

DATE:	November 7, 2011	PRESENT:	Billy Peaden, Chair Worth Forbes Benjie Forrest Sean Kenny Jennifer Little Ralph Love, Sr. Barbara Owens Christine Waters Mary Williams
TIME:	7:00 P.M.		
PLACE:	Pitt County Office Building		
		ABSENT:	Jill Camnitz (left at 7:10 P. M.) Matthew Ward Marc Whichard

Chair Billy Peaden called the Board of Education to order in Regular Session at 7:00 P. M. in the County Commissioners' Auditorium. He then proceeded with Roll Call.

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

Bishop Ralph Love followed with a Moment of Silence specifically asking all to remember fellow Board Member Matthew Ward who is in the hospital.

Chair Peaden then offered the Agenda for consideration. Ms. Jill Camnitz moved that the Agenda be amended to add the Board voting on Superintendent Beverly Reep's contract. Motion was seconded by Mr. Sean Kenny. Motion passed unanimously.

With Ms. Camnitz having a medical emergency and needing to leave the meeting, Chair Peaden asked that the Board proceed with voting on Superintendent Reep's contract as the first item of business. Ms. Jill Camnitz moved, second by Mr. Sean Kenny, that Superintendent Beverly Reep's contract be extended for two years, until June 30, 2015. With no discussion offered, Chair Peaden called for a vote by the Board. Those in favor of the two-year extension were: Ms. Jill Camnitz, Ms. Jennifer Little, Ms. Mary Williams, Bishop Ralph Love, Ms. Barbara Owens, Mr. Sean Kenny and Ms. Christine Waters. Those against the two-year extension were: Chair Billy Peaden, Mr. Benjie Forrest and Mr. Worth Forbes.

No one in the audience wished to speak during Public Expression.

Under Spotlight on Teaching and Learning, Ms. Robin Dailey informed the Board that America's Promise Alliance has once again selected Pitt County for one of the 100 Best Communities for Young People Award (sponsored by ING) in its annual competition. She shared that strong community efforts that promote youth leadership, healthy eating, art programs and dropout prevention demonstrating the importance of making youth a priority in our community are criteria examined in deciding recipients for this award. With 300 applications from all over the county, Pitt County has become a three-time winner supporting academic success throughout our district and decreasing the dropout rate by 25% this past year and

increased the graduation rate to 70%. Ms. Dailey mentioned several programs helping to achieve our goals including: Link Crew, Pitt County Alliance, Pitt County Educational Foundation, Student Success Academy, Twilight Academy, Health Sciences Academy, Pitt County Arts Council at Emerge Gallery, Summer Feeding Program and Community Schools and Recreation. In closing, she invited all Board members and others to a “Family Day in the Park Celebration!” to be held at the Alice F. Keene Park on Saturday, November 12, 2011 from 10:30 A.M. – 2:30 P.M. Ms. Dailey stated there would be lots of activities, games and food for all to enjoy. She stated the five promises from America to our youth including: caring adults, safe places, healthy start, effective education and opportunities to help others through service learning clearly shine strong through Pitt County and Pitt County Schools.

Under Consent Items, Bishop Ralph Love, second by Mr. Sean Kenny, moved that the Board approve the Minutes from the Regular Meeting held October 17, 2011 and the Personnel Report for November 2011. Motion carried unanimously.

Under New Business, Dr. Lauren Whetstone, with the Department of Family Medicine at East Carolina University, shared with the Board a Survey entitled “Risky Behaviors Among our Youth - Pitt County 2011, which was instituted in 1997 and is carried out every other year. She explained that the survey, which asks questions related to substance abuse (alcohol, cigarettes and marijuana), bullying, depression/suicide, nutrition, physical activity and other behavioral habits, was administered during spring semester to middle and high school students. Dr. Whetstone shared statistics in each area with 1,845 middle school students responding and 3,716 high school students responding. In comparing several years’ worth of data, it was good to note that substance abuse use and thoughts of suicide have decreased. Several Board members asked questions regarding follow-up to the survey and obtaining breakdowns for race and gender. Superintendent Reep explained that a response to what Pitt County Schools is doing pertaining to these issues will follow in a presentation by Student Services Director Pokie Noland.

