then your Senators as quickly as possible.** Contact information for all legislators is available [here](#). Please share your outreach to, and feedback from, your lawmakers with NCASA Executive Director Katherine Joyce, kjoyce@ncasa.net, to assist in our advocacy efforts on this concerning legislation.

In the meantime, look for real-time legislative updates from NCASA on Twitter [@NCASATweets](#).

Visit our website and Twitter for more legislative updates
in real time for NCASA highlights.



The North Carolina Association Of School Administrators (NCASA)

"Ensuring Student Success Through Visionary Leadership"

NCASA | [1330 Saint Mary's St, Suite 150, Raleigh, NC 27605](#)

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Chris Dossenbach, Ed.D
Interim Superintendent
Lee County Schools
919-774-6226 ext. 7222

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Boe](#); [Chris Dossenbach](#); [Johnnye Waller](#)
Subject: Fwd: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts
Date: Wednesday, July 12, 2023 3:22:25 PM

I reached out to a few Senators this morning regarding this bill with discussions of “micromanaging our schools” and “appropriate lanes of our elected officials”.

This just came in

“From our staff.

Yes, it just got pulled from the committee agenda. It is not a bill that the Senate will consider.” - Senator Jim Burgin

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: Sherry Womack <swomack@lee.k12.nc.us>
Date: July 12, 2023 at 12:08:56 EDT
To: Johnnye Waller <jwaller@lee.k12.nc.us>
Subject: Fwd: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts

Please read this.
Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

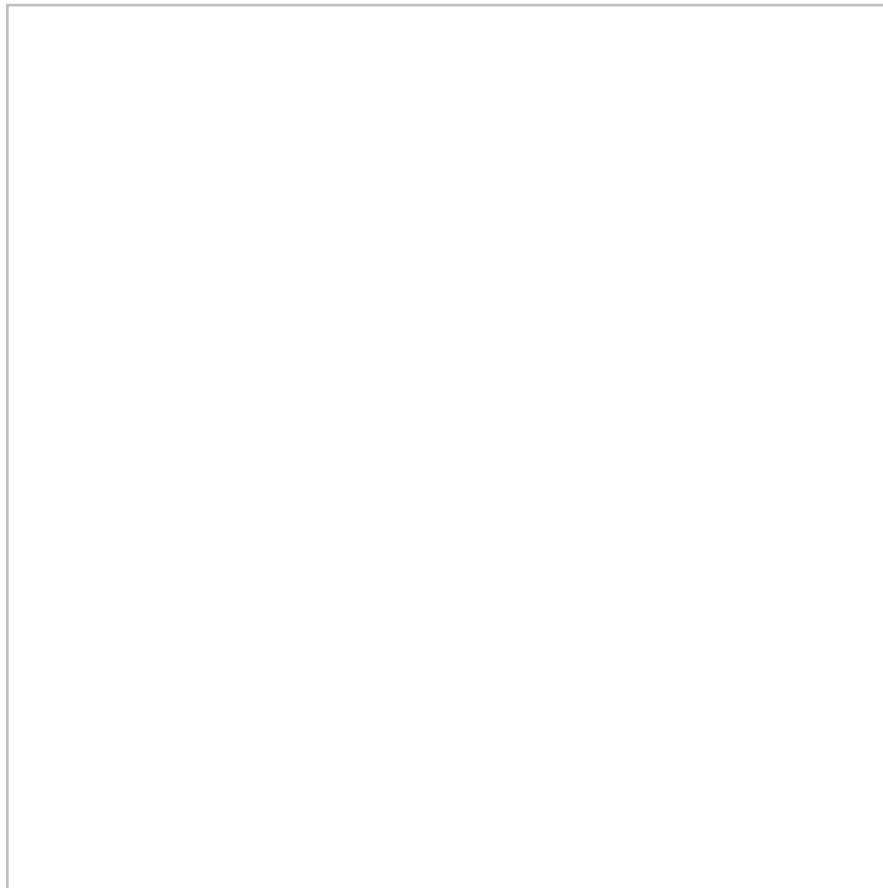
From: Chris Dossenbach <cdossenbach@lee.k12.nc.us>
Date: July 12, 2023 at 12:01:18 EDT
To: Sherry Womack <swomack@lee.k12.nc.us>
Subject: Fwd: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts

----- Forwarded message -----

From: NCASA <info@ncasa.net>
Date: Wed, Jul 12, 2023 at 10:59 AM
Subject: NCASA Legislative Alert: New S90 Would Micro-Manage School Operations & Superintendent Employment Contracts
To: <cdossenbach@lee.k12.nc.us>



**Legislator Contacts Needed NOW
On Concerning Senate Bill 90!**



The House Education K-12 Committee is poised to approve later today a new omnibus bill that fills 26 pages with proposed law changes that would lead to **more intensive state micro-management of daily school operations** and **would even demand that instability be built into all superintendent employment contracts!**

WRAL-TV Reporter Travis Fain just released an [article on the bill](#) and described it as a “wide-ranging education bill released overnight (that) would make it easier for parents to get school superintendents fired, revoke children’s library cards if their parent’s don’t consent, make it easier for students to change schools and make dozens of other changes largely intended to give parents more control over their child’s education.”

The bill is a [House revision to Senate Bill 90](#), as [fully summarized by legislative staff here](#), and it includes the following components, many of which should be concerning to all school administrators:

- **Section 1** would include a requirement for notification to parents of a student's search.

- **Section 2** would make various changes to school discipline policy requirements.
- **Section 3** would create the Standard Course of Study Advisory Commission to recommend academic standards that the State Board of Education could only reject or approve but could not change substantively.
- **Section 4** would allow parents to request student reassignment to another school or local school administrative school unit.
- **Section 5** would set requirements for education on human growth and development in grades 4 and 5 – prohibiting instruction on gender identity, sexuality activity, and sexuality – and provide additional notifications to parents on how to opt students in or out of education related to human growth and development and reproductive health and safety education in grade 7.
- **Section 6** would establish new procedures for selection of both library books and instructional materials related to health and safety, require an instructional materials repository in each public-school unit, and require detailed syllabi be made publicly available for all courses in public school units at the beginning of each semester.
- **Section 7** would remove the affirmative defense for schools and public libraries for the crime of disseminating harmful materials to minors.
- **Section 8** would require public libraries to restrict access to materials harmful to minors, require parental consent for minors' access to libraries, allow parents access to minors' library records.
- **Section 9** would limit the ability of minors to consent to mental health care except when the minor believes themselves to be a

danger to themselves or others and create a limited exception for examination of minors without parental consent when abuse or neglect was suspected.

- **Section 10** would establish a right to appeal to superior court for violations of the fundamental right to parent.
- **Section 11** would **require all new and renewed superintendent contracts to include terms that allow for dismissal or reductions in salary after 5 successful claims of violations of the fundamental right to parent.**
- **Section 12** would require parents to give consent to student participation in extracurricular activities.
- **Section 13** would require parents to give consent to participation in a student well-being questionnaire or health screening form.
- **Section 14** would require licensed school personnel to inform parents if they believe the child is at imminent risk of suicide or is self-identifying as a gender different from the student's biological sex.
- **Section 15** would clarify that referring to and raising a juvenile in a manner consistent with the child's biological sex, including related mental health or medical decisions, would not by itself be considered abuse or neglect.
- **Section 16** would clarify that charter schools are not state actors, subject to certain confirmations related to the Teachers' and State Employees' Retirement System.

The bill, if approved by the House K-12 Committee today, next will head to the House Rules Committee, possibly even for a hearing tomorrow, and if approved there, would move on to the House floor for debate and a

vote by all 120 representatives.

Given that these next steps could occur either tomorrow or early next week, **it is imperative that all school administrators who have concerns about this bill share those with your House member(s) and then your Senators as quickly as possible.** Contact information for all legislators is available [here](#). Please share your outreach to, and feedback from, your lawmakers with NCASA Executive Director Katherine Joyce, kjoyce@ncasa.net, to assist in our advocacy efforts on this concerning legislation.

In the meantime, look for real-time legislative updates from NCASA on Twitter [@NCASATweets](#).

Visit our website and Twitter for more legislative updates in real time for NCASA highlights.



The North Carolina Association Of School Administrators (NCASA)

"Ensuring Student Success Through Visionary Leadership"

NCASA | [1330 Saint Mary's St, Suite 150, Raleigh, NC 27605](#)

[Unsubscribe clossenbach@lee.k12.nc.us](mailto:clossenbach@lee.k12.nc.us)

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Chris Dossenbach, Ed.D
Interim Superintendent
Lee County Schools
919-774-6226 ext. 7222

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Boe](#); [Chris Dossenbach](#)
Subject: Fwd: NCSBA Legislative Update - August 18, 2023
Date: Monday, August 21, 2023 8:29:29 PM

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: Sherry Womack <swomack@lee.k12.nc.us>
Date: August 21, 2023 at 20:19:07 EDT
To: Stephen Rawson <srawson@tharringtonsmith.com>
Subject: Re: NCSBA Legislative Update - August 18, 2023

Did you factor in the Good Samaritan Law? FYI I am in a room right this moment with a group and an attorney is arguing ♀

Sherry Lynn Womack
(919) 770-0351

On Aug 21, 2023, at 16:25, Stephen Rawson
<srawson@tharringtonsmith.com> wrote:

Sherry,

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SB49 (now S.L. 2023-106) creates several new sections of G.S. Chapter 90. The new GS 90-21.10B says that "Except as otherwise provided in this Article or by court order, a **health care practitioner** shall not provide, solicit, or arrange **treatment** for a minor child without first obtaining written or documented consent from that minor child's parent."

First, I look at the definitions for "health care practitioner" as well as

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Happy to discuss any time.

Best,
Steve

From: Sherry Lynn Womack <swomack@lee.k12.nc.us>
Sent: Friday, August 18, 2023 8:38 PM
To: Stephen Rawson <SRawson@tharringtonsmith.com>
Cc: Sen. Jim Burgin <jim.burgin@ncleg.gov>; John Sauls <john.sauls@ncleg.net>
Subject: NCSBA Legislative Update - August 18, 2023

Steve please look at this. This is hyperbolic at best and completely false and misleading! No where does the Parents Bill of Rights override emergency medical care. See 115C-375.2A

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Here is the quote from the legislative update

“Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision”

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Please assist in explaining

Begin forwarded message:

On Friday, August 18, 2023, 7:48 PM, Sherry Lynn Womack <swomack@lee.k12.nc.us> wrote:

On Friday, August 18, 2023, 4:53 PM, NCSBA Legislative Update Group <rblack@ncsba.org> wrote:

[View this email in your browser](#)

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After a month-long interval without holding voting sessions, the NC General Assembly reconvened in Raleigh with the primary objective of overriding six of Governor Cooper's recent vetoes this week. These override votes equaled the previous record for the highest number of overrides in a single day, a feat accomplished earlier in June. Significantly, four out of the six vetoes that were successfully overridden pertained to bills concerning K-12 education. Below, you'll find more comprehensive details about these bills.

However, what remained unaddressed this week was the state budget, which has yet to see further progress. The leadership of both chambers has indicated that they hope to achieve final passage of the budget in mid-September.

Veto Overrides That Are Now Law

[HB 219: Charter School Omnibus Act](#) (SL 2023-107) *(primary sponsors Representatives John Torbett, R-Gaston; John Bradford, R-*

Mecklenburg; David Willis, R-Union; and Jason Saine, R-Lincoln)

- House voted [74 to 45](#) to override, Senate voted [27-18](#) to override
- Prohibits any consideration of the impact to an LEA when deciding whether to grant, renew, amend, or terminate a charter
- Removes restrictions of student enrollment growth for charters that are not low performing
- Allows the Charter School Review Board (see, HB 618) to consider whether a low-performing charter school can increase their enrollment greater than 20%
- Allows charter schools to admit out-of-state students and foreign exchange students if it is unable to meet its enrollment capacity with qualified in-state students
- Allows pre-lottery admissions to charters for (i) certain preschools with agreements with the charter and (ii) children of active-duty military
- Prohibits local boards of education from considering a student's current or prior enrollment in a charter school in determining admissions or eligibility to any school or special program .
- Allows counties to appropriate funds for property taxes to fund charter school capital needs.
- Establishes a pilot program to allow Central Park Schools for Children in Durham to expand the weighted

lottery to include factors to assist educationally or economically disadvantaged students, including walk zones

- Removes a high school athletics provision that would have prohibited charter and private schools from competing in the 1A playoffs against traditional public schools
- Click [here](#) for the latest bill summary

[HB 574: Fairness in Women's Sports Act](#)

(SL 2023-109) *(primary sponsors: Representatives Jennifer Balkcom, R-Henderson; Karl Gillespie, R-Macon; Erin Pare, R-Wake; Kristen Baker, R-Cabarrus)*

- House voted to override [74-45](#), Senate voted to override [27-18](#)
- Prohibits biological male students from playing on middle school, high school, or collegiate athletics teams designated for biological female students
- Recognizes a student's sex solely based on the student's reproductive biology and genetics at birth
- Creates a civil cause of action for students who are harmed as a result of a violation of the bill or who are retaliated against for reporting violations
- Creates a civil cause of action for public school units that suffer harm as a result of following the requirements of the bill
- Removes restrictions on females from

participating in male sports

- Click [here](#) for an official bill summary

[HB 618: Charter School Review Board](#) (SL 2023-110) (*primary sponsors: Representatives Tricia Cotham, R-Mecklenburg; Tim Moore, R-Cleveland; Destin Hall, R-Caldwell; David Willis, R-Union*)

- House voted to override by [74-45](#), Senate voted to override [27-18](#)
- Similar to section 7.39 in the [House Budget](#)
- Converts the Charter Schools Advisory Board into the Charter Schools Review Board
- Shifts authority to approve or deny charter school applications, renewals, and revocations from the State Board of Education to a legislatively controlled (8 of 11 appointments) Review Board with a right of appeal by an applicant, charter school, or the State Superintendent to the State Board of Education
- Changes the Superintendent of Public Instruction from a voting member to a nonvoting member
- Click [here](#) for an official bill summary

[SB 49: Parents' Bill of Rights](#) (SL 2023-106) (*primary sponsors: Senators Amy Galey, R-Alamance; Michael Lee, R-New Hanover; Lisa Barnes, R-Nash*)

- House voted to override by [72-47](#), Senate voted to override by [27-18](#)
- Requires public school units (PSUs)

to establish policies and provide information intended to promote parent involvement, strengthen parent participation, and improve student achievement

- Many new policies apply beginning with the 2023-24 school year. However, there are serious timing issues that NCSBA is working to address
 - By the time SB 49 became law this week, thousands of students across the state had already started the 2023-24 school year, with hundreds of thousands starting school next week, leaving no time for implementation.
 - The State Board of Education must first address certain requirements – which has not yet happened – before PSUs can develop and adopt certain policies
- Enlists specific parental rights pertaining to their child’s education, health, privacy, and safety
- Establishes a process and timelines regarding parental access to information about books and other instructional materials
- Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel
- Prohibits instruction on gender identity, sexual activity, and sexuality in the curriculum provided in

kindergarten through fourth grade

- Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision
 - NCSBA has reached out to key legislators about this concern, but to this point no changes have come about
- Addresses several concerns raised by NCSBA, including important technical changes and the exemption of security recordings on school transportation that would otherwise have been prohibited without parent consent
- Click [here](#) for an official bill summary

Additional Bills That Became Law

[SB 9: Local Omnibus Changes](#) (SL 2023-112) (*primary sponsors Senators Gale Adcock D-Wake, Sydney Batch D-Wake*)

- Conference Committee Report adopted by a vote of [28-17](#) in the Senate and [70-43](#) in the House
- Clarifies process for filling vacancies on Guilford County Board of Education

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The following is the Consortium of State School Boards Association's ([COSSBA](#)) most recent federal education report.

