

DATE:	January 7, 2013	PRESENT:	Marc Whichard, Chair Jill Camnitz Mildred Council Worth Forbes Benjie Forrest Sean Kenny Jennifer Little Barbara Owens Christine Waters Mary Williams
TIME:	6:30 P. M.	ABSENT:	Ralph Love, Sr. Billy Peaden
PLACE:	Pitt County Office Building		

Chair Marc Whichard called the Board of Education to order in Regular Session at 6:30 P. M. in the County Commissioners' Auditorium.

Mr. Sean Kenny led the Board in the Pledge of Allegiance.

Mr. Worth Forbes followed with a Moment of Silence asking that on behalf of our school district, our school families and the Pitt County Board of Education, we remember anyone who was involved in any way with the Sandy Hooks tragedy in Connecticut last month; Dr. Emory and her husband, Battle, who recently lost his father, Mr. Ed Emory; and others who have suffered a tragedy, sickness or loss of a loved one in our Pitt County Schools system.

Roll call followed.

Chair Whichard offered the Agenda for consideration. Ms. Jill Camnitz moved, second by Mr. Worth Forbes, that the Agenda be approved as presented. Motion passed unanimously.

Under Public Expression, one member of the audience spoke, Mr. Don Cavellini, Co-Chair of the Pitt County Coalition Against Racism, who asked that we recommit ourselves to the best universal quality education possible for children. He discussed fair treatment for Pitt County Schools' employees and mentioned three who appeared before the Human Resources Hearing Panel after being recommended for termination. Though these employees retained their positions, Mr. Cavellini stated attacks by certain principals and no response from the Board is on-going.

For the Spotlight on Teaching and Learning, D. H. Conley High School Principal Mary Carter introduced Junior Varsity Cheerleading Coach Paige Herring and the 22 J. V. Cheerleaders stating that they received first place at the NCHSAA Cheerleading Event. Ms. Carter shared that Ms. Herring is a Family and Consumer Science Teacher and is in her second year as the JV Cheerleading Coach at Conley. She added that Ms. Herring has done a tremendous job with this squad and has really carried them a long way. Ms. Herring stated that her team worked hard to receive this award and hope to

continue their achievement as they compete in the Coaches Association Competition in Raleigh and the Conference Competition, which will be held in Washington, NC. She introduced each squad member and thanked the Board for allowing them to show case tonight for their success. Chair Whichard congratulated the team and Ms. Herring and mentioned their trophy which was on display during the meeting. Ms. Mildred Council congratulated the team and asked to hear a cheer. Mr. Benjie Forrest stated he also would like to hear a cheer and see the enthusiasm of the team. The cheerleaders did perform a cheer and even had room to share the actions that accompanied it, which was enjoyed by all. Mr. Forrest added that Ms. Herring displayed tremendous leadership as she had only supervised the team for two years and has led them to a State championship. Mr. Worth Forbes commented that each member was a leader as it took all of them working together to be successful in winning this distinguished award and thanked Ms. Herring for leading the squad and Ms. Carter for her support. Ms. Christine Waters asked Ms. Herring of her experience cheering. Ms. Herring explained that she cheered in middle and high schools; but in college, she was in the Teaching Fellows Program and due to the work load and other requirements, did not pursue cheering. Ms. Mary Williams congratulated the girls, Ms. Carter and Ms. Herring, but also thanked the parents, big brothers and sisters for their support and carrying them back and forth to practice and games. Ms. Carter closed by informing the Board that over 100 teams competed in this event and 15 teams competed in the large team division.

Under Consent Items, Mr. Worth Forbes, second by Ms. Mildred Council, moved that the Board approve the Minutes from the Regular Meeting held December 3, 2012, the Personnel Report for January, and the Facility Use Agreement between Pitt County Public Schools and East Carolina University. Motion passed unanimously.

Under New Business, Chair Whichard asked School Improvement Grant Coordinator John Coleman to update the Board regarding the School Improvement Grant incentive plan revision. Mr. Coleman explained that the ABC testing incentive plan is no longer in effect, thus adjustments need to be made to the Pitt County Schools SIG Performance Pay Plan. He shared the Pay for Performance results for the last two years for all three SIG high schools and noted substantial gains the second year as personnel were more familiar with the process. Mr. Coleman passed out handouts to Board members showing the current Performance Pay Plan and the proposed Performance Pay Plan due to ABC adjustments with goals in place for attendance, at-risk classes and the Campus Progress Award (the school will have a four-year graduation cohort of 75% or higher, or if 75% achievement has already been accomplished - there must be a 3% increase from the previous year's score and/or Grade B or higher under the new state accountability model). There was discussion that the State has not given definite criteria for the Grade A, B, C, D or F system at this time, but Mr. Coleman commented that if a school scored an A or B – it would be recognized.