Student Services Director Pokie Noland updated the Board on Pitt County Schools’ efforts in addressing bullying concerns as well as other district health issues. She shared that bullying issues are addressed daily and taken very seriously. Using a multi-facet approach – asking all parents/guardians to report incidents immediately each and every time their child is harassed so thorough investigations can be implemented, educating parents and students of bullying situations and how to respond to them and report them, giving Acts of Kindness Awards to students helping to prevent or reporting bullying actions when observed and other resources are being used. Dr. Noland informed the Board that October is bullying emphasis month, but this issue is continually monitored throughout the year. At the mediation centers, she stated staff work with student conflicts and in schools, this issue is emphasized by having posters made, stories written and discussing bullying issues with students. In the Student Code of Conduct, bullying is listed as a Level III offense and may lead to long-term suspension on occasion. Dr. Noland added that counselors, social workers and nurses work with families, mental health programs, old and new strategies pertaining to any health issue and school health curriculum to provide the best possible preventive measures and responses to issues available for our students. She added with bullying, students who are bullied, as well as students who do the bullying need help and methods of doing both are being studied and implemented.

Ms. Christine Waters asked regarding investigation into alternative disciplinary action with Dr. Noland responding that no progress has been made in this direction as yet as there is a need to pull in research on the person doing the bullying. Dr. Reep added that books have been ordered to further develop this process.

Ms. Mary Williams asked how we can change the mind set of administrators in schools to help the students feel comfortable speaking to staff about bullying or issues in the school. Dr. Noland informed the Board that this is a work in progress – calling principals and parents speaking with their children about contacting a teacher, counselor, coaches or other school staff they feel comfortable with. Ms. Williams added that a pattern needs to be found in which a child will feel safe immediately after an incident occurs with good rapport between student/parent/school staff. Dr. Noland shared an example of how an issue was resolved in a school this morning with all parties involved seeing an agreeable, safe result to the problem.

Mr. Sean Kenny stated he's glad that bullying has been moved to a Level III disciplinary action. He reported that he attended a bullying rally at ECU where victims, preplanned actions of a person who bullies and choices of students were discussed and feels that severe discipline for bullying needs to be enforced.

Mr. Worth Forbes added that counselors play a major role in working with these students, but many times are so bogged down with paper work, they can't respond appropriately to these issues. He asked what we are doing to help the counselors with paperwork so they have more time to do the job they are hired for. Mr. Forbes stated he concurs with Mr. Kenny regarding harsh discipline being enforced. Dr. Noland informed the Board that she canceled the regular monthly counselor meetings in November and December so she can meet with each counselor individually – getting to know them better, hearing their concerns and working on a new face for Student Services.

Ms. Waters feels there is a large problem of omission of support for someone who witnesses a person being bullied. Dr. Noland shared that the mediation centers are demonstrating to others how to help with bullying situations and counselors are working with small groups in the classrooms. Superintendent Reep reminded Board members of Rachel's Challenge – a program in the high schools which has previously been discussed by Principal Julie Cary. She added that the Student Advisory Council feels middle school students need this presentation more than high school students, and this will be addressed.

Bishop Ralph Love stated that many of the parents involved in transfer hearings are present because of bullying situations in their child's schools saying the school didn't do enough to prevent these issues from occurring. He asked how we can help put a stop to this issue. Dr. Noland stated that parents contact her and when getting the specifics of the situation, many have never spoken with the principal of the school. She added that she refers the parent to the school, but if the incident continues, to contact her again. At this point, she has not been contacted the second time by a parent.

Athletic Director for Pitt County Schools Ron Butler discussed with the Board the possibility of changing middle school athletic seasons. He thanked the Board and Dr. Reep for their support