[August 14, 2023 Headlines From the Weekly Report Include:](#)

Education Department Announces Grant Program to Help Align Postsecondary Education Outcomes: US Secretary of Education Miguel Cardona announced the launch of a new \$25 million Career Connected High School Grant program. This program will provide grants to consortia of local educational agencies, institutions of higher education, and employers to pilot evidence-based strategies to increase the integration and alignment of the last two years of high school and the first two years of postsecondary education to improve postsecondary education and career outcomes for all students.

According to a US Education Department [blog posting](#) on the grant program, "Grantees can use funds for a variety of different activities based on the need of the region, including additional dual enrollment classes, covering the costs of tuition, books, supplies, and other related expenses for low-income students, tutoring, other academic supports, transportation for students to work-based learning sites, the development of new career & technical

education (CTE) programs in high-growth fields like clean energy or to support teacher training and new equipment that may be needed to launch these programs.

The United States Congress is currently in the middle of their August recess and will not be back in session until after Labor Day.

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The following are recent news articles, reports, and press releases on state and national education-related issues.

State News

Carolina Journal: [Appeals Court Rules Against Wilson County School Board In Pension Spiking Dispute](#)

North State Journal: [General Assembly Overrides Latest Round of Cooper's Vetoes](#)

North State Journal: [Foxy Reacts To Report of Chinese Money In K-12 Schools](#)

WFAE: [Back To School Safety Demands A Mix of Technology, Training, and Staff](#)

WFAE: [NC General Assembly Overrides Veto On Parents Bill of Rights](#)

WRAL: [No New State Budget Puts Schools In A Tough Spot, NC Democrats Say](#)

News & Observer: [NC Budget Delays Are Worsening Teacher Hiring Crisis, Education](#)

[Leaders Warn](#)

Charlotte Observer: [Who Decides When Kids Start School? Some NC Districts Are In Open Revolt](#)

Charlotte Observer: [NC Public School Follow School Start Law, Why Not Private, Charter Ones?](#)

News & Observer: [Are Legislators OK With Public Schools Setting Their Own Start Dates? We Asked Them](#)

Herald Sun: [NC Districts Taking School Calendars Into Their Own Hands. Virginia Already Changed Its Law](#)

National News

K-12 Dive: [Schools Using Nonpunitive Approaches To Tackle Chronic Absenteeism](#)

EdSurge: [As Schools Turn To Tech for Mental Health Support, the Best Solution Might Be More Analog](#)

Washington Post: [Schools May Have a Long Way to Go to Protect Against Cyberattacks](#)

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There are no committee meetings until the legislature reconvenes in mid-September.

Bruce Mildwurf

Director of Governmental Relations
NC School Boards Association
bmildwurf@ncsba.org

Madison Skeens

Assistant Director of Governmental
Relations
NC School Boards Association
mskeens@ncsba.org

Rob Black

Assistant Director of Governmental
Relations
NC School Boards Association
rblack@ncsba.org

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Alan Rummel](#)
Subject: Fwd: NCSBA Legislative Update - August 18, 2023
Date: Tuesday, August 22, 2023 12:13:22 PM

Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: Sherry Womack <swomack@lee.k12.nc.us>
Date: August 21, 2023 at 20:19:18 EDT
To: Stephen Rawson <srawson@tharringtonsmith.com>
Subject: Re: NCSBA Legislative Update - August 18, 2023

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Subject: NCSBA Legislative Update - August 18, 2023

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Please assist in explaining

Begin forwarded message:

On Friday, August 18, 2023, 7:48 PM, Sherry Lynn Womack <swomack@lee.k12.nc.us> wrote:

On Friday, August 18, 2023, 4:53 PM, NCSBA Legislative Update Group <rblack@ncsba.org> wrote:

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After a month-long interval without holding voting sessions, the NC General Assembly reconvened in Raleigh with the primary objective of overriding six of Governor Cooper's recent vetoes this week. These override votes equaled the previous record for the highest number of overrides in a single day, a feat accomplished earlier in June. Significantly, four out of the six vetoes that were successfully overridden pertained to bills concerning K-12 education. Below, you'll find more comprehensive details about these bills.

However, what remained unaddressed this week was the state budget, which has yet to see further progress. The leadership of both chambers has indicated that they hope to achieve final passage of the budget in mid-September.

Veto Overrides That Are Now Law

[HB 219: Charter School Omnibus Act](#) (SL 2023-107) *(primary sponsors Representatives John Torbett, R-Gaston; John Bradford, R-*

Mecklenburg; David Willis, R-Union; and Jason Saine, R-Lincoln)

- House voted [74 to 45](#) to override, Senate voted [27-18](#) to override
- Prohibits any consideration of the impact to an LEA when deciding whether to grant, renew, amend, or terminate a charter
- Removes restrictions of student enrollment growth for charters that are not low performing
- Allows the Charter School Review Board (see, HB 618) to consider whether a low-performing charter school can increase their enrollment greater than 20%
- Allows charter schools to admit out-of-state students and foreign exchange students if it is unable to meet its enrollment capacity with qualified in-state students
- Allows pre-lottery admissions to charters for (i) certain preschools with agreements with the charter and (ii) children of active-duty military
- Prohibits local boards of education from considering a student's current or prior enrollment in a charter school in determining admissions or eligibility to any school or special program .
- Allows counties to appropriate funds for property taxes to fund charter school capital needs.
- Establishes a pilot program to allow Central Park Schools for Children in Durham to expand the weighted

lottery to include factors to assist educationally or economically disadvantaged students, including walk zones

- Removes a high school athletics provision that would have prohibited charter and private schools from competing in the 1A playoffs against traditional public schools
- Click [here](#) for the latest bill summary

[HB 574: Fairness in Women's Sports Act](#)

(SL 2023-109) *(primary sponsors: Representatives Jennifer Balkcom, R-Henderson; Karl Gillespie, R-Macon; Erin Pare, R-Wake; Kristen Baker, R-Cabarrus)*

- House voted to override [74-45](#), Senate voted to override [27-18](#)
- Prohibits biological male students from playing on middle school, high school, or collegiate athletics teams designated for biological female students
- Recognizes a student's sex solely based on the student's reproductive biology and genetics at birth
- Creates a civil cause of action for students who are harmed as a result of a violation of the bill or who are retaliated against for reporting violations
- Creates a civil cause of action for public school units that suffer harm as a result of following the requirements of the bill
- Removes restrictions on females from

participating in male sports

- Click [here](#) for an official bill summary

[HB 618: Charter School Review Board](#) (SL 2023-110) (*primary sponsors: Representatives Tricia Cotham, R-Mecklenburg; Tim Moore, R-Cleveland; Destin Hall, R-Caldwell; David Willis, R-Union*)

- House voted to override by [74-45](#), Senate voted to override [27-18](#)
- Similar to section 7.39 in the [House Budget](#)
- Converts the Charter Schools Advisory Board into the Charter Schools Review Board
- Shifts authority to approve or deny charter school applications, renewals, and revocations from the State Board of Education to a legislatively controlled (8 of 11 appointments) Review Board with a right of appeal by an applicant, charter school, or the State Superintendent to the State Board of Education
- Changes the Superintendent of Public Instruction from a voting member to a nonvoting member
- Click [here](#) for an official bill summary

[SB 49: Parents' Bill of Rights](#) (SL 2023-106) (*primary sponsors: Senators Amy Galey, R-Alamance; Michael Lee, R-New Hanover; Lisa Barnes, R-Nash*)

- House voted to override by [72-47](#), Senate voted to override by [27-18](#)
- Requires public school units (PSUs)

to establish policies and provide information intended to promote parent involvement, strengthen parent participation, and improve student achievement

- Many new policies apply beginning with the 2023-24 school year. However, there are serious timing issues that NCSBA is working to address
 - By the time SB 49 became law this week, thousands of students across the state had already started the 2023-24 school year, with hundreds of thousands starting school next week, leaving no time for implementation.
 - The State Board of Education must first address certain requirements – which has not yet happened – before PSUs can develop and adopt certain policies
- Enlists specific parental rights pertaining to their child’s education, health, privacy, and safety
- Establishes a process and timelines regarding parental access to information about books and other instructional materials
- Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel
- Prohibits instruction on gender identity, sexual activity, and sexuality in the curriculum provided in

kindergarten through fourth grade

- Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision
 - NCSBA has reached out to key legislators about this concern, but to this point no changes have come about
- Addresses several concerns raised by NCSBA, including important technical changes and the exemption of security recordings on school transportation that would otherwise have been prohibited without parent consent
- Click [here](#) for an official bill summary

Additional Bills That Became Law

[SB 9: Local Omnibus Changes](#) (SL 2023-112) (*primary sponsors Senators Gale Adcock D-Wake, Sydney Batch D-Wake*)

- Conference Committee Report adopted by a vote of [28-17](#) in the Senate and [70-43](#) in the House
- Clarifies process for filling vacancies on Guilford County Board of Education

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The following is the Consortium of State School Boards Association's ([COSSBA](#)) most recent federal education report.

[August 14, 2023 Headlines From the Weekly Report Include:](#)

Education Department Announces Grant Program to Help Align Postsecondary Education Outcomes: US Secretary of Education Miguel Cardona announced the launch of a new \$25 million Career Connected High School Grant program. This program will provide grants to consortia of local educational agencies, institutions of higher education, and employers to pilot evidence-based strategies to increase the integration and alignment of the last two years of high school and the first two years of postsecondary education to improve postsecondary education and career outcomes for all students.

According to a US Education Department [blog posting](#) on the grant program, "Grantees can use funds for a variety of different activities based on the need of the region, including additional dual enrollment classes, covering the costs of tuition, books, supplies, and other related expenses for low-income students, tutoring, other academic supports, transportation for students to work-based learning sites, the development of new career & technical

education (CTE) programs in high-growth fields like clean energy or to support teacher training and new equipment that may be needed to launch these programs.

The United States Congress is currently in the middle of their August recess and will not be back in session until after Labor Day.

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The following are recent news articles, reports, and press releases on state and national education-related issues.

State News

Carolina Journal: [Appeals Court Rules Against Wilson County School Board In Pension Spiking Dispute](#)

North State Journal: [General Assembly Overrides Latest Round of Cooper's Vetoes](#)

North State Journal: [Foxy Reacts To Report of Chinese Money In K-12 Schools](#)

WFAE: [Back To School Safety Demands A Mix of Technology, Training, and Staff](#)

WFAE: [NC General Assembly Overrides Veto On Parents Bill of Rights](#)

WRAL: [No New State Budget Puts Schools In A Tough Spot, NC Democrats Say](#)

News & Observer: [NC Budget Delays Are Worsening Teacher Hiring Crisis, Education](#)

[Leaders Warn](#)

Charlotte Observer: [Who Decides When Kids Start School? Some NC Districts Are In Open Revolt](#)

Charlotte Observer: [NC Public School Follow School Start Law, Why Not Private, Charter Ones?](#)

News & Observer: [Are Legislators OK With Public Schools Setting Their Own Start Dates? We Asked Them](#)

Herald Sun: [NC Districts Taking School Calendars Into Their Own Hands. Virginia Already Changed Its Law](#)

National News

K-12 Dive: [Schools Using Nonpunitive Approaches To Tackle Chronic Absenteeism](#)

EdSurge: [As Schools Turn To Tech for Mental Health Support, the Best Solution Might Be More Analog](#)

Washington Post: [Schools May Have a Long Way to Go to Protect Against Cyberattacks](#)

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There are no committee meetings until the legislature reconvenes in mid-September.

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Raleigh, NC 27615

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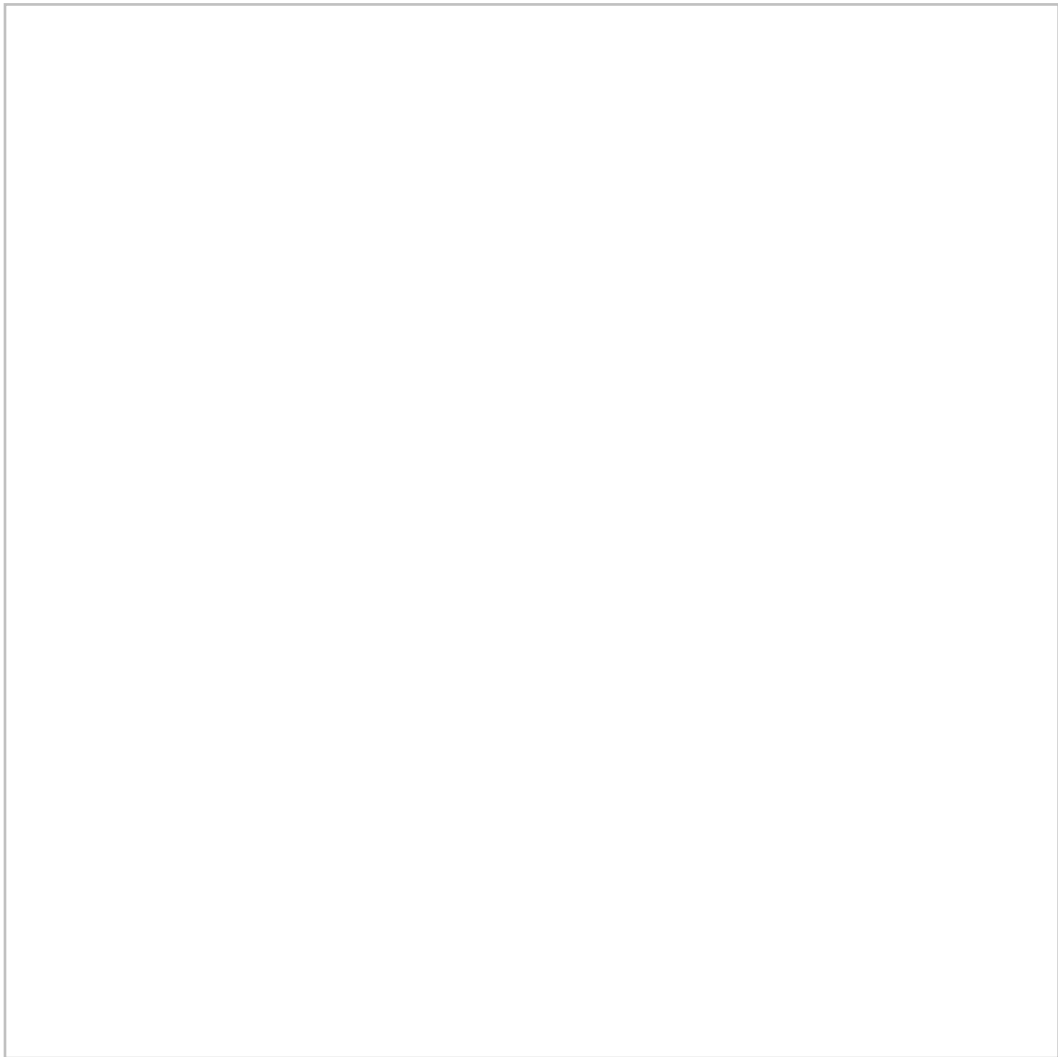
From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [ICE- LTC Sherry Lynn Womack](#)
Subject: Fwd: NCSBA Legislative Update - August 4, 2023
Date: Saturday, August 5, 2023 5:26:46 PM

