

## **Board Work Session Minutes**

**DATE:** November 25, 2019

**PRESENT:** Chair Anna Barrett Smith, Vice Chair Betsy Flanagan, Tracy Everette-Lenz, Benjie Forrest, Amy Cole, Caroline W. Doherty, Melinda Fagundus, Worth Forbes

**ABSENT:** Mary Blount Williams

**ALSO PRESENT:** Dr. Ethan Lenker, Debra Baggett, Jennifer L. Johnson, Dr. Steve Lassiter, Dr. Ve-Lecia Council, Mary Carter, Preston Bowers Ron Butler, Felicia Mosley-Williams, Sue Ann Pilgreen, Deb Pomeroy, Shannon Wainright, Norman McDuffie, Doris Rankins and Media

**IN-HOUSE COUNSEL:** Emma J. Hodson

**TIME:** 11:00 A.M.

**PLACE:** 3<sup>rd</sup> Floor Boardroom, 1717 West 5<sup>th</sup>. Street, Greenville, NC 27834

A) Chair Smith called the Board Work Session to order at 11:00 A.M.

### B) Community Schools

#### 1) Community Schools and Advisory Council Recommendations

Mr. Butler shared 6 recommendations to serve on the Community Schools and Advisory Committee. The recommendations included Norma Warren, Carla Frinsko, Donna O'Brien, Laura Jett, Anthony Meachem, and Karen Simmons. Mr. Bulter requested the six recommendations for the committee be allowed to be placed on the December 2, 2019, Board Meeting Consent Agenda. Consensus of the Board members was to allow the six recommendations for the Community Schools and Advisory Committee to be placed on the December 2, 2019, Consent Agenda.

#### 2) Community Schools Update

Diane White, Assistant Director of Community Schools, shared a community schools update with the Board members. Ms. White shared the following Community Schools upcoming challenges:

- Walking Challenge
- Water Challenge
- Bingo Challenge
- Healthy Wage/Weight Loss Challenge

Alice Keene, Pitt County Special Projects Coordinator shared an update on upcoming and continuing Community Schools projects.

### C) Student Services

Narcan Discussion

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Felicia Mosley-Williams, School Health Program Manager, Sue Ann Pilgreen, Director of Eastern Carolina Injury Prevention, Deb Pomeroy, SADD Student Coordinator, and Virginia Powell and Kara Stocks school nurses discussed the need and consequences associated with allowing Narcan to be available for use within a school with the Board members. Some discussion occurred between the presenters and the Board members.

#### D) Finance

##### 1) Budget Update

Debra Baggett, Chief Financial Officer, shared a budget update with the Board members. Information shared included the following:

- Mini Budget Affecting Public School Employees
- Step increase for Assistant Principals
- Highly Qualified Supplements
- Modified Principal Pay Structure
- 21 Principals Qualified for Bonuses ranging from \$1,000 to \$10,000
- 4 Additional Counselor Positions
- No Pay Increases for Classified Staff
- General Assembly will reconvene in January and may address the Conference Budget

Some discussion occurred between Ms. Baggett and the Board members.

##### 2) Supplement Increases

Ms. Baggett shared two supplement increase scenarios with the Board members. Scenario 1 included 2% supplement for teachers and 1% for classified employees. Scenario 2 included 2.2% supplement for teachers and 2% for classified employees. The cost for scenario 1 would require the Board to include an additional \$600,966 in the fixed-cost request for 2020-2021. The cost for scenario 2 would require the Board to include an additional \$847,933 in the fixed-cost request for 2020-2021. Much discussion occurred between Ms. Baggett and the Board members. The consensus of the Board members was to increase all teachers to a 6% supplement effective January 1, 2020. Ms. Baggett requested the 6% supplement for all teachers effective January 1, 2020 be allowed to be placed on the December 2, 2019, Board Meeting Consent Agenda. Consensus of the Board members was to allow the 6% supplement for all teachers to be placed on the December 2, 2019, Consent Agenda.

##### 3) ESSA

Ms. Baggett shared ESSA information with the Board members. The information included the following:

- New Reporting Requirement for 2018-2019
- DPI will show ESSA Data on the 2018-2019 School Report Card in December

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- Data is impacted by high needs students
- Data is impacted by higher salaries of more experienced teachers and other staff

Some discussion occurred between Ms. Baggett and the Board members.