Chair Whichard asked were there more questions or do Board members need more time to study the data presented. Mr. Coleman expressed the desire to notify employees as soon as possible what the new Pay Performance Plan is as they know the current Plan is not appropriate and have questions regarding changes. Mr. Benjie Forrest had concerns regarding post assessment for CTE classes with Mr. Coleman stating the components that are presently being considered in the new state

accountability model are already in place – we just don't know how they will be weighted. Chair Whichard added that the State is making many decisions as they go along this year which makes it more difficult to determine a definite incentive plan for our staff. However, he believes that this proposal is a sound plan given the circumstances with Mr. Coleman adding that if the State made a major change in direction of accountability, we could very quickly make adjustments to this plan and come back before the Board with revisions.

Ms. Jill Camnitz moved, second by Mr. Sean Kenny, that the Board approve the Performance Pay Plan for South Central, Farmville Central and North Pitt High Schools as presented by School Improvement Coordinator John Coleman and attached to these minutes. Motion passed unanimously.

Moving to the next item under New Business, Assistant Superintendent of Finance Michael Cowin came forward to share a proposed Resolution for the Pitt County Schools Board of Education Regarding Sequestration. He explained that President Barack Obama signed into law a measure to avert the physical cliff, but this law did not remove sequestration which was scheduled to go into effect in January but was pushed back until March 1. Mr. Cowin explained that sequestration is a self-imposed penalty enacted by Congress that will cut over \$1.2 trillion in Federal Programs over the next decade. He added that this is about 8.2% of the education budget, which over that time frame, is a \$2.7 billion cut to Federal Programs such as Title I and students with disabilities. For our most at-risk students in Pitt County Schools, this means over a \$1 million reduction in our programs. Mr. Cowin commented that this proposed Resolution, if approved, will be sent to Congress and the President urging them to amend the Federal Budget Control Act that would cut funding for our most at-risk students with disabilities and/or economically disadvantaged across the country.

Mr. Worth Forbes, second by Mr. Benjie Forrest, moved that the Board approve the Resolution as presented by Mr. Cowin. The motion was unanimously approved.

Chair Whichard stated that he spoke with Dr. Emory today regarding the update on focus groups for athletic eligibility policy revision. He shared that Dr. Emory wanted everyone to know that this issue is very much at the forefront of senior leadership as well as the board, and we are making sure we are taking calculated steps in the right direction in terms of athletic eligibility and in reviewing the policy. Ms. Mary Williams questioned the term "focus groups" and asked who the focus groups consisted of. Chair Whichard shared that he believed this dealt with committees, i.e. the Policy Committee and the committees are already in place.

The next item presented by Chair Whichard was the Board Committees and Hearing Panels. He stated he wanted to be very transparent in his assignments as Board members were allowed input regarding their particular interests, and his selection for chairs and vice-chairs of particular groups – if no one signed up for these positions – was based on longevity and/or experience on the Board. Chair Whichard commented that at this time, he will entertain any discussion regarding input from members as related to Board committees and/or hearing panels. Ms. Mary Williams stated that as Bishop Love will not be returning, she would like to serve on the Human Resources Hearing Panel as she is Chair of the Human Resources Committee. Chair Whichard agreed to her request adding that our next item for discussion will be Bishop Love's

resignation, and he would like for the person selected to fill his seat on the Board to also become a part of this committee/hearing panel as well.

Ms. Jill Camnitz stated that she has two comments with the first being that the Transfer Hearing Panel only has three members listed, and as it is the hearing panel that meets most frequently, perhaps an additional member would be advisable. Chair Whichard stated there was not a lot of interest shown in this panel and asked would someone like to be appointed to the Transfer Hearing Panel. Ms. Camnitz volunteered to serve. She also commented on four members serving on the Human Resources Committee, while the other committees have five members attending, and stated she will serve on this committee as well if needed. Ms. Christine Waters commented that the Hearing Panels are vital, and it's important to have enough members present to get the necessary work accomplished - asking if members receive calls, please attend if at all possible. Chair Whichard then asked Administrative Assistant Brenda Pippin to add Ms. Camnitz's name to the Human Resources Committee. Clarification was asked for regarding some committees with Chair Whichard stating a revised Board Member Committees/Hearing Panels List will be sent. He did go over each committee's and hearing panel's members with the Board. Ms. Mildred Council had questions regarding the Attendance/Promotion/Graduation Hearing Panel which Chair Whichard answered. She expressed interest in serving on this hearing panel so Chair Whichard asked all to add Ms. Council as a member of the Attendance/Promotion/Graduation Hearing Panel. He then thanked all members for their interest and support in serving on the Board Committees and Hearing Panels.