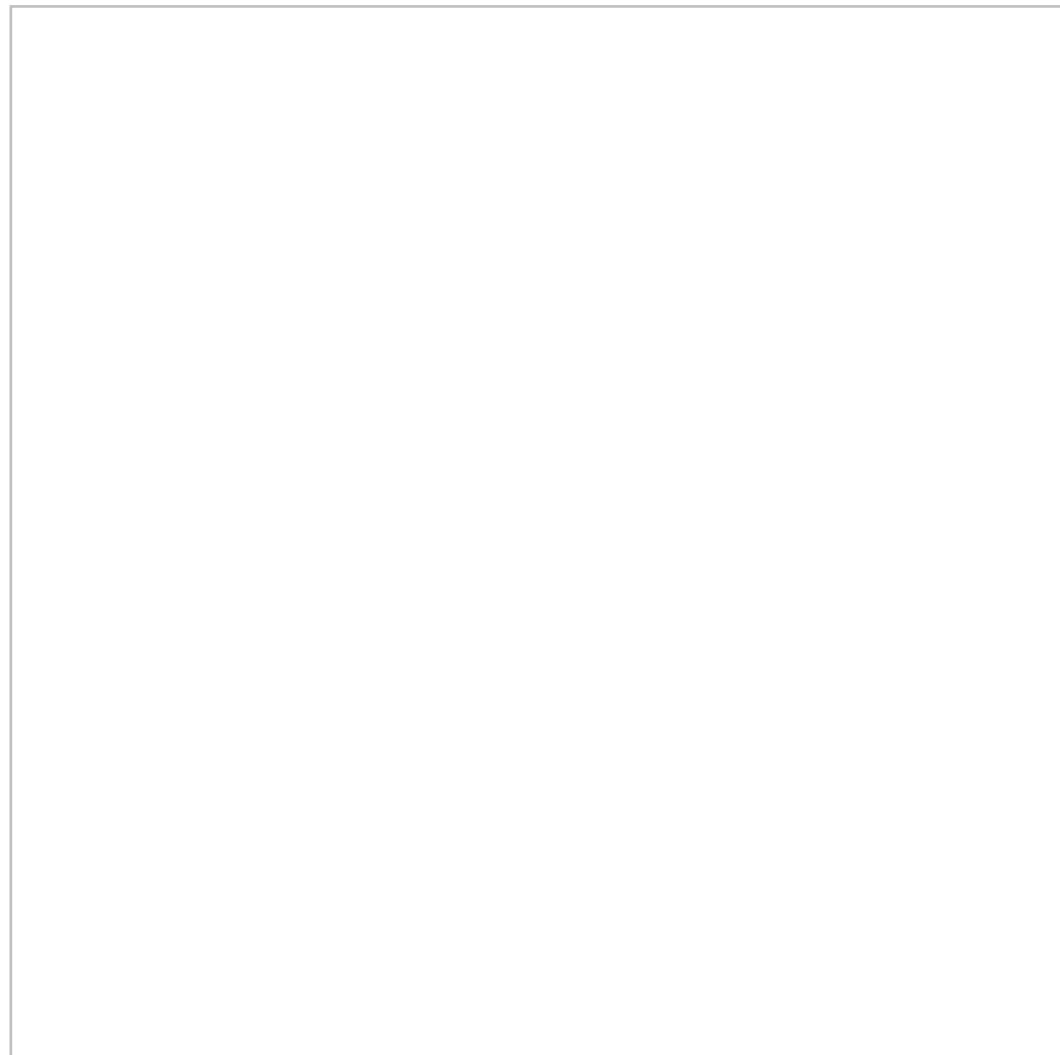
Sherry Lynn Womack
(919) 770-0351

Begin forwarded message:

From: NCSBA Legislative Update Group <rblack@ncsba.org>
Date: August 4, 2023 at 11:39:56 EDT
To: Sherry Womack <swomack@lee.k12.nc.us>
Subject: NCSBA Legislative Update - August 4, 2023
Reply-To: us13-f9a111a273-72de17818d@inbound.mailchimpapp.net

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Progress is being made in the budget negotiations between the House and Senate. Last Friday, Senate President Pro Tem Phil Berger (R-Rockingham) [tweeted](#) that significant progress on the budget has been made and that both sides have agreed upon the tax package portion. The two chambers have also agreed on raises for teachers and state employees but have not released those numbers yet. According to [reporting](#) by WNCN CBS-17, Speaker Tim Moore (R-Cleveland) is saying that the budget could be done by the week of August 13th, but Senator Berger is less optimistic due to the number of issues still to be negotiated.

The House was scheduled to meet on Monday August 7th with several veto overrides on the calendar. However, the override votes on [HB219: Charter School Omnibus](#), [HB 618: Charter School Review Board](#), and [HB 574: Fairness in Women's Sports Act](#), have now been pushed back one week to Tuesday, August 15th. Neither the House nor the Senate will be holding session next

week.

Meanwhile, [SB 49: Parents' Bill of Rights](#) is still in [the Committee on Rules and Operations of the Senate](#). It is unclear when the override vote will occur. It is highly likely that all four of those vetoes will be overridden when a vote is taken.

State Board of Education Monthly Meeting

The State Board of Education met remotely Wednesday and Thursday this week. The Board approved the following:

- **New Members of the Board of Governors for the NC Governor's School**
- **Eligibility Criteria, Standards, and Procedures for Admissions to the Schools for the Deaf and Blind for the 2023-2024 school year**
- **Licensure Renewal Requirements Policy Amendment**
- **NC Public Schools Allotment Policy Manual: ESSER II Various PRCs and Potential State PRCs Policy Amendment**

Recommendations for New Members to Board of Governors for the NC Governor's School: The State Board approved the recommended member appointments to the Board of Governors for the North Carolina Governor's School. Further information about the newly approved members can be found [here](#).

Eligibility Criteria, Standards, and Procedures for Admissions to the schools for the Deaf and Blind for the 2023-2024 school year: For the 2023-2024 school year, DPI approved eligibility criteria, standards, and procedures for admissions to NC School for the Deaf (NCSD), Governor Morehead School (GMS), and Eastern North Carolina School for the Deaf (ENCSD). In the years following the 2023-2024 school year, the respective boards of trustees shall set the eligibility criteria, standards, and procedures for admissions for the schools. More information regarding NCSD can be found [here](#), for GMS [here](#), and for ENCSD can be found [here](#).

Licensure Renewal Requirements Policy Amendment: The Board approved revisions to the licensure renewal requirements for an expired Continuing Professional License (CPL). The revisions allow educators with an expired NC CPL to be eligible for a three-year validated professional license when the educator completes eight renewal credits during the three-year period. Following the completion of the required renewal credits, a license will be issued with a new five-year renewal cycle. Additionally, the Retirement License has been replaced by the Lifetime License. Click [here](#) for further details

regarding the policy amendments.

NC Public Schools Allotment Policy Manual: ESSER II Various PRCs and Potential State PRCs Policy Amendment: The Board approved proposed changes made to the NC Public Schools Allotment Policy Manual by the Division of School Business. These changes include the expanded use of the funds for afterschool tutoring and enrichment in all tested core subjects, Math, ELA, and Science. These funds were previously constrained to Math only. Further, a new program report code (PRC) has been established for Career Technology services for credentialing activities. Finally, additional funding provides for the incurred cost of substitute teachers employed as a result of paid parental leave. The 2022-2023 Allotment Policy Manual and details about the policy amendments can be found [here](#).

The Board also approved several items reviewed at the meeting last month as follows:

- [Standard Course of Study Revision Update](#)
- [Paid Parental Leave](#)

[Standard Course of Study Revision Update:](#) DPI staff provided the monthly update on the progress of revising standards for K-12 Healthful Living, K-12 Arts, K-12 Guidance, and K-12 World Language standards. DPI reports it has released several stakeholder surveys on healthful living standards and continues to gather data regarding the American School Counselor Association Student Mindsets and Behaviors. For the presentation see [here](#). For the 2023 Internal Procedures Manual on the North Carolina Standard Course of Study see [here](#).

Paid Parental Leave: In July, the Board reviewed draft temporary administrative rules to respond to legislation from the General Assembly providing paid parental leave for certain groups of public employees, including local school administrative unit employees. Since the July meeting the draft rules have been revised to clarify that the charter schools may, but are not required, to provide paid parental leave and are eligible to receive funds allocated for schools that provide said leave. The Board approved these temporary administrative rules. The temporary administrative rules may be found [here](#). Further information on paid parental leave may be found [here](#).

This month, the Board also received reports on the following:

- **State Superintendent's Report**
- **State Summary of Academic Gains in Restart Schools and Research Study: Learning Loss and Recovery in Restart Schools (December 2022 Annual Report)**

Draft SBE Policies for Appointed Interim Superintendent Process and Assistance Teams

- **Approval of Six Contracts over \$500,000**
- **Employees Benefit and Employment Policies**

State Superintendent's Report: An assessment conducted by Amplify shows that a post-pandemic rebound of student achievement began in the 2021-2022 school year. North Carolina continues to close gaps through improvement in all grade levels and improvement across all subgroups. In kindergarten through third grade during the 2022-2023 school year, North Carolina has demonstrated a growth of the percentage of students on track (ready for core instruction) from the beginning of the school year as compared to the end of the school year that outpaced national averages.

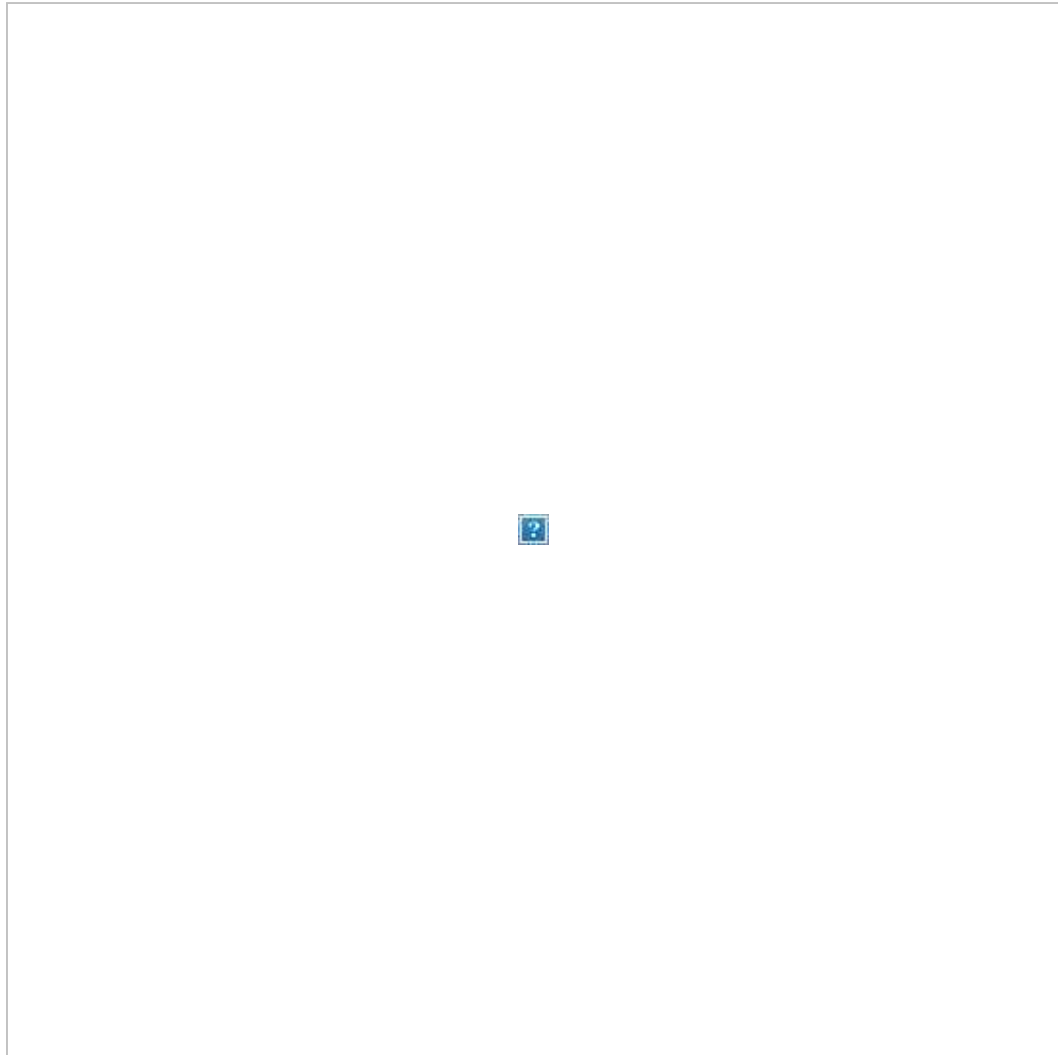
State Summary of Academic Gains in Restart Schools and Research Study: Learning Loss and Recovery in Restart Schools (December 2022 Annual Report): The state summary provides the progress of Restart schools which are required to submit annual reports. Currently 159 schools have been approved by the Board as Restart Schools; however, at the time of the December 2022 Annual Report, 148 schools were approved Restart Schools. Of those 148 schools, 21 exceeded expectations in academic gain, 95 met expectations in overall academic gain, and 32 did not meet overall academic gain expectations. For the full report, see [here](#). For more information on the Restart model, click [here](#).

Draft SBE Policies for Appointed Interim Superintendent Process and Assistance Teams: DPI staff reviewed the new draft SBE policies that in conjunction with State would allow the Board to (1) appoint an interim superintendent in a local school administrative unit in limited circumstances and (2) assign an assistance team to any school that either identifies as low-performing or requests an assistance team and that the Board determines would benefit from an assistance team. For the draft Appointed Interim Superintendent Process policy, click [here](#). For the draft Assistance Teams policy, click [here](#).

Approval of Six Contracts over \$500,000: Six contracts for sums over \$500,000 were approved by the Board. Five of these six contracts were for replacement school buses for public school units. The sixth contract approved was for speech therapy and physical therapy for students of the Governor Morehead School.

Employees Benefit and Employment Policies: The Board heard a presentation regarding changes to the N.C. Public School Employees Benefit and Employment Policies following passage by the General Assembly of legislation providing paid parental leave for certain groups of public employees,

including local school administrative unit employees. One change requires teachers using personal leave days to provide a reason for the leave in order to avoid the substitute deduction, even in the event that the request for leave is made at least five days in advance. The Board indicated that what may constitute a valid reason for personal leave may be at the discretion of local boards of education. The Board was originally scheduled to vote on these changes at the August 3rd meeting, but in order to allow time to gather information and respond to questions on the personal leave days, the action item has been moved to next month's meeting. For the revised Benefits and Employment Policy Manual for 2023, click [here](#).



The following is the Consortium of State School Boards Association's ([COSSBA](#)) most recent federal education report.

[July 31, 2023 Headlines From the Weekly Report Include:](#)

Senate Education Budget Released: The US Senate Committee on Appropriations has approved all 12 of its required appropriations bills. The passage marks the first time in five years that the committee has passed all of its appropriations before the end of July. All 12 appropriations bills received bipartisan support. The Senate is proposing a \$79.6 billion budget for the Department of Education. Click [here](#) for a press release on the budget from the committee.