E) Lunch

There was a short break for lunch.

F) Operations

1) DEEL Building Change Order #2

Aaron Errickson, Director of Facilities, shared the DEEL Building change order #2 with the Board members.

After some discussion, Mr. Errickson requested the DEEL change order #2 be allowed to be placed on the December 2, 2019, Board Meeting Consent Agenda. Consensus of the Board members was to the DEEL Change order #2 to be placed on the December 2, 2019, Consent Agenda.

G) Educational Programs and Supplies

1) AVID Updates

Preston Bowers, High School Facilitator/AVID Director, and Jessica Avery, AVID District Coordinator, shared AVID Updates with the Board members. Items shared include the following.

- 2019-2020 AVID Schools
- College Campus Visits
- AVID Projects
- AVID Expansion, 5 schools in 2020-2021

2) EVAAS Training

Shannon Wainright, Director of Accountability, and Norman McDuffie, A.G. Cox principal, shared a review of Educator Value-Added Assessment System (EVAAS) with the Board members. Items shared include the following:

- Achievement versus Growth
- School Report Card Calculation
- EVAAS Growth Index Scale
- NC Growth Chart
- Pitt County Schools Growth Chart
- EVAAS Reporting Framework
- Student Projection Chart

3) MTSS Requirements

Doris Rankins, District MTSS Coordinator, shared information concerning the Multi-Tiered System of Support (MTSS) program with the Board members. Ms. Rankins stated that MTSS is a school improvement framework of integrated systems of academics, behavior, social-emotional learning, and attendance. Some discussion occurred between Ms. Rankins and the Board members.

4) Graduation Requirements

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Mary Carter, Director of Secondary Education, and Preston Bowers, High School Facilitator/AVID Director, shared a checklist used by school counselors beginning in the 9<sup>th</sup> grade to track graduation credits with the Board members. Much discussion occurred between Ms. Carter, Mr. Bowers and the Board members.

#### H) Human Resources

##### 2020-2021 Academic School Calendar Discussion

Dr. Ve-Lecia Council, Assistant Superintendent of HR, shared the following information concerning upcoming academic calendars with the Board members.

- Calendar Timeline
- Draft 1 for 2020-2021 Traditional Draft Calendar with school starting on August 24 and ending on June 4
- Draft 2 for 2020-2021 Traditional Draft Calendar with school starting on August 9 and ending on May 24

After much discussion between Dr. Council and the Board members, consensus of the Board members was to move forward, with Draft 1, by posting it on the Pitt County Schools website to receive community feedback.

#### I) Legal Update

##### 1) *Resolution Urging the State to Take Action to Remit Civil Penalties Unconstitutionally Withheld from NC Public Schools*

Emma Hodson, In-House Counsel, shared the resolution urging the state to take action to remit civil penalties unconstitutionally withheld from NC public schools sent to her by the North Carolina School Board Association. Ms. Hodson shared this resolution is in reference to bonds and forfeitures that school districts did not receive. After some discussion, Ms. Hodson requested the *Resolution Urging the State to Take Action to Remit Civil Penalties Unconstitutionally Withheld from NC Public Schools* be allowed to be placed on the December 2, 2019, Board Meeting Consent Agenda. Consensus of the Board members was to allow the *Resolution Urging the State to Take Action to Remit Civil Penalties Unconstitutionally Withheld from NC Public Schools* to be placed on the December 2, 2019, Consent Agenda.

##### 2) Revision of Policy 7241, Drug and Alcohol Testing of Commercial Motor Vehicle Operators

Ms. Hodson shared North Carolina School Board Association recommended changes to Policy 7241. Due to the time frame, Ms. Hodson requested the 1<sup>st</sup> Reading of the Revised Policy 7241 be allowed to be placed on the December 2, 2019, Board Meeting Consent Agenda. Consensus of the Board members was to allow the 1<sup>st</sup> Reading of the Revised Policy 7241 be placed on the December 2, 2019, Consent Agenda.

#### J) Adjourn

The Board Work Session adjourned at 2:46 P.M.

Respectfully Submitted,

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Anna Barrett Smith, Chair

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Dr. Ethan Lenker, Secretary

Minutes Recorder: Carol Rankin

5