Moving to the next Agenda Item, Chair Whichard shared Board Member Ralph Love's resignation and entered discussion regarding the process to fill his vacant seat on the Board. In beginning discussion, Chair Whichard commented that accepting Bishop Love's resignation is difficult as he has given tirelessly and unselfishly of himself for over 20 years on this Board; but in serving others, for many years before that. He added that Bishop Love is an individual of the upmost character and respect in this community and is a true gentleman and scholar. Chair Whichard added that he's saddened that Bishop Love's health is such that he cannot continue as a Board member. Ms. Mildred Council stated she has appreciated serving in the same District as Bishop Love and moved that the Board accept his resignation. Mr. Sean Kenny seconded the motion. Mr. Benjie Forrest commented that he has enjoyed serving over four years with Bishop Love and stated that he truly is a gentleman of the old order with his word serving as his bond. Mr. Forrest added that his community appreciates him and all he does to try to bring about peace, harmony and good will with his leadership. Mr. Forrest stated he will miss Bishop Love and the peaceful resonance that surrounds him which allows for unity. Mr. Worth Forbes stated Bishop Love has always been a man of high integrity, and he's appreciated all the support and guidance he's had from Bishop Love as it came from his heart. He added that when Bishop Love promised you something, he would not change his mind but was a man of his word. Mr. Forbes stated that Bishop Love will be missed as he's touched many students' lives over the years through the policies and procedures he helped implement, and his dedication to the work of the Board. Mr. Forbes closed by stating he knows this was a very difficult decision for Bishop Love and one he feels he made from his heart.

Ms. Christine Waters commented that Bishop Love was a calming presence and was comfortable to work with. She stated that the fact that he resigned probably hurt him tremendously as he was not finished with the Board, but had the courage to put his health and family ahead of the work he wanted to complete. Ms. Jill Camnitz stated that she and Bishop Love have been sitting at this table many years working as best they could to serve the students in Pitt County, adding that it will not be the same without him. Ms. Jennifer Little asked would there be a time of further recognition with a response of no, and Ms. Barbara Owens expressed happiness for Bishop Love telling him to, "Go for it!" Mr. Sean Kenny commented that the things he would say about Bishop Love he's had the pleasure to say them to him personally. He did thank Bishop Love's family for loaning him to serve on the Board over two decades.

The Board vote was unanimous in their vote to accept Bishop Love's resignation.

Chair Whichard then discussed the process to appoint a new Board member to fill Bishop Love's vacancy. He stated he believed the process started with advertising the position for a period of time and asked Attorney Ken Soo regarding this matter. Before Attorney Soo spoke, Chair Whichard welcomed him as the new counsel for the Board and stated he is a member of the Tharrington/Smith Law Firm in Raleigh. Mr. Soo stated that according to our by-laws, the Board should advertise and appoint a committee to review the candidates for Bishop Love's seat. Chair Whichard stated if he remembered correctly, we should post the vacancy on our school web site and in the Daily Reflector for a period of one month. He added that once the candidates are in place, the Board will hold a public meeting allowing the candidates the opportunity to introduce themselves, discuss their resume and state their interest in filling the vacancy of District I, Seat B.

Public Information Officer Heather Mayo reported that during the previous two vacancies, the Board agreed on a temporary suspension of the procedure for the appointment of a new Board member (Appendix 1.301-A) and the full Board met to interview the candidates for the vacant seat. Chair Whichard confirmed that during the last two appointments, the Board did in fact enact a temporary suspension of the By-law 1.104 and the full Board interviewed the candidates running for vacant seats. He asked for guidance from the Board on the process they prefer in filling the District 1, Seat B vacancy at the current time; whether to follow the by-laws with a committee involved in the decision or proceed with full Board involvement in the interviews as has been practiced during the past two vacancies. Mr. Benjie Forrest responded that he prefers having the full Board involved as Bishop Love's corresponding District I, Seat A Representative Mildred Council could not be involved if we followed procedure. Chair Whichard prefers full Board participation as it allows each member of the Board to have input in the decision of filling the vacancy. Ms. Jill Camnitz commented that she's on-line reading By-Law 1.104 which states that the candidate to fill a vacancy will be appointed by the remainder of the Board members. Attorney Soo stated that he's reading Procedure 1.301, Appendix 1.301-A – and it may be that the Appendix was not changed. Ms. Camnitz suggested looking back in the minutes to search for revision of the by-law. Following some discussion, Chair Whichard asked could the Board, in buying some time to investigate these questions, agree to advertise through the Daily Reflector and our Pitt County Schools web site for the Board vacancy for a period of 30 days accepting letters of interest and resumes from interested parties residing within the District I boundaries. In the February meeting, he stated the

Board could then take action as to stay with our policy or suspend the procedure. Attorney Soo commented that if the Board has a motion and second to proceed in this fashion, that would cover any issue with suspension of the policy.