Contrast that with the education spending bill passed by the House Labor, Health & Human Services and Education Appropriations Subcommittee, which totaled \$67.4 billion, a 15 percent reduction from this year.

One key difference in the House and Senate education spending plans is that the House essentially guts the Title I program with a \$14.7 billion reduction in spending, leaving only \$3.7 billion for Title 1 grants. The Senate bill provides a \$175 million increase for Title I-A grants to Local Education Agencies, for a total \$18.5 billion. The bill would level-fund investments in Title II efforts—those that support teachers, principals, and other educators—at \$2.2 billion, while the House bill would zero out the program.

Both the Democratic-controlled Senate and the Republican-controlled House must agree to a final budget bill by the end of the federal fiscal year on September 30th to avoid a government shutdown.

Education Department Updates State IDEA Monitoring Guidelines: The Department of Education's Office of Special Education Programs (OSEP) released updated policy guidance to ensure and strengthen the rights and protections guaranteed to children with disabilities and their families under the Individuals with Disabilities Education Act (IDEA). The guidance addresses the IDEA's "general supervision" requirement, which requires that states monitor local educational agencies (LEAs) as required by IDEA Part B, and early intervention service (EIS) programs and providers as required by IDEA Part C to ensure children with disabilities and their families access their rights under IDEA.

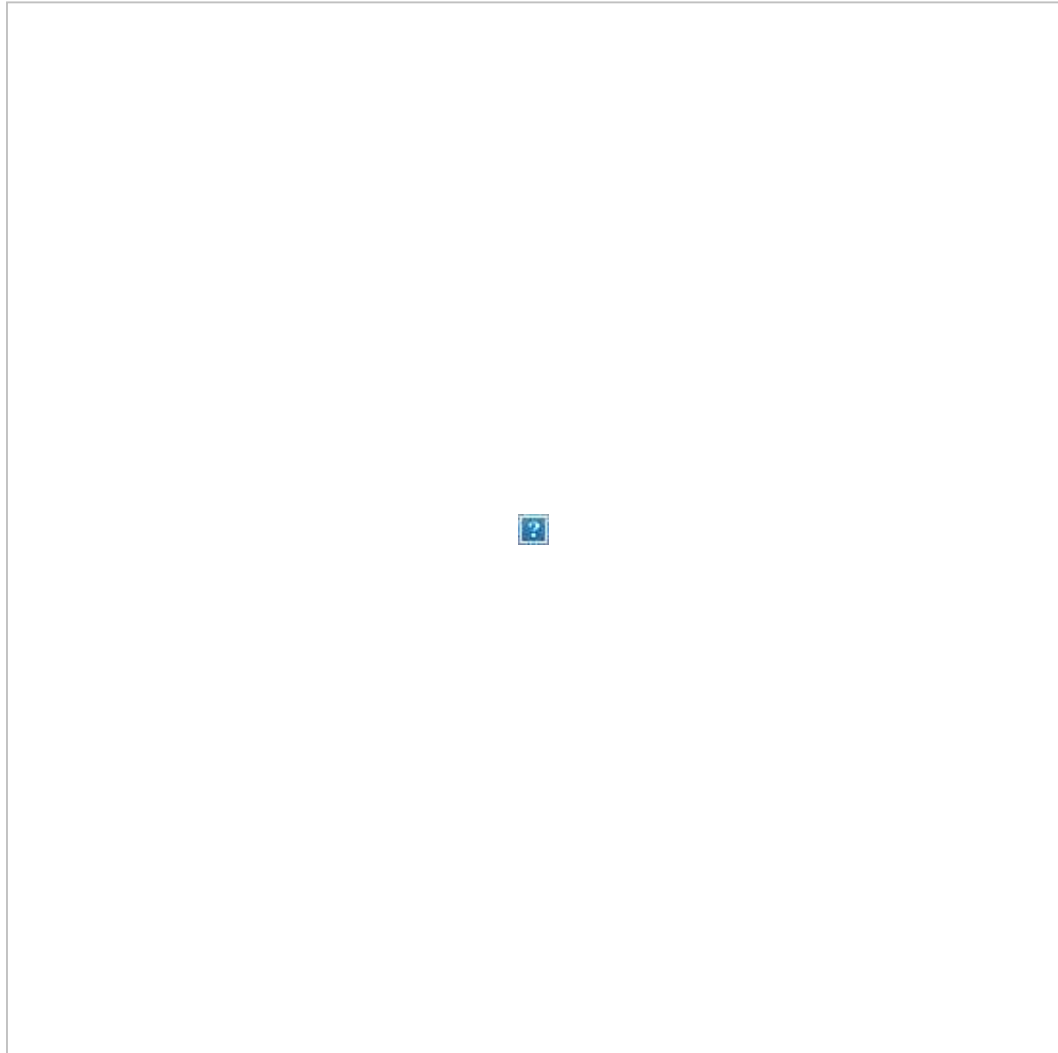
The updated guidance will:

- 1) Provide states with accessible and actionable information necessary to identify and correct noncompliance;
- 2) Help ensure the rights guaranteed under the IDEA to children with disabilities

and their families are protected; and

3) Reaffirm expectations across states to help ensure consistent implementation of IDEA.

Click [here](#) for more information.



The following are recent news articles, reports, and press releases on state and national education-related issues.

State News

Carolina Journal: [Private Schools Seek Three Judge Panel To Review Sanctions In Opportunity Scholarship Suit](#)

Carolina Journal: [Republicans Overtake Democrats On Trust In Public](#)

Education

EdNC: [As the School Year Kicks Off, 30 Districts Experience Superintendent Turnover](#)

WRAL: [Facilities, Staffing and Safety: Local Leaders Say Some School Priorities Aren't Reflected in NC Budget Proposals](#)

WFAE: [Charlotte Voucher School Evicted After Questions About Its Location and Founder](#)

WFAE: [North Carolina Private School Enrollment Has Grown 24% in Four Years, New Data Show](#)

WFAE: Analysis: [North Carolina's Public School Districts Serve a Shrinking Share of School Age Kids](#)

WFAE: [School Safety Summit Touches On Threat Teams, Body Armor and Hoaxes](#)

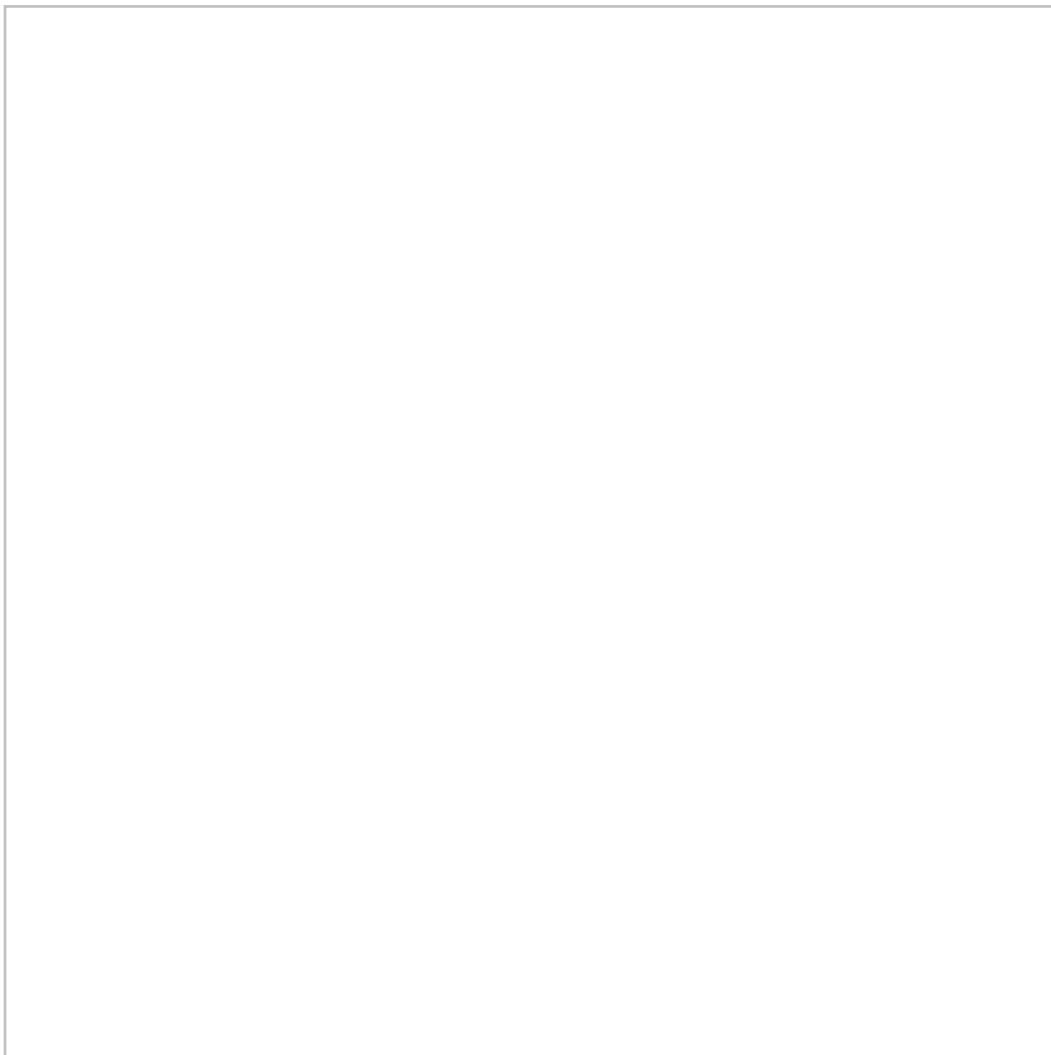
WFDD: [A North Carolina Budget Is A Month Late, But Republicans Say They Are Closing In On a Deal](#)

National News

K-12 Dive: [Enrollment, Funding, Supply Chain Issues Throw Wrench Into School Construction Projects](#)

Education Week: [The Number of Students In Special Education Has Doubled In the Past 45 Years](#)

Pro Publica: [Chaos at the School Board – Unraveling America's School Board Unrest](#)



No committee meetings have been scheduled at this time.

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Chris Dossenbach](#); [Eric N Davidson](#)
Subject: Fwd: S.B. 49 Policy Brief - Informing Students
Date: Monday, April 1, 2024 11:15:30 PM
Attachments: [SB49StudentConsentMarPolBrf.docx](#)

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----- Forwarded message -----

From: Connor Grummer <cbgrumme@ncsu.edu>
Date: Mon, Apr 1, 2024 at 8:00 AM
Subject: S.B. 49 Policy Brief - Informing Students
To: <swomack@lee.k12.nc.us>
Cc: Tori Arnold <vaarnold@ncsu.edu>, Leah Beckham <lmbeckha@ncsu.edu>

Hello Ms. Womack,

My name is Connor Grummer and myself and my colleagues at NC State University have created a policy brief about S.B. 49, better known as the Parents' Bill of Rights, regarding informing students of some of the measures instituted by the bill and its implementation. The brief covers some of the implementation options counties have taken, a recommendation from us on how to implement the letter of the law while also keeping students aware of the consequences of their decisions.

We appreciate your time, please e-mail any of us if you have any questions.

--Connor Grummer
cbgrumme@ncsu.edu
--Tori Arnold
vaarnold@ncsu.edu
--Leah Beckham
lmbeckha@ncsu.edu

--

Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Vice-Chair

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

Policy Brief- March 2024

Attaining Student Consent While Upholding the Parents' Bill of Rights

The Policy

The issues stem from Part 4 of S.B. 49, "Notifications of Student Physical and Mental Health." Specifically, in the section modifying General Statute Section 115C-76.45, the bill states:

"The governing body of a public school unit shall adopt procedures to notify a parent of the following: ... Prior to any changes in the name or pronoun used for a student in school records or by school personnel, notice to the parent of the change."

This section requires the school to do one thing in response to a student changing their name or preferred pronouns at school, which is to inform the parent. In addition to this section, subsequent sections also provide that school personnel should "encourage a child to discuss issues related to the child's well-being with his or her parent," and that the governing body and school unit shall not adopt procedures that "prohibit school employees from notifying a parent..." or "encourage or have the effect of encouraging a child to withhold from that child's parent information..." in regard to a child's physical, mental or emotional health and well-being.

All these requirements can be fulfilled while ensuring a student is informed that the school will need to inform their parents of their decision, maintaining both the student and parent's rights.

The Issue

This policy is a piece of incremental legislation regarding regulations on LGBTQ and specifically transgender youth. The outcome of Senate Bill 49 is not known yet as it is still being implemented, but there are different possibilities. It may increase parental participation and involvement in public education by making parents aware of their children's curriculum and services provided by the school, but it also may contribute to the degradation of relationships between parents, teachers, and children.

Teachers who refuse to comply will face backlash from parents and their employer, they are to report all name changes and pronoun changes to parental guardians. Parents who wish to access their child's library records can now do so, but this may result in punishment for seeking information on LGBTQ+ issues, sexual health or other viewpoints that diverge from the parents'. This goes against the idea of protecting children and takes away the concept of the school as a safe place.

This bill also presents a danger to LGBTQ+ students in the form of mandatory reporting of a change in name, pronouns, or identity expression to the child's parents. Parents' ability to challenge non-instructional literature in schools violates the child's right to freedom of expression and could lead to further ostracization of queer/questioning students.

The bill also provides that if school personnel believe a child would become at risk of abuse or neglect if their parents were notified, then disclosure isn't required. However, the criteria to discern if a child would become at risk of abuse or neglect are not made clear and so any school attempting to invoke

this measure would be taking a risk, vulnerable to contest from parents and interested parties. Until this section can be made more clear, other measures are needed to protect students.

The Implementation



Implementation #1 - Wake County Public Schools

At the most basic level, the name and pronoun notification policy can be implemented by placing the language of the bill directly into the school system’s governing policies. Such is the implementation in Wake County, the largest school district in North Carolina. The Wake County School Board, after the section on notifying parents of changes in services or monitoring related to the child’s mental, emotional or physical health and well-being, added that “the principal or designee shall notify parents before any changes are made to the names or pronouns used for their children in school records or by school personnel.”



Implementation #2 - Buncombe County Public Schools

Buncombe County has taken a step towards making the policy more friendly to students. Buncombe County’s implementation stipulates that “transgender and gender non-conforming youth may experience family challenges,” and have “not talked to their parents... based on concerns about a lack of acceptance or safety.” In an attempt to account for these situations, Buncombe County states that the school principal or other appointed staff should speak with the student to investigate concerns the student may have about the parent being informed. These situations should be addressed on a case-by-case basis, according to Buncombe and, if necessary, the policy suggests that the principal or staff should speak with the Director of Student Services to decide how to proceed.



Implementation #3 - Orange County Public Schools

Orange County takes the matter a step further than Buncombe. Similar to Buncombe, they also require that the principal or designated staff member consult with the student, however Orange County *requires* that that principal or designated staff member also involve a counselor or district director of student services before notifying the family. This provision is separate from the language of the Parents’ Bill of Rights and is still within Orange County’s “Gender Support Guidelines” rather than the “Parental Involvement” section.

Recommendation

We recommend taking an approach like Buncombe County’s. Students should be consulted and made aware of the fact that should they wish to change the name or pronouns they use at school; their parents must be notified.

If the student still wishes to go through with the change, parents should be notified as per the law. However, if a student decides to not go through with the change after being informed their parents would need to be informed, parents cannot be notified of a change that has not occurred. This process should be clearly stated in the policy, such that no reasonable doubt can be held as to whether students could change their name or pronouns without notifying the family.

