



November 12, 2025
Massey Conference Room

1. Roll Call

The Board of Trustees at Eastern North Carolina School for the Deaf met in regular session. The following members were present:

Ken Jones

Gary Farmer

Rob Boyette

Dr. Dave Dolman

Sharon Lott

Kevin Earp

Also present were:

Rachel Hitch - Attorney

Cheryl Iannucci – Superintendent

Mandy Armstrong – Notetaker

2. Call to Order –

Chair: Ken Jones

- Meeting called to order with opening remarks.
- Pledge of Allegiance.
- Roll Call completed.

3. Approval of Agenda

Motion: Mr. Farmer moved to accept the agenda as presented.

Second: Dr. Dolman

Vote: All in favor. **Motion Carried.**

4. Approval of Minutes – October 15, 2025

Motion: Mr. Farmer moved to approve the minutes of October 15, 2025 as presented.

Second: Dr. Dolman

Vote: All in favor. **Motion Carried.**

5. Celebrations

Superintendent Iannucci shared the following celebrations:

- State of North Carolina career expo held Monday, had approximately 3,000 participants. ENCSD representatives engaged many jobseekers, collected 45 resumes, and spoke with about 65 potential candidates.
- Trunk or Treat was a successful Halloween event for students.
- Senior class fundraiser at Hwy 55 had approximately 70 attendees.
- EIPA approved ENCSD as a testing site for interpreter certification.
- American Reading Company will begin training teachers on implementation of the new curriculum.

6. Superintendent's report

Superintendent Iannucci provided updates in the following areas:

- **Enrollment**
 - The 41st student was accepted today, with a tentative start date shortly after Thanksgiving.
 - Four additional applicants are in the admissions process. Target enrollment is 45 students before December break.
 - Enrollment data will assist the School Leadership Team in setting goals for the coming year.
- **Principal's Corner.**

- Social worker, Jet Jones, has coordinated weekly student volunteer visits to a local soup kitchen.
- A schoolwide food drive was conducted.
- One student has begun driving education, with a goal of offering this regularly to all eligible students.
- Bedrock assessments indicate student improvement.
- UNCG student teachers will begin visiting campus for mentoring.
- **Upcoming events**
 - Superintendent Iannucci will attend the NCSBA Conference in Greensboro for the remainder of the week.
 - The NC EC Conference will be held in Greensboro next week. ENCSD EC Coordinator and Superintendent will attend as vendors to inform districts about ENCSD services.
 - Fall Festival is Friday for ENCSD families.
 - Signing Santa is scheduled to visit December 19 from 9 AM – 11 AM.
 - ASL Community classes are ongoing through the first week of December, Tuesdays 6 PM – 7 PM.
- **HR – Simone Leigh**
 - OSHR Career Expo generated interest in the HR and Business office positions.
 - Open enrollment concluded successfully. New ID cards will be issued.
 - New Hires:
 - Angela Vick, Bus Driver
 - Tanya Evans, Bus Driver
 - Debora Harris, Data Manager/Assistant to the Principal
 - Promotions:
 - William Moody, Director of Transportation
 - Reception position interviews are ongoing, and the position is being reposted.
 - Maintenance Technician II is posted and will be closing soon.
- **Business and Finance Report**
 - Work is in progress to access IDEA and Title II funds.
 - ENCSD Business Manager is establishing the related processes.
- **Maintenance Update**
 - Abatement in the maintenance garage is approximately 90% complete.
 - Vestal roof repair planning is in process, with mitigation steps required prior to repair.

- Massey Auditorium renovations are complete. A seating issue in the front row is being addressed.
- Williamson Gym is underway.
- First floor boys' dorm in McAdams has had new sinks installed.
- High School sensory room has been repurposed as a testing room.
- Vestal Middle School science room received new flooring.
- Preschool restrooms and classrooms renovated. A preschool teacher is still being recruited.
- **NC Collaboratory**
 - Application period closed Friday
 - A third applicant from ECU submitted.
 - ECU visited campus prior to submission and expressed interest in broader partnership opportunities in addition to the Collaboratory. They plan to partner regardless of grant outcome.
 - Award notification is expected soon.
- **NC Sensory Program**
 - Anticipated start date is December 1.
 - Approximately 30 employees are expected.
 - Most work is conducted in the field.
 - Office space will be provided on ENCSD campus.

7. Public Input

Speaker: Heather Hargrove – Teacher Assistant at ENCSD

Topic: Teacher Assistant Compensation

Ms. Hargrove, speaking on behalf of Teacher Assistants, requested consideration of a raise. Chair Jones thanked the speaker and noted that the Board does not respond to questions during public comment. Attorney Hitch reiterated the Board's practice of not responding during public comments and stated the input would be taken under advisement. Chair Jones stated the matter will be discussed at a future meeting following adoption of an approved state budget.

8. New Business

- **Policy Review Team**
 - Initial meeting held last week
 - Reviewed processes for policy development.
 - Policy Updates
 - Leave Policy 7510, First Reading

- Added Adverse Weather section
- Added Bereavement section
- Removed “licensed 115C only” from Section V.8.
- In Section V.C., revised “126 employees may use a half day or full day” to “must use full day”
- Added requirement that Personal Observance Leave must be used within the calendar year or forfeited.
- Removed Section V.F.
- Section 7 revised to require all leave requests be submitted in the FIORI system.
- Evaluation of student progress 3400, Second Reading
 - To align with other schools, changed EDA references to TA to clarify roles and duties.
 - Updated references from NAVVY to MAPS
 - Added section for Missing Work Policy created by the School Leadership Team (SLT).
- 1st Reading Policy Proposals
 - Policy 5027/7275 – Weapons and Explosives prohibited
 - Policy 4318 – Use of Wireless Communication Devices
 - Policy 3061 – Remote Learning

These policies will be voted on in December meeting

- 2nd Reading Policy Proposals
 - Policy 3400 Evaluation of Student Progress
 - Policy 4040/7310 Staff-Student Relations Policy
 - Policy 4240/7312 Student Protection and Mandatory Reporting

Motion: Mr. Farmer moved to accept Policies 3400, 4040/7310, 4240/7312 as presented

Second: Mr. Boyette

Vote: All in favor. **Motion Carried.**

- **Memorandum of Understanding with DPI**
 - Attorney Hitch reviewed the latest revisions from DPI and noted staff turnover in DPI.
 - A meeting is scheduled for tomorrow, with a vote anticipated in December.
 - Research regarding insurance will be shared in December.
- **Memorandum of Understanding with DOA**

- An updated draft is expected for a December vote.

9. RECESS

A recess was taken, Upon return:

Motion: Mr. Farmer to reopen session

Second: Mr. Boyette

Vote: All in Favor. **Motion Carried**

10. Closed Session

Purpose: To consider personnel matters as provided in North Carolina General Statute 143-318.11(a_) (6) and 115C-321 and to consult with the Board of Education Attorney and preserve the attorney-client privilege as provided in NC General Statute 143-318.11(a)(3) this closed session is necessary to discuss the lawsuit involving HANDLEY, plaintiff COMPLAINT VS JURY DEMAND GARY WILSON FARMER defendant. File No 25CV004746-970, and to formulate plans relating to emergency response to incidents of school violence or to formulate and adopt the school safety components of the school improvement plan by the Board or a school improvement team as provided in North Carolina General Statute § 143-318.11 (a)(8).

Motion: Mr. Farmer moved to enter Closed Session

Second: Dr. Dolman

Vote: All in favor. **Motion Carried.**

11. Adjournment

There being no further business, the meeting was adjourned.

Minutes submitted by: Mandy Armstrong

Date: November 14, 2025