regarding the athletic program and shared that he gets many calls from across the country asking questions regarding our relationship with East Carolina University and safety measures/trainers put in place to protect our student athletes. Mr. Butler informed the Board that for three years he has been trying to discourage the middle school coaches and ADs to drop the idea of flipping middle school athletic seasons. Their thought is to offer football and volleyball in the spring and offer soccer, softball and baseball in the fall. Mr. Butler then asked the AD from E. B. Aycock Middle School Chris Gaddy to discuss the reasons behind this request with the Board. Mr. Gaddy informed the Board that with baseball and softball in the spring, the one hour, 45 minutes time slot on Monday and Wednesday sometimes leaves many seven-inning games unfinished. If we switch to fall, seven innings can be played, officials will be available and weather will be better for play – not chilling afternoons using \$300 bats that lose warranties below 60 degrees, hurting a throwing arm and field grass will not be dead. Regarding football starting on February 1st, we won't have 100 degree temperatures for the athletes to practice in and student academics and discipline will be at better levels than in August or September. Mr. Gaddy added that qualified coaches are hard to find for middle school games on the present schedule, but if we switch seasons, assistant high school coaches will be able to help coach the middle school games. He also added that high school coaches will have a chance to see middle school games and evaluate their upcoming players. As far as trainers go, middle school games offer only first aid for injuries with trainers being stationed at high schools games/practices. Mr. Gaddy feels trainers are needed for middle school games just as much as high schools games because injuries can happen in either event. Mr. Butler shared that first responders, according to State law, have to be present at all high school games and practices. Because of this, it's impossible to have them at middle school games. Mr. Gaddy stressed the two main cons for this change are tradition and students involved with travel ball. In contacting other counties regarding this possibility, he stated there is growing interest in this idea. Mr. Butler added that he had contacted DPI as athletic rules forbid football being played at any other time than the fall, but the rules will be changed effective with the 2012 school year.

Mr. Benjie Forrest asked had there been any feedback from middle school parents with students playing sports regarding this issue. Mr. Butler reported that he had spoken in athletic meetings regarding this issue with very little feedback being offered. He shared that 90% of the coaches and all middle school ADs are in favor of giving this idea a try. Mr. Gaddy stated there is not a negative for this – that tradition is the biggest issue for making the change – especially for football and baseball. Volleyball is not a problem as it's an inside sport in either season.

Chair Peaden informed the Board that we are going to treat this as a first and second reading for a policy. Tonight the proposal had been presented, and he would like Board members to think about this possibility and decide at our next meeting the action we want to take. Mr. Sean Kenny stated he knew a negative - Coach Gaddy will not be coaching volleyball at E. B. Aycock, and we are sad to lose him.

Ms. Mary Williams stated that we cannot deny student athletes opportunities as this may mean losing scholarships. She asked about sports through the recreation department and summer programs. Mr. Gaddy stated students can still play ball as before – the Southern Pitt Program may be affected, but a solution will be found for these students also. Mr. Butler feels it's important to have students play multiple sports as they are more well-rounded. He feels for

middle school students, this change will be better as students will be using different muscle groups participating in opposite sports and transportation will not be an issue as they will begin play after school starts. Mr. Butler also has a fear that middle schools sports may be in danger of stopping play altogether as this is happening in some school districts.

Ms. Jennifer Little stated she has been contacted by a parent regarding this issue recently. She stated she's all for better safety coverage for middle school students. Ms. Little added that she can see where the change would be good after having kids going through the programs.

Superintendent Reep asked about the significant number of students who are going to 9th grade mid-year and how they will be affected by these changes. Mr. Gaddy stated this will not be a problem in that a student can only play one sport in a season per year. If he/she has not finished his/her sport at middle school, he/she is granted permission to complete that sport even if he's/she's entered high school.

Chair Peaden discussed with the Board the need to have a Board member selected to serve on the Board for the Agriscience and Biotechnology Regional High School. Ms. Mary Williams asked could we look at local businesses to select someone to serve in this capacity. Mr. Benjie Forrest commented that a member of the Board of Education is the only person who can fill this seat. He informed the Board that the Board of Directors for the regional high school will consist of twelve members with five of those selected from the LEAs participating in support of the new program. One Board member will be from a higher education facility, which Mr. Forrest stated may be he, therefore he cannot be considered as a participant from our Board of Education. He added that the first meeting has been set for November 30, 2011 and a Chair will be selected at that time. Until that time, State Board of Education member Jean Woolard will work with the Board. Ms. Barbara Owens asked what will be the mission for this position with Mr. Forrest stating direction and approval of policies for the regional school will be the major responsibilities. He stated the plan is to have a principal in place by February of 2012, and the first class of 25-30 students will begin in the fall of 2012 with anticipation of 400 students in three to four years. The board meetings and school will be housed in the Vernon G. James Research and Extension Center in Roper, NC as they have room for 50 students at the present time. As the enrollment grows, modular units or other avenues will be explored.

With no further discussion, Mr. Benjie Forrest nominated Mr. Worth Forbes as the Board member to represent Pitt County on the Board of Directors for the Agriscience and Biotechnology Regional High School; second by Mr. Sean Kenny. Ms. Barbara Owens asked Mr. Forbes if