Brief by:

Connor Grummer
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Tori Arnold
E-Mail: vaarnold@ncsu.edu

Leah Beckham
E-Mail: lmbeckha@ncsu.edu

References available upon request.

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [boe](#); [Chris Dossenbach](#)
Subject: Last message as your current chair
Date: Tuesday, December 12, 2023 12:31:54 AM

Under the current leadership the board collectively accomplished many unprecedented things in which we should all be proud.

Here are a few achievements during the current leadership.

Unprecedented this board authorized an internal investigation of a sexual predator that had been working in Lee County Schools for 10 years. The results of this investigation helped establish new policy clarifying mandatory annual anti-Grooming training and title IX expectations.

Performance Audit with significant findings to improve our schools resulting in reorganization changes and significant financial savings.

Proactively addressed the Parents Bill of Rights six months before the house passed their legislation.

Successfully started schools 2 weeks early after completing community and staff surveys and securings multiple resolutions of support for calendar flexibility

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Currently finance and facility committee chairs meet regularly with county leadership to collaborate on meeting the needs of Lee County Schools

Pay Performance and Staffing study

Established a new superintendent evaluation tool

Contributions led by your chair

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First time the school board completed a local retreat with ALL board members present

We have every board member completing the required 12 hours established in law

Additional unspent training dollars (approximately 46,000) were found that had been transferred from general funds that can be

used for board members master training and development

The board has a library of information/resources and an established board working room for classes and collaborative meetings for planning and goal setting

Your chair has coordinated with House (John Sauls) to address school board pay in a local bill

Your chair has established monthly meetings with the County Commissioner chair and county manager to maintain open communication

This relationship and research via the chair has provided a clear understanding of the counties responsibility to provide the bus garage facilities

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Board Leadership has aggressively researched multiple grants and opportunities to decrease the tax burden on our county by using state, funding, federal funding, and DPI resources

Established Orientation training and plans to provide continuity of the board responsibilities

We should all be proud of these accomplishments and I have full faith Eric will continue to keep us focused on the many tasks ahead of us as we remain committed to our goal of serving the citizens of Lee County.

Suggested Goals ahead

Promote Academic Growth and Accountability by ensuring measurable goals are demonstrated to the board and community on a regular basis.

Board Retreat as soon as possible with the new superintendent that will
-allow full discussion and establish clear defined goals of the board and the superintendent.
-review board expectations via new superintendent evaluation tool
(The board must provide guidance and expectations for the Strategic Plan while freely discussing the process and timeline.

Monitor the Performance audit funding until completion including quarterly updates.

Maintain continuity of the committees as much as possible to continue what we have started. Continue holding all committees responsible w/o micromanaging with board members accepting ownership in their defined roles,

Ensure Discipline is addressed with parents, mentorship programs, mental health, and community leaders.

Continuing to ensure all board members receive appropriate orientation, training and advocate for appropriate compensation.

Prepare for an extensive orientation process for all new members with common practices

guidelines and frequently asked questions.

Continue to seek EVERY and ALL available financial resources for our schools.

Maintain relationships with community leaders to work together including the local elected and church leaders

Review and present the pay study to the community while advocating for additional funding

Thank you all for wonderful year!

Sherry Lynn Womack
(919) 770-0351

From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](#)
To: [Stephen Rawson](#)
Cc: [Sen. Jim Burgin](#); [John Sauls](#)
Subject: NCSBA Legislative Update - August 18, 2023
Date: Friday, August 18, 2023 8:38:04 PM

Steve please look at this. This is hyperbolic at best and completely false and misleading! No where does the Parents Bill of Rights override emergency medical care. See 115C-375.2A

Written authorization is required from the students parent or guardian for the student to possess and self administer the medication.

Where is does the Parents Bill of Rights require parents written consent for an EMERGENCY situation?

I have a parent lecturing me that one in 13 children have allergies and she is considering removing her children from public school if they are “going to sit by and watch one of her child die”.

Here is the quote from the legislative update

“Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision”

We have multiple parents and staff accusing the NCSBA of gaslighting. I have not completely reviewed each section but this one truly jumped off the page! Lesson learned, I removed their updates from my page and I will not share any more legal updates in the future.

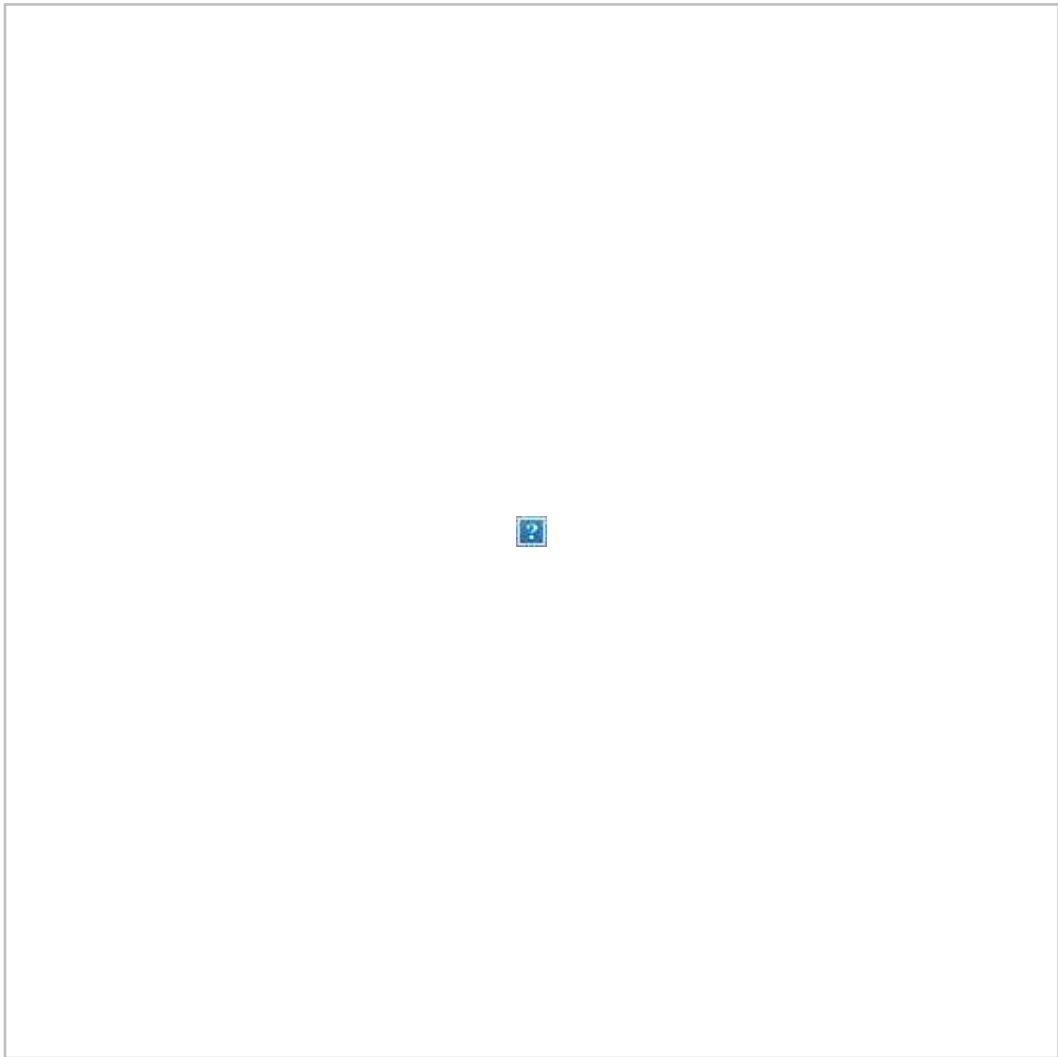
Please assist in explaining

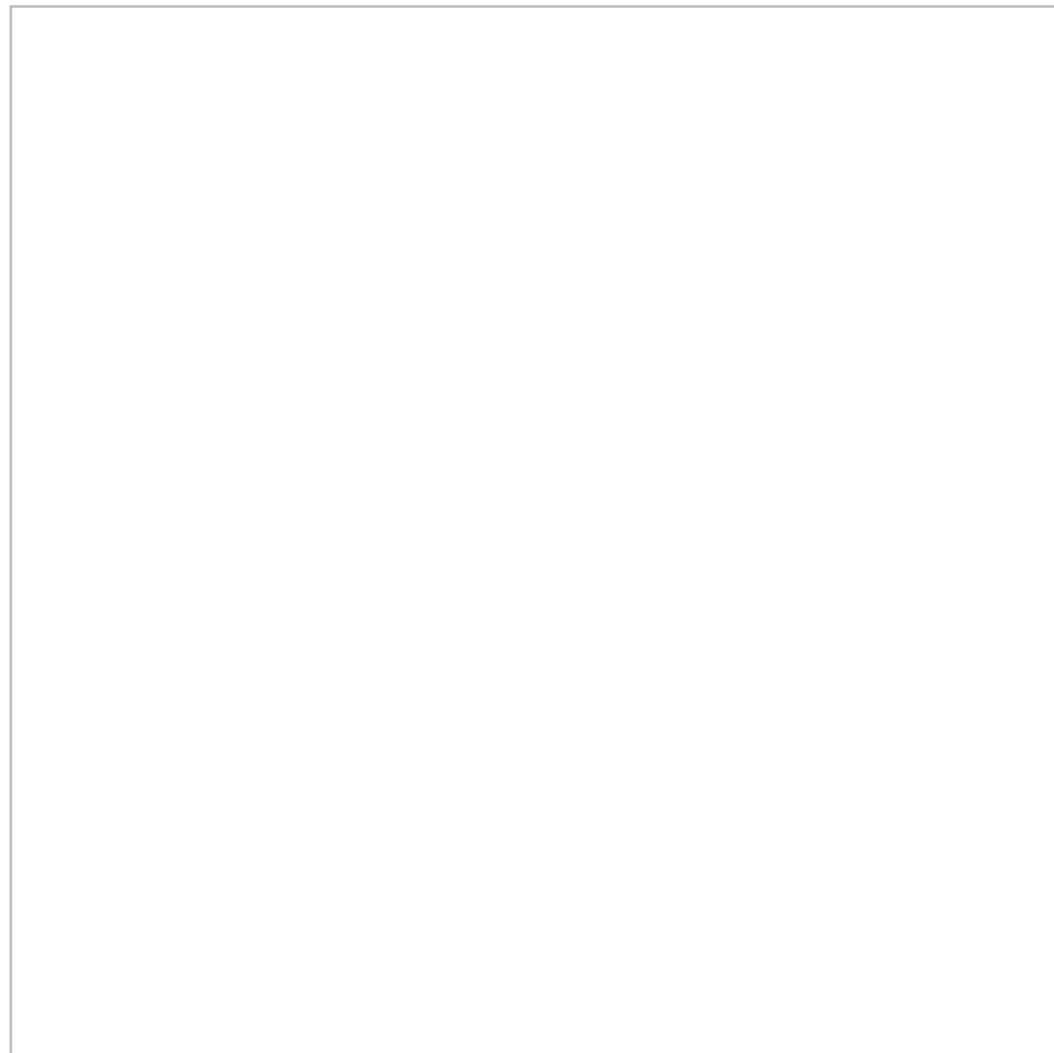
Begin forwarded message:

On Friday, August 18, 2023, 7:48 PM, Sherry Lynn Womack <swomack@lee.k12.nc.us> wrote:

On Friday, August 18, 2023, 4:53 PM, NCSBA Legislative Update Group <rblack@ncsba.org> wrote:

[View this email in your browser](#)





After a month-long interval without holding voting sessions, the NC General Assembly reconvened in Raleigh with the primary objective of overriding six of Governor Cooper's recent vetoes this week. These override votes equaled the previous record for the highest number of overrides in a single day, a feat accomplished earlier in June. Significantly, four out of the six vetoes that were successfully overridden pertained to bills concerning K-12 education. Below, you'll find more comprehensive details about these bills.

However, what remained unaddressed this week was the state budget, which has yet to see further progress. The leadership of both chambers has indicated that they hope to achieve final passage of the budget in mid-September.

Veto Overrides That Are Now Law

[HB 219: Charter School Omnibus Act](#) (SL 2023-107) (*primary sponsors Representatives John Torbett, R-Gaston; John Bradford, R-*

Mecklenburg; David Willis, R-Union; and Jason Saine, R-Lincoln)

- House voted [74 to 45](#) to override, Senate voted [27-18](#) to override
- Prohibits any consideration of the impact to an LEA when deciding whether to grant, renew, amend, or terminate a charter
- Removes restrictions of student enrollment growth for charters that are not low performing
- Allows the Charter School Review Board (see, HB 618) to consider whether a low-performing charter school can increase their enrollment greater than 20%
- Allows charter schools to admit out-of-state students and foreign exchange students if it is unable to meet its enrollment capacity with qualified in-state students
- Allows pre-lottery admissions to charters for (i) certain preschools with agreements with the charter and (ii) children of active-duty military
- Prohibits local boards of education from considering a student's current or prior enrollment in a charter school in determining admissions or eligibility to any school or special program .
- Allows counties to appropriate funds for property taxes to fund charter school capital needs.

- Establishes a pilot program to allow Central Park Schools for Children in Durham to expand the weighted lottery to include factors to assist educationally or economically disadvantaged students, including walk zones
- Removes a high school athletics provision that would have prohibited charter and private schools from competing in the 1A playoffs against traditional public schools

- Click [here](#) for the latest bill summary

[HB 574: Fairness in Women's Sports Act](#) (SL 2023-109) (*primary sponsors: Representatives Jennifer Balkcom, R-Henderson; Karl Gillespie, R-Macon; Erin Pare, R-Wake; Kristen Baker, R-Cabarrus*)

- House voted to override [74-45](#), Senate voted to override [27-18](#)
- Prohibits biological male students from playing on middle school, high school, or collegiate athletics teams designated for biological female students
- Recognizes a student's sex solely based on the student's reproductive biology and genetics at birth

- Creates a civil cause of action for students who are harmed as a result of a violation of the bill or who are retaliated against for reporting violations
- Creates a civil cause of action for public school units that suffer harm as a result of following the requirements of the bill
- Removes restrictions on females from participating in male sports
- Click [here](#) for an official bill summary

[HB 618: Charter School Review Board](#) (SL 2023-110) (*primary sponsors: Representatives Tricia Cotham, R-Mecklenburg; Tim Moore, R-Cleveland; Destin Hall, R-Caldwell; David Willis, R-Union*)

- House voted to override by [74-45](#), Senate voted to override [27-18](#)
- Similar to section 7.39 in the [House Budget](#)
- Converts the Charter Schools Advisory Board into the Charter Schools Review Board
- Shifts authority to approve or deny charter school applications, renewals, and revocations from the State Board of Education to a legislatively controlled (8 of 11 appointments) Review Board with a right of appeal by an applicant, charter school, or the State Superintendent to the State Board of Education
- Changes the Superintendent of Public Instruction from a voting member to a nonvoting member
- Click [here](#) for an official bill summary

[SB 49: Parents' Bill of Rights](#) (SL 2023-106) (*primary sponsors: Senators Amy Galey, R-Alamance; Michael Lee, R-New Hanover; Lisa Barnes, R-Nash*)

- House voted to override by [72-47](#), Senate voted to override by [27-18](#)
- Requires public school units (PSUs) to establish policies and provide information intended to promote parent involvement, strengthen parent participation, and improve student achievement
- Many new policies apply beginning with the 2023-24 school year. However, there are serious timing issues that NCSBA is working to address
 - By the time SB 49 became law this week, thousands of students across the state had already started the 2023-24 school year, with hundreds of thousands starting school next week, leaving no time for implementation.
 - The State Board of Education must first address certain requirements – which has not yet happened – before PSUs can develop and adopt certain policies

- Enlists specific parental rights pertaining to their child's education, health, privacy, and safety
- Establishes a process and timelines regarding parental access to information about books and other instructional materials
- Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel
- Prohibits instruction on gender identity, sexual activity, and sexuality in the curriculum provided in kindergarten through fourth grade
- Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision
 - NCSBA has reached out to key legislators about this concern, but to this point no changes have come about
- Addresses several concerns raised by NCSBA, including important technical changes and the exemption of security recordings on school transportation that would otherwise have been prohibited without parent consent
- Click [here](#) for an official bill summary

Additional Bills That Became Law

[SB 9: Local Omnibus Changes](#) (SL 2023-112) (*primary sponsors Senators Gale Adcock D-Wake, Sydney Batch D-Wake*)

- Conference Committee Report adopted by a vote of [28-17](#) in the Senate and [70-43](#) in the House
 - Clarifies process for filling vacancies on Guilford County Board of Education
-



The following is the Consortium of State School Boards Association's ([COSSBA](#)) most recent federal education report.