Mr. Sean Kenny moved, second by Ms. Mildred Council, that the Board advertise and accept letters of interest for the vacant seat on the Pitt County Board of Education to end February 8, 2013 at 5:00 p.m. Motion passed unanimously. Attorney Soo commented that he will review the minutes in the interim.

Chair Whichard stated the last item of business on the Agenda is a discussion of the weight of the end-of-course exam on the final course grade. He commented that the State Board made a ruling that the end-of-course exam does not have to count as 25% of the student's average. However, they have also given this decision to local boards with Pitt County Schools using the end-of-course exam grade as 25% of the student's average. With the State giving mixed signals as to how this will play out, they have since come back and stated we will receive data as to how this will result. Chair Whichard commented that his concern is the accountability part of this for teachers'/principals' assessments regarding performance of their students. He expressed concern with the students not being held accountable, but the individual school, principal and teachers will be held accountable - stating that continuity has to be in place for a program to work. With the LEAs being able to compute a grade, this issue becomes null. Ms. Jill Camnitz agreed that students should be held accountable; and Chair Whichard expressed that many students will continue to take the exam seriously, but accountability holds it in place for everyone. Ms. Mildred Council expressed questions regarding the end-of-class exams with Chair Whichard responding there will be no change in policy and no action is required by the Board.

As Superintendent Beverly Emory was absent tonight due to the death of her father-in-law, Chair Whichard began comments from the Board and thanked everyone for their support tonight, and assured school staff and the community that it's his goal for us is to work hard and be engaged in supporting every student in the county. He added that he is thankful for the resources that our system does have and hopes to maximize their usage. In closing, Chair Whichard thanked the educational systems, medical establishments, professional businesses, farming enterprises and others in Pitt County who support and become involved in our schools.

Mr. Sean Kenny complimented Chair Whichard on the process he used for assigning Board members to committees and hearing panels for 2013. He also stated that he will miss Bishop Love and added that some of his classmates from college have families involved with the Sandy Hooks tragedy commenting that he's proud of the Pitt County communities' response to this disaster.

Ms. Mildred Council wished everyone a Happy New Year. She also thanked parents for communicating with their children and making them accountable for their actions. Ms. Council expressed to principals and staff that this is a new year and to render the best services they can in supporting our students.

Mr. Benjie Forrest wished everyone a Happy New Year stating he's looking forward to working with our new Chair in 2013. He commented that we will miss Bishop Love and the unity and harmony he brought to the Board. Mr. Forrest closed by thanking

the D. H. Conley JV Cheerleaders for their presentation and County Commissioner Tom Johnson for his support and the working relationship that Pitt County Schools has with our County Commissioners.

Ms. Barbara Owens expressed concern and prayers to the Emory family and thanked Attorney Soo for being with the Board.

Mr. Worth Forbes commented that he's looking forward to working with the Board this year and believes we need to concentrate on student growth, putting students first and protecting the rights of all employees of Pitt County Schools. In closing, he stated that we will miss Bishop Love and wished him well regarding his health; and congratulated the D. H. Conley JV Cheerleaders.

Ms. Christine Waters thanked and praised Chicod School and their guidance counselor Marcia Turman who presented clothing, uniforms, toys and games to identified children before Christmas break. She expressed delight over good deeds that are occurring in our school system.

Ms. Jennifer Little wished all a Happy New Year and congratulated D. H. Conley not only on behalf of the JV Cheerleaders, but also for hosting a very well attended basketball tournament which was won by South Central High School's team. She closed by stating she's looking forward to working with the Board in 2013 and encouraged our kids to study hard for upcoming exams.

Ms. Jill Cannitz wished everyone a good new year and thanked Chair Whichard for assuming the role as Chair and the extra work added to his already busy schedule.

Ms. Mary Williams also wished all a Happy New Year and shared her visit to the mall and seeing all the Pitt County Schools student art work on display. She also commented that she's looking forward to working with Chair Whichard, Vice-Chair Forbes and the senior staff in the New Year.

Mr. Benjie Forrest moved, second by Ms. Mary Williams, that the Board adjourn. Motion passed unanimously. Time was 7:55 P. M.

Respectively Submitted,

Mr. Marc Whichard, Chair

Dr. Beverly Emory, Secretary