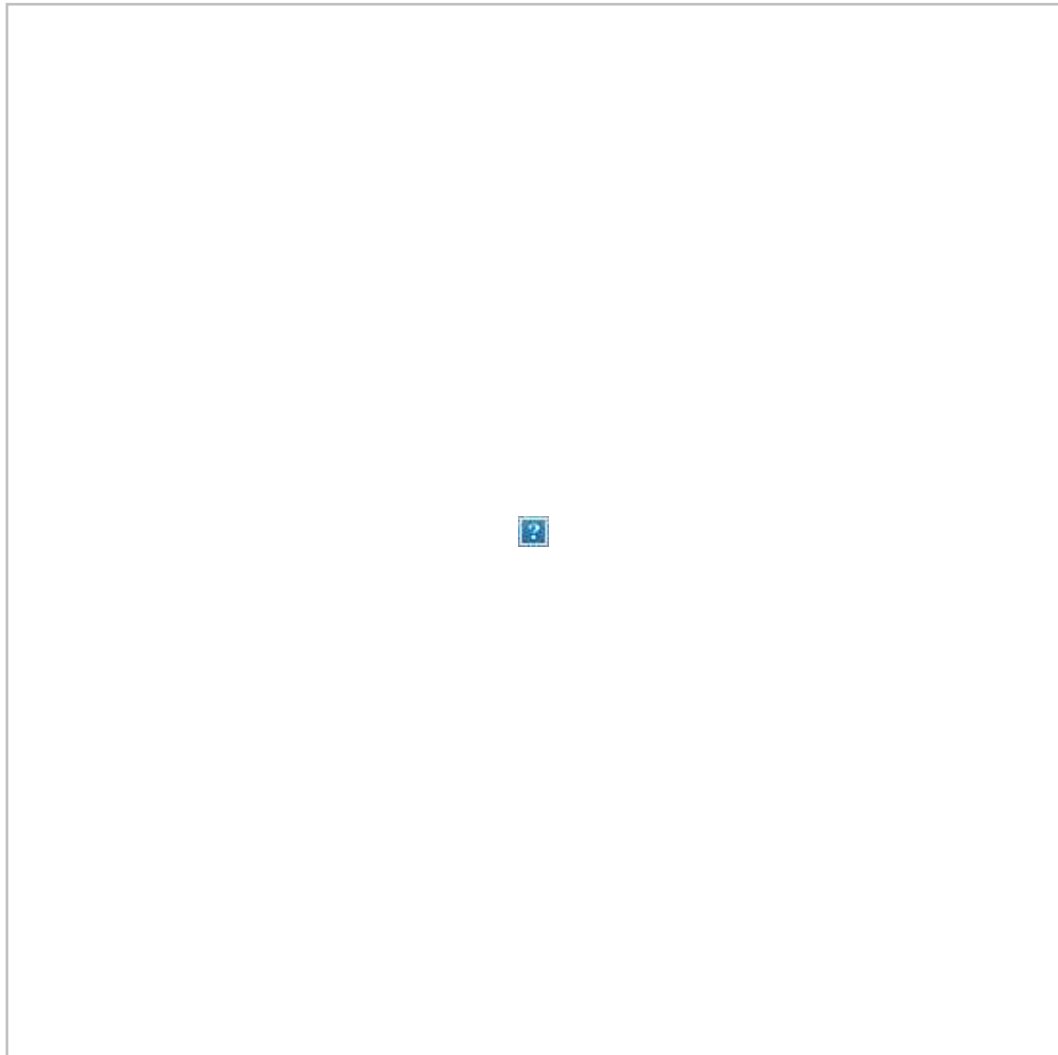
[August 14, 2023 Headlines From the Weekly Report Include:](#)

Education Department Announces Grant Program to Help Align Postsecondary Education Outcomes: US Secretary of Education Miguel Cardona announced the launch of a new \$25 million Career Connected High School Grant program. This program will provide grants to consortia of local educational agencies, institutions of higher education, and employers to pilot evidence-based strategies to increase the integration and alignment of the last two years of high school and the first two years of postsecondary education to improve postsecondary education and career outcomes for all students.

According to a US Education Department [blog posting](#) on the grant program, "Grantees can use funds for a variety of different activities based on the need of the region, including additional dual enrollment classes, covering the costs of

tuition, books, supplies, and other related expenses for low-income students, tutoring, other academic supports, transportation for students to work-based learning sites, the development of new career & technical education (CTE) programs in high-growth fields like clean energy or to support teacher training and new equipment that may be needed to launch these programs.

The United States Congress is currently in the middle of their August recess and will not be back in session until after Labor Day.



The following are recent news articles, reports, and press releases on state and national education-related issues.

State News

Carolina Journal: [Appeals Court Rules Against Wilson County School Board In](#)

[Pension Spiking Dispute](#)

North State Journal: [General Assembly Overrides Latest Round of Cooper's Vetoes](#)

North State Journal: [Foxx Reacts To Report of Chinese Money In K-12 Schools](#)

WFAE: [Back To School Safety Demands A Mix of Technology, Training, and Staff](#)

WFAE: [NC General Assembly Overrides Veto On Parents Bill of Rights](#)

WRAL: [No New State Budget Puts Schools In A Tough Spot, NC Democrats Say](#)

News & Observer: [NC Budget Delays Are Worsening Teacher Hiring Crisis, Education Leaders Warn](#)

Charlotte Observer: [Who Decides When Kids Start School? Some NC Districts Are In Open Revolt](#)

Charlotte Observer: [NC Public School Follow School Start Law, Why Not Private, Charter Ones?](#)

News & Observer: [Are Legislators OK With Public Schools Setting Their Own Start Dates? We Asked Them](#)

Herald Sun: [NC Districts Taking School Calendars Into Their Own Hands. Virginia Already Changed Its Law](#)

National News

K-12 Dive: [Schools Using Nonpunitive Approaches To Tackle Chronic Absenteeism](#)

EdSurge: [As Schools Turn To Tech for Mental Health Support, the Best Solution Might Be More Analog](#)

Washington Post: [Schools May Have a Long Way to Go to Protect Against Cyberattacks](#)



There are no committee meetings until the legislature reconvenes in mid-September.

Bruce Mildwurf

Director of Governmental Relations

NC School Boards Association

bmildwurf@ncsba.org

Madison Skeens

Assistant Director of Governmental Relations

NC School Boards Association

mskeens@ncsba.org

Assistant Director of Governmental Relations
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7208 Falls of Neuse Road, Suite 301
Raleigh, NC 27615

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Chris Dossenbach](#)
Cc: [Boe](#)
Subject: Previous accomplishments and way ahead?
Date: Friday, January 5, 2024 1:55:56 PM

Dr Dossenbach , Sorry for the delay in getting this to you in December when it was sent to the board.
Please note the suggested way ahead particularly this section

“ Board Retreat as soon as possible with the new superintendent that will
-allow full discussion and establish clear defined goals of the board and the superintendent.
-review board expectations via new superintendent evaluation tool
(The board must provide guidance and expectations for the Strategic Plan while freely discussing the process and timeline.”

I am not certain if the new suggested evaluation tool needs to be done in open or close session, and frankly, that was my only concern of only having 25 minutes for close next week.

The tool was developed by other board members and it’s not been discussed by the entire board due to the fact that we were in the process of hiring you and anticipating a board retreat to discuss the boards specific plans on accomplishing some of our shared and/or agreed upon goals?

Thank you for everything.

Sherry Womack

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Review and present the pay study to the community while advocating for additional funding

Thank you all for wonderful year!

Sherry Lynn Womack
(919) 770-0351

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Chris Dossenbach](#)
Cc: [Boe](#)
Subject: Re: Discipline Data and Student Behavior Presentation from Steve Rawson
Date: Monday, October 16, 2023 2:01:34 PM

From this information is there a way to assess whether disciplinary and other behavior management practices in the schools are affecting groups of students disproportionately and, if so, whether the disproportionality is the result of the inconsistent application of discipline or other behavior management practices to similar offenses?

On Mon, Oct 16, 2023 at 9:07 AM Chris Dossenbach <cdossenbach@lee.k12.nc.us> wrote:

Good morning,

I have attached the data sent to DPI at the end of the 22-23 school year.

Chris

On Fri, Oct 13, 2023 at 12:10 PM Sherry Womack <swomack@lee.k12.nc.us> wrote:

Chris, could you please forward the data from last year? I should have asked before attending the class but I can add the notes for the board.

During our conference I have learned it would be beneficial to add the number of school based arrests disaggregated by race and school.

SUPERINTENDENT'S REPORT TO THE BOARD

1. Annually, the superintendent shall provide to the board a report of the discipline data submitted to the North Carolina Department of Public Instruction as described in paragraph A.2, above. The data must be reported both system-wide and separately for each school and must be disaggregated on the basis of race/ethnicity, gender, disability, English Language Learner status, and/or such other basis as the board may specify.
2. At its discretion, the board may request additional data or analysis of data to assess whether disciplinary and other behavior management practices in the schools are affecting groups of students disproportionately and, if so, whether the disproportionality is the result of the inconsistent application of discipline or other behavior management practices to similar offenses.
3. If the data provided to the board reveals a pattern of discipline or disciplinary practices within or across schools that affects students disproportionately due to inconsistent discipline or disciplinary practices based on race, gender, ethnicity, disability, English Language Learner status, or other personal characteristic, the superintendent shall present to the board any recommendations for changes to discipline policies or practices to reduce the potential for unjustifiable disproportionate outcomes.

--

***Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Chair***

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

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--

Chris Dossenbach, Ed.D
Interim Superintendent
Lee County Schools
919-774-6226 ext. 7222

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--

***Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Chair***

(919) 770-0351

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Kirk Smith](#)
Subject: Re: Final Secretarial Directive 2023-001 NOSECURE
Date: Thursday, November 2, 2023 7:26:33 PM

This appears to say Harnet is effected. How does this affect Lee County? FYI I am at an event with Pamela Munger from Sandhills.

Sherry Lynn Womack
(919) 770-0351

On Nov 1, 2023, at 15:25, Kirk Smith <ksmith@leecountync.gov> wrote:

FYI - this is very disappointing.

Kirk
Kirk D. Smith
District 2 Lee County Commissioner, Chair
919.935.3197
[Ksmith@leecountync.gov](mailto:ksmith@leecountync.gov)
3108 Avents Ferry Road
Sanford, NC 27330

From: Bynum, Sherry <sherryb@sandhillscenter.org>
Sent: Wednesday, November 1, 2023 1:00:07 PM
To: Alan Perdue (aperdue@guilfordcountync.gov) <aperdue@guilfordcountync.gov>; Shaw, Ann <AnnS@sandhillscenter.org>; billy.louya@davidsoncountync.gov <billy.louya@davidsoncountync.gov>; David Allen <dallen@rtelco.net>; Keyes, Alvin <AlvinK@sandhillscenter.org>; Southernland, Harry <HarryS@sandhillscenter.org>; hkduncan@triad.rr.com <hkduncan@triad.rr.com>; hlpfarms03 <hlpfarms03@gmail.com>; McLean, Jackie <JackieM@sandhillscenter.org>; James Summey <Jamess@sandhillscenter.org>; KarenWatford <Karen.watford@davidsoncountync.gov>; Kirk Smith <ksmith@leecountync.gov>; Hassell, Mary <MaryH@sandhillscenter.org>; Nicol, Matt <MattN@sandhillscenter.org>; Rothbeind, Matthew <MatthewR@sandhillscenter.org>; Michael Ayers <michaelbayers@aol.com>; mrichardson@co.rockingham.nc.us <mrichardson@co.rockingham.nc.us>; Nick Picerno <Npicerno09@gmail.com>; patricia.baker@davidsoncountync.gov <patricia.baker@davidsoncountync.gov>; Little, Priscilla <PriscillaL@sandhillscenter.org>; Rick Watkins <rick.watkins@richmondnc.com>; Mims, Robert <RobertM@sandhillscenter.org>; Sharon Reynolds <SharonR@sandhillscenter.org>; Bynum, Sherry <sherryb@sandhillscenter.org>; Tommy Jarrell (jarrelltommy@gmail.com) <jarrelltommy@gmail.com>; Ferguson, Walter <WalterF@sandhillscenter.org>; Salinger, Walter

<Walter.salinger@gmail.com>; ashaw@triad.rr.com <ashaw@triad.rr.com>; Dr. Alvin Keyes <keyesa@ncat.edu>; Harry Southerland <hlsoutherland@aol.com>; McLean, Jackie <jmclean@hcs.k12.nc.us>; James Summey <jim@hpcav.com>; mary.hassell@montgomerycountync.com <mary.hassell@montgomerycountync.com>; Matthew Nicol (mnicol@harnett.org) <mnicol@harnett.org>; Matthew Rothbeind <mrothbeind@gmail.com>; plittle@ansoncountync.gov <plittle@ansoncountync.gov>; Robert Mims (rmims@ansoncountync.gov) <rmims@ansoncountync.gov>; spreynolds83@yahoo.com <spreynolds83@yahoo.com>; Fergie Ferg <fergieferg1969@gmail.com>

Subject: FW: Final Secretarial Directive 2023-001 NOSECURE

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As a reminder, the Sandhills Center Board of Directors is subject to the North Carolina Open meetings law. If you need to respond, please do not send to “reply all.”

Hello, I hope all are doing well. Please see the below from Anthony. Thanks, Sherry

Greetings all,

Attached is notification of the NC DHHS Secretary decision about consolidation. I had been told it was not to be public until later today but I understand it is becoming public now. I don't understand it all but am working with others on a list of questions for clarity. I plan to share more as I know it.

**Thanks,
Anthony**

From: Secretary Kinsley <Secretary@dhhs.nc.gov>

Sent: Wednesday, November 1, 2023 11:04 AM

To: Tracy Hayes <tracy.hayes@vayahealth.com>; Rhett Melton (<rmelton@partnersbhm.org> <rmelton@partnersbhm.org>; Ward, Anthony <anthonyw@sandhillscenter.org>; Sarah Stroud <sstroud@eastpointe.net>; Rob Robinson <RRobinson@alliancehealthplan.org>; 'Joy Futrell' <Joy.Futrell@trilliumnc.org>

Subject: Final Secretarial Directive 2023-001

CEOs,

Thank you for your efforts to meet the health needs of individuals with significant mental health conditions, developmental disabilities, traumatic brain injuries, and substance use disorders.

As you know, this year's state budget, Session Law 2023-134, included provisions directing me, as Secretary of the North Carolina Department of Health and Human Services, to reduce the number of LME/MCOs to four or five. The attached Secretarial Directive details my decision, that in effect, allows a modified consolidation of Sandhills and Eastpointe, which is further directed to consolidate with Trillium. This will result in four entities, with each gaining at least one county. This approach leans into the strengths of each respective future Tailored Plan operators, minimizes disruption for those we serve, creates stability across the system, and streamlines administrative burden for providers.

Systems change is complex and not easy to navigate. I am confident that we can all work together to implement these changes to ensure a strengthened and sustainable public behavioral health system that will enable us to launch Tailored Plans as soon as possible. Our team at DHHS is committed to work with all of you to ensure these changes are implemented successfully and we can meet the needs of those we serve – together.

Thank you again for work and collaboration.

Best,

Kody H. Kinsley
Secretary
NC Department of Health & Human Services

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<NCDHHS Secretarial Directive 2023-001.pdf>

From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Stephen Rawson](#)
Subject: Re: NCSBA Legislative Update - August 18, 2023
Date: Tuesday, August 22, 2023 11:24:05 AM

How does this affect the interpretation? Is this somehow thrown out of the equation?

§ 90-21.14.

First aid or emergency treatment; liability limitation.

(a) Any person, including a volunteer medical or health care provider at a facility of a local health department as defined in G.S. 130A-2 or at a nonprofit community health center or a volunteer member of a rescue squad, who voluntarily and without expectation of compensation renders first aid or emergency health care treatment to a person who is unconscious, ill or injured,

(1) When the reasonably apparent circumstances require prompt decisions and actions in medical or other health care, and

(2) When the necessity of immediate health care treatment is so reasonably apparent that any delay in the rendering of the treatment would seriously worsen the physical condition or endanger the life of the person,

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- Enlists specific parental rights pertaining to their child’s education, health, privacy, and safety
- Establishes a process and timelines regarding parental access to information about books and other instructional materials
- Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel

- Prohibits instruction on gender identity, sexual activity, and sexuality in the curriculum provided in kindergarten through fourth grade
- Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision
 - NCSBA has reached out to key legislators about this concern, but to this point no changes have come about
- Addresses several concerns raised by NCSBA, including important technical changes and the exemption of security recordings on school transportation that would otherwise have been prohibited without parent consent
- Click [here](#) for an official bill summary

Additional Bills That Became Law

[SB 9: Local Omnibus Changes](#) (SL 2023-112) (*primary sponsors Senators Gale Adcock D-Wake, Sydney Batch D-Wake*)

- Conference Committee Report adopted by a vote of [28-17](#) in the Senate and [70-43](#) in the House
- Clarifies process for filling vacancies on Guilford County Board of Education

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The following is the Consortium of State School Boards Association's ([COSSBA](#)) most recent federal education report.

[August 14, 2023 Headlines From the Weekly Report Include:](#)

Education Department Announces Grant Program to Help Align Postsecondary Education Outcomes: US Secretary of Education Miguel Cardona announced the launch of a new \$25 million Career Connected High School Grant program. This program will provide grants to consortia of local educational agencies, institutions of higher education, and employers to pilot evidence-based strategies to increase the integration and alignment of the last two years of high school and the first two years of postsecondary education to improve postsecondary education and career outcomes for all students.

According to a US Education Department [blog posting](#) on the grant program, "Grantees can use funds for a variety of different activities based on the need of the region, including additional dual enrollment classes, covering the costs of tuition, books, supplies, and other related expenses for low-income students, tutoring,

other academic supports, transportation for students to work-based learning sites, the development of new career & technical education (CTE) programs in high-growth fields like clean energy or to support teacher training and new equipment that may be needed to launch these programs.

The United States Congress is currently in the middle of their August recess and will not be back in session until after Labor Day.

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The following are recent news articles, reports, and press releases on state and national education-related issues.

State News

Carolina Journal: [Appeals Court Rules Against Wilson County School Board In Pension Spiking Dispute](#)

North State Journal: [General Assembly Overrides Latest Round of Cooper's Vetoes](#)

North State Journal: [Foxx Reacts To Report of Chinese Money In K-12 Schools](#)

WFAE: [Back To School Safety Demands A Mix of Technology, Training, and Staff](#)

WFAE: [NC General Assembly Overrides Veto On Parents Bill of Rights](#)

WRAL: [No New State Budget Puts Schools](#)

[In A Tough Spot, NC Democrats Say](#)

News & Observer: [NC Budget Delays Are Worsening Teacher Hiring Crisis, Education Leaders Warn](#)

Charlotte Observer: [Who Decides When Kids Start School? Some NC Districts Are In Open Revolt](#)

Charlotte Observer: [NC Public School Follow School Start Law, Why Not Private, Charter Ones?](#)

News & Observer: [Are Legislators OK With Public Schools Setting Their Own Start Dates? We Asked Them](#)

Herald Sun: [NC Districts Taking School Calendars Into Their Own Hands. Virginia Already Changed Its Law](#)

National News

K-12 Dive: [Schools Using Nonpunitive Approaches To Tackle Chronic Absenteeism](#)

EdSurge: [As Schools Turn To Tech for Mental Health Support, the Best Solution Might Be More Analog](#)

Washington Post: [Schools May Have a Long Way to Go to Protect Against Cyberattacks](#)

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There are no committee meetings until the legislature reconvenes in mid-September.

Bruce Mildwurf

Director of Governmental Relations
NC School Boards Association
bmildwurf@ncsba.org

Madison Skeens

Assistant Director of Governmental
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Date: Monday, August 21, 2023 8:19:18 PM

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- Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision
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- Addresses several concerns raised by NCSBA, including important technical changes and the exemption of security recordings on school transportation that would otherwise have been prohibited without parent consent
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- Conference Committee Report adopted by a vote of [28-17](#) in the Senate and [70-43](#) in the House
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According to a US Education Department [blog posting](#) on the grant program, "Grantees can use funds for a variety of different activities based on the need of the region, including additional dual enrollment classes, covering the costs of tuition, books, supplies, and other related expenses for low-income students, tutoring, other academic supports, transportation for students to work-based learning sites, the development of new career & technical education (CTE) programs in high-growth fields like clean energy or to support teacher training and new equipment that may be needed to launch these programs.

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There are no committee meetings until the legislature reconvenes in mid-September.

Bruce Mildwurf

Director of Governmental Relations
NC School Boards Association
bmildwurf@ncsba.org

Madison Skeens

Assistant Director of Governmental Relations
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mskeens@ncsba.org

Rob Black

Assistant Director of Governmental Relations
NC School Boards Association
rblack@ncsba.org

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Stephen Rawson](#)
Cc: [Boe](#); [Chris Dossenbach](#)
Subject: Re: NCSBA Legislative Update - August 18, 2023
Date: Tuesday, August 22, 2023 12:44:54 PM

So our staff is not covered via NC General Statute 90-21.14.?
We need to get ahead of this ASAP! Thank you!

First Aid or Emergency Treatment Liability Limitation

(a) Any person, including a volunteer medical or health care provider at a facility of a local health department as defined in G.S. 130A-2 or at a nonprofit community health center or a volunteer member of a rescue squad, who voluntarily and without expectation of compensation renders first aid or emergency health care treatment to a person who is unconscious, ill or injured,

(1) When the reasonably apparent circumstances require prompt decisions and actions in medical or other health care, and

(2) When the necessity of

immediate health care treatment is so reasonably apparent that any delay in the rendering of the treatment would seriously worsen the physical condition or endanger the life of the person,

Sherry Lynn Womack
(919) 770-0351

On Aug 21, 2023, at 16:25, Stephen Rawson <srawson@tharringtonsmith.com> wrote:

Sherry,

While at first glance this may seem overstated, and while I'm sure it was not the General Assembly's intent, there is a legitimate concern that the text of the legislation could have unintended consequences in discouraging emergency care of students. I haven't looked deeply at this question yet, so the following is a rough analysis. We have a meeting among all our school attorneys at the firm later this week to discuss how we can help clients comply with the new law, so I may have more to say then. But for now, as I read it, here's the issue:

SB49 (now S.L. 2023-106) creates several new sections of G.S. Chapter 90. The new GS 90-21.10B says that "Except as otherwise provided in this Article or by court order, a **health care practitioner** shall not provide, solicit, or arrange **treatment** for a minor child without first obtaining written or documented consent from that minor child's parent."

First, I look at the definitions for "health care practitioner" as well as "treatment." The new G.S. 90-21.10A defines both. I won't quote both in full here, but the definition of "health care practitioner" clearly includes school nurses. Importantly, since it also includes the language "otherwise authorized under...Chapter 115C to provide health

care services,” it *possibly* covers teachers as well (see GS 115C-375.1 below), although I could make an argument the other way on that point. The definition of “treatment” include “**any** medical procedure or treatment, including...the administration of drugs...” That pretty clearly includes use of an epi-pen, as well as general medical care for a head injury, for example. And nothing in this particular section exempts “emergency” care in any way.

Next, I refer to the “Except as otherwise provided in this Article” language—if there is something else in Article 1a of Chapter 90 that would create an exception, then we’re still ok. The immediately obvious statute to go to is GS 90-21.1, which allows “any **physician** licensed to practice in North Carolina to render treatment to any minor without first obtaining the consent [of the parent or guardian]” in certain circumstances. Those exceptions partially address your concern about emergencies, as the statute allows physicians to treat minors without consent when the parents can’t be reached, the child can’t be identified, or when the need “for immediate treatment is so apparent” that waiting to try to obtain consent would endanger the life of the child or seriously worsen their condition. However, note that this set of exceptions applies only to a “**physician** licensed to practice in North Carolina.” That would not include nurses, nurse practitioners, teachers, administrators, etc. GS 90-21.3 likewise has an emergency exception, but only for surgeons. G.S. 90-21.5 allows the minor to consent on their own behalf to treatment for certain specific issues, but the list is narrow.

So, as written, Article 1a of Chapter 90 can be read to prohibit at least school nurses from providing care, even in an emergency, without parental consent. Now, as you noted, there is school-specific law that addresses some of this too. GS 115C-375.1 gives teachers and other school employees authority to provide some medical care, specifically including “to give emergency health care when reasonably apparent circumstances indicate that any delay would seriously worsen the physical condition or endanger the life of the pupil.” But since the definition of “health care practitioner” in GS 90-21.10A includes individuals authorized to provide health care services under Chapter 115C, this could easily bring teachers, TAs, and others under the definition of “health care practitioner.” And if they fall within that definition, then GS 90-21.10B prohibits them from providing treatment without obtaining written or documented consent. Thus, it seems we have a direct conflict between GS 115C-375.1 and GS 90-21.10B.

At that point, the question would be how a court would balance the conflict between GS 115C-375.1 and GS 90-21.10B. Courts often use two factors to decide between conflicting statutes: the more specific statute takes precedence over a less specific statute, and a more recent statute takes precedence over an older statute. Here, though, those are split. GS 115C-375.1 is arguably more specific as an exemption than the prohibition in 90-21.10B (although it doesn’t specifically say “without parental consent” anywhere), but 90-21.10B is clearly more recent and also appears to directly incorporate GS 115C-375.1 via the definitions in GS 90-21.10A.

All that is to say, it's not clear how this would move forward if it went to court. And because it's not clear, and there's a potential \$5000 penalty, you could have school employees afraid to provide care simply due to the uncertainty.

I haven't talked to the NCSBA about this, but I expect their analysis is similar to the above. Again, this is just my preliminary take on the issue—it is possible there are other elements to consider that would affect my analysis. I anticipate our firm will be providing written guidance on this in the coming week or two, and we'll try to provide some further clarity on this issue.

Happy to discuss any time.

Best,
Steve

From: Sherry Lynn Womack <swomack@lee.k12.nc.us>
Sent: Friday, August 18, 2023 8:38 PM
To: Stephen Rawson <SRawson@tharringtonsmith.com>
Cc: Sen. Jim Burgin <jim.burgin@ncleg.gov>; John Sauls <john.sauls@ncleg.net>
Subject: NCSBA Legislative Update - August 18, 2023

Steve please look at this. This is hyperbolic at best and completely false and misleading! No where does the Parents Bill of Rights override emergency medical care. See 115C-375.2A

Written authorization is required from the students parent or guardian for the student to possess and self administer the medication.

Where is does the Parents Bill of Rights require parents written consent for an EMERGENCY situation?

I have a parent lecturing me that one in 13 children have allergies and she is considering removing her children from public school if they are "going to sit by and watch one of her child die".

Here is the quote from the legislative update

"Requires health practitioners, including teachers, to obtain written consent from the parent of a minor child before providing first aid

treatment or emergency medical care such as an EpiPen or an AED (creates an exception for physicians) while providing a fine of up to \$5,000 for violation of the provision”

We have multiple parents and staff accusing the NCSBA of gaslighting. I have not completely reviewed each section but this one truly jumped off the page! Lesson learned, I removed their updates from my page and I will not share any more legal updates in the future.

Please assist in explaining

Begin forwarded message:

On Friday, August 18, 2023, 7:48 PM, Sherry Lynn Womack <swomack@lee.k12.nc.us> wrote:

On Friday, August 18, 2023, 4:53 PM, NCSBA Legislative Update Group <rblack@ncsba.org> wrote:

[View this email in your browser](#)



After a month-long interval without holding voting sessions, the NC General Assembly reconvened in Raleigh with the primary objective of overriding six of Governor Cooper's recent vetoes this week. These override votes equaled the previous record for the highest number of overrides in a single day, a feat accomplished earlier in June. Significantly, four out of the six vetoes that were successfully overridden pertained to bills concerning K-12 education. Below, you'll find more comprehensive details about these bills.

However, what remained unaddressed this week was the state budget, which has yet to see further progress. The leadership of both chambers has indicated that they hope to achieve final passage of the budget in mid-September.

Veto Overrides That Are Now Law

[HB 219: Charter School Omnibus Act](#) (SL 2023-107) (*primary sponsors Representatives John Torbett, R-Gaston; John Bradford, R-Mecklenburg; David Willis, R-Union; and Jason Saine, R-Lincoln*)

- House voted [74 to 45](#) to override, Senate voted [27-18](#) to override
- Prohibits any consideration of the impact to an LEA when deciding whether to grant, renew, amend, or terminate a charter
- Removes restrictions of student enrollment growth for charters that are not low performing
- Allows the Charter School Review Board (see, HB 618) to consider whether a low-performing charter school can increase their enrollment greater than 20%
- Allows charter schools to admit out-of-state

students and foreign exchange students if it is unable to meet its enrollment capacity with qualified in-state students

- Allows pre-lottery admissions to charters for (i) certain preschools with agreements with the charter and (ii) children of active-duty military
- Prohibits local boards of education from considering a student's current or prior enrollment in a charter school in determining admissions or eligibility to any school or special program .
- Allows counties to appropriate funds for property taxes to fund charter school capital needs.
- Establishes a pilot program to allow Central Park Schools for Children in Durham to expand the weighted lottery to include factors to assist educationally or economically disadvantaged students, including walk zones
- Removes a high school athletics provision that would have prohibited charter and private schools from competing in the 1A playoffs against traditional public schools
- Click [here](#) for the latest bill summary

[HB 574: Fairness in Women's Sports Act](#) (SL 2023-109) (*primary sponsors: Representatives Jennifer Balkcom, R-Henderson; Karl Gillespie, R-Macon; Erin Pare, R-Wake; Kristen Baker, R-Cabarrus*)

- House voted to override [74-45](#), Senate voted to override [27-18](#)
- Prohibits biological male students from playing on middle school, high school, or collegiate athletics teams designated for biological female students
- Recognizes a student's sex solely based on the student's reproductive biology and genetics at birth

- Creates a civil cause of action for students who are harmed as a result of a violation of the bill or who are retaliated against for reporting violations
- Creates a civil cause of action for public school units that suffer harm as a result of following the requirements of the bill
- Removes restrictions on females from participating in male sports
- Click [here](#) for an official bill summary

[HB 618: Charter School Review Board](#) (SL 2023-110) (*primary sponsors: Representatives Tricia Cotham, R-Mecklenburg; Tim Moore, R-Cleveland; Destin Hall, R-Caldwell; David Willis, R-Union*)

- House voted to override by [74-45](#), Senate voted to override [27-18](#)
- Similar to section 7.39 in the [House Budget](#)
- Converts the Charter Schools Advisory Board into the Charter Schools Review Board
- Shifts authority to approve or deny charter school applications, renewals, and revocations from the State Board of Education to a legislatively controlled (8 of 11 appointments) Review Board with a right of appeal by an applicant, charter school, or the State Superintendent to the State Board of Education
- Changes the Superintendent of Public Instruction from a voting member to a nonvoting member
- Click [here](#) for an official bill summary

[SB 49: Parents' Bill of Rights](#) (SL 2023-106) (*primary sponsors: Senators Amy Galey, R-Alamance; Michael Lee, R-New Hanover; Lisa Barnes, R-Nash*)

- House voted to override by [72-47](#), Senate voted to override by [27-18](#)
- Requires public school units (PSUs) to establish policies and provide information intended to

- promote parent involvement, strengthen parent participation, and improve student achievement
- Many new policies apply beginning with the 2023-24 school year. However, there are serious timing issues that NCSBA is working to address
 - By the time SB 49 became law this week, thousands of students across the state had already started the 2023-24 school year, with hundreds of thousands starting school next week, leaving no time for implementation.
 - The State Board of Education must first address certain requirements – which has not yet happened – before PSUs can develop and adopt certain policies
 - Enlists specific parental rights pertaining to their child’s education, health, privacy, and safety
 - Establishes a process and timelines regarding parental access to information about books and other instructional materials
 - Requires parental notification prior to changes in the name or pronoun used for a student in school records or by school personnel
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Bruce Mildwurf

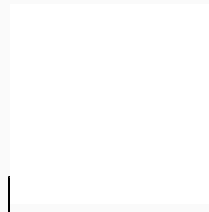
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Assistant Director of Governmental Relations
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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [Chris Dossenbach](#)
Cc: [Eric N Davidson](#)
Subject: Re: S.B. 49 Policy Brief - Informing Students
Date: Tuesday, April 2, 2024 1:33:17 PM

They are advocating for local policy changes in reference to the Parents Bill of Rights. I was in a class where they started by saying “ we are going to show you how to get around the law.”

About half the class walked out of the class. Pretty sure all of Harnett and Catawba counties were in the group that “took a break” and left that lecture. IMHO our policy is solid and any deviations is an unnecessary risk and micromanaging the staff.

Sherry Lynn Womack
(919) 770-0351

On Apr 2, 2024, at 10:02, Chris Dossenbach <cdossenbach@lee.k12.nc.us> wrote:

I did not. I would be curious to know this person's credentials and why they are sending this information. It is a little concerning that a college student would be providing this information to board members

Chris

On Mon, Apr 1, 2024 at 11:15 PM Sherry Womack <swomack@lee.k12.nc.us> wrote:

Did you receive this?

----- Forwarded message -----

From: **Connor Grummer** <cbgrumme@ncsu.edu>

Date: Mon, Apr 1, 2024 at 8:00 AM

Subject: S.B. 49 Policy Brief - Informing Students

To: <swomack@lee.k12.nc.us>

Cc: Tori Arnold <vaarnold@ncsu.edu>, Leah Beckham <lmbeckha@ncsu.edu>

Hello Ms. Womack,

My name is Connor Grummer and myself and my colleagues at NC State University have created a policy brief about S.B. 49, better known as the Parents' Bill of Rights, regarding informing students of some of the measures instituted by the bill and its implementation. The brief covers some of the implementation options counties have taken, a recommendation from us on how to implement the letter of the law while also keeping students aware of the consequences of their decisions.

We appreciate your time, please e-mail any of us if you have any questions.

--Connor Grummer
cbgrumme@ncsu.edu
--Tori Arnold
vaarnold@ncsu.edu
--Leah Beckham
lmbeckha@ncsu.edu

--
Sherry Lynn Womack, LTC, USA, Ret.
Lee County Board of Education, Vice-Chair

(919) 770-0351

"We should be able to work together to make a difference; we should embrace the future rather than try desperately to recreate the failings of the past; we should focus on real-world solutions, rather than worthless political squabbles; above all else, we should believe in the power of the system to do good, rather than to divide and to hurt." - Leslie Knope

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--
Chris Dossenbach, Ed.D
Superintendent
Lee County Schools
919-774-6226 ext. 7222

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [James Alverson](#)
Cc: [Chris Dossenbach](#); [Alan Rummel](#); [Chris Gaster](#); [Eric Davidson](#); [Jamey Laudate](#); [Patrick Kelly](#); [Sandra Bowen](#)
Subject: Re: SB49 implementation request -- WRAL
Date: Friday, October 6, 2023 4:47:56 PM

James,

I believe we have already addressed many of these issues months ago. Please collaborate with Dr Dossenbach and the policy committee and I will approve a joint statement. You are doing a great job and again I appreciate you following policy.

Sherry Lynn Womack
(919) 770-0351

On Oct 5, 2023, at 15:02, James Alverson <jalverson@lee.k12.nc.us> wrote:

Good afternoon Madam Chair and members of the Board,

This email is provided to you per policy to make you aware of a Public Information Request by WRAL Television related to the Parents' Bill of Rights.

--

James Alverson

Public Information Officer
Lee County Schools
<LeeCoSch Logo.png>

----- Forwarded message -----

From: **Walkenhorst, Emily** <ewalkenhorst@wral.com>
Date: Thu, Oct 5, 2023 at 2:28 PM
Subject: SB49 implementation request -- WRAL
To: jalverson@lee.k12.nc.us <jalverson@lee.k12.nc.us>

Hi James,

I'm making this request of school systems in our area for a future story. Mainly, I'm looking at the different (or similar) ways school systems are trying to address SB49. I'm hoping to just gather records that might illustrate plans or progress so far, as well as issues still being deliberated.

Pursuant to the North Carolina Public Records Law, I am requesting access to or copies of the following:

Implementation or guidance documents for SB49, also called the Parents' Bill of Rights, created at the district office, since July 1, 2023. Those include presentations, formal plans, timelines or guidance presented to faculty and staff, as well as draft policies or draft policy changes presented to the school board.

- Memos or emails sent to faculty and staff related to the adherence to or implementation of SB49, also called the Parents' Bill of Rights, since July 1, 2023
- Guidance to the school system from state entities or consultants on adherence to or implementation of SB49, also called the Parents' Bill of Rights, since July 1, 2023

If fulfillment of this request requires a fee, please notify me before fulfilling it.

Please note that North Carolina Code Ann. 132-1(b) states that "it is the policy of this State that the people may obtain copies of their public records and public information free or at minimal cost unless otherwise specifically provided by law."

Please note that North Carolina Code Ann. 132-6 states that records must be furnished "as promptly as possible."

Thank you for your consideration of this request.

Thanks,
Emily Walkenhorst
K-12 enterprise reporter, WRAL
c. 919-368-9930
ewalkenhorst@wral.com

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From: [Sherry Womack](#) on behalf of [Sherry Womack <swomack@lee.k12.nc.us>](#)
To: [James Alverson](#); [Chris Dossenbach](#)
Cc: [boe](#)
Subject: Re: SB49 implementation request -- WRAL
Date: Friday, October 6, 2023 5:34:18 PM

The law simply enumerates “the rights of parents to direct the upbringing, education, health care, and mental health of their minor children.” Please note SB49 covers many areas that we already had in place. Frankly Lee County adopted/updated policy months ago that consolidated many policies that were already established. Our policies safeguards the integral role of parents in their children’s lives and encourages parental involvement.

Sherry Lynn Womack
(919) 770-0351

On Oct 6, 2023, at 16:47, Sherry Womack <swomack@lee.k12.nc.us> wrote:

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Public Information Officer
Lee County Schools
<LeeCoSch Logo.png>

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From: **Walkenhorst, Emily** <ewalkenhorst@wral.com>
Date: Thu, Oct 5, 2023 at 2:28 PM

Subject: SB49 implementation request -- WRAL
To: jalverson@lee.k12.nc.us <jalverson@lee.k12.nc.us>

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- Guidance to the school system from state entities or consultants on adherence to or implementation of SB49, also called the Parents' Bill of Rights, since July 1, 2023

If fulfillment of this request requires a fee, please notify me before fulfilling it.

Please note that North Carolina Code Ann. 132-1(b) states that "it is the policy of this State that the people may obtain copies of their public records and public information free or at minimal cost unless otherwise specifically provided by law."

Please note that North Carolina Code Ann. 132-6 states that records must be furnished "as promptly as possible."

Thank you for your consideration of this request.

Thanks,
Emily Walkenhorst
K-12 enterprise reporter, WRAL
c. 919-368-9930
ewalkenhorst@wral.com

E-mail correspondence to and from this sender may be subject to the North Carolina Public Records Law and may be disclosed to third parties.

From: [Sherry Lynn Womack](#) on behalf of [Sherry Lynn Womack <swomack@lee.k12.nc.us>](mailto:swomack@lee.k12.nc.us)
To: [Chris Dossenbach](#); [Eric Davidson](#); [Chris Gaster](#); [Jamey Laudate](#); [Patrick Kelly](#); [Sandra Bowen](#); [Alan Rummel](#)
Cc: [Susan Britt](#); [Johnnye Waller](#); [Stacie Eggers](#); [Kelly Jones](#); [Lisa Duffey](#); [Salvatore Cosimo](#); [Cindy McCormic](#); [Vicki Haislip](#)
Subject: Re: week of September 25
Date: Sunday, September 24, 2023 10:11:21 PM

Thank you!

Sherry Lynn Womack LTC (Ret) US Army
Lee County Board of Education, Chair
919 770-0351

On Sunday, September 24, 2023, 8:20 PM, [Chris Dossenbach <cdossenbach@lee.k12.nc.us>](mailto:cdossenbach@lee.k12.nc.us) wrote:

Good evening,

I hope that everyone had a great weekend. Updates for the week are as follows:

Needs Assessments

As mentioned during my presentation to the board in September, each school in our district is in the process of completing a needs assessment. This document will help school teams identify areas of success as well as areas of improvement. It will be used to develop baseline data and establish short and long-term goals. One of our schools, Deep River, has already completed their needs assessment and I have attached it to this email to give you an idea of what the final product will look like at each school.

Once completed, each school will upload this document within the school improvement plan system, NCStar, and these will be available to each of you as well. This type of information will allow us to identify problem areas and work to fix the issue. It will also allow us to compare schools, identify trends and provide an opportunity to share best practices if there are schools outperforming others in certain subjects and/or with specific subgroups. I share this so that you are aware of the work taking place within schools and the district in regards to continuous improvement.

Budget Update

I wanted to provide some highlights on the recently passed state budget:

- Due to implementation concerns raised across the state, certain parts of the Parents' Bill of Rights will be pushed back to January 1, 2024
- Teachers will receive an average 7% raise over the biennium
- With the exception of bus drivers, school employees not paid on the teacher salary schedule including principals, central office staff and non-certified personnel will receive an across-the-board salary increase of 4% in 23-24 and an additional 3% in 24-25
- Bus drivers will receive an additional 2% in 23-24

There is a lot more to unpack but I wanted to hit the highlights that are likely to

garner the most attention.

Dr. Johnnye Waller

As a reminder, Dr. Waller's last day with the district is this Friday, September 29. I know you join me in thanking her for her many years of service and her dedication to Lee County Schools. She will be greatly missed and we wish her the very best in retirement.

Out of the Office

I plan to take an annual leave day this Friday, September 29. With our youngest coming almost a month early, we missed our planned vacation this summer and I would like to take a long weekend at the beach with my family. I will be available by phone or text on Friday. In the event there is an emergency, I would ask that you contact Stacie Eggers at (919) 770-2751.

Events for the week are as follows:

Monday, September 25

6:00pm - called board meeting

Tuesday, September 26

4:30pm - F&T committee meeting

5:00pm - LCHS family cookout

Thursday, September 28

5:00pm - Finance committee meeting

6:00pm - SAGA annual meeting

Please reach out if you have any questions or concerns. Have a great week!

Chris

--

Chris Dossenbach, Ed.D
Interim Superintendent
Lee County Schools
919-774-6226 ext. 7222

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Cc: [Susan Britt](#); [Johnnye Waller](#); [Stacie Eggers](#); [Kelly Jones](#); [Lisa Duffey](#); [Salvatore Cosimo](#); [Cindy McCormic](#); [Vicki Haislip](#)
Subject: Re: week of September 25
Date: Sunday, September 24, 2023 10:33:31 PM

First, here are some highlights from the State budget from the NCSBA Legislative Update as well.

Parents' Bill of Rights "Fix"

Section 7.81, Adjustments to S.L. [2023-106](#), provides two big "fixes" to [SB49: Parents' Bill of Rights](#) (PBR):

- Extends policy deadlines in Part II of PBR to the 1st day of school after January 1, 2024
- "Notwithstanding" language impacts Part III of PBR and clarifies that the statute permitting certain school employees to provide first aid and other care to students remains unchanged.

Salaries – Retroactive to July 1, 2023

Teachers, Assistant Principals, and Instructional Support Personnel

- Including step increases, the average teacher salary increase over the 2-year cycle is 7% when compared to FY 2022-23.
- Total salary increases over the 2-year budget range from 3.6% to 14.9%.
- Starting teacher pay increases from \$37,000 to \$39,000 in FY 2023-2024 and to \$41,000 in FY 2024-2025.
- Assistant principal pay remains tied to the base teacher salary schedule +19%
- An additional \$30 million in recurring funds for the Teacher Supplement Assistance Allotment for a revised net appropriation of \$200 million in each year of the biennium.

- A 4% across-the-board increase in FY 2023-24 and a 3% across-the-board increase in FY 2024-25 for most noncertified staff, central office staff, and principals
- Bus drivers will receive an additional 2% on top of the across-the-board raises.

Benefits

- \$215.5 million over the biennium to increase employer premiums to the State Health Plan for active employees.
- \$225.5 million over the biennium to increase contributions to State retirement systems & the Retiree Health Benefit Fund for retiree medical benefits
- \$145.6 million to provide State retirees with a 4% one-time supplement (bonus).

Sherry Lynn Womack LTC (Ret) US Army
Lee County Board of Education, Chair
919 770-0351

On Sunday, September 24, 2023, 10:11 PM, Sherry Lynn Womack <swomack@lee.k12.nc.us> wrote:

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Lee County Board of Education, Chair
919 770-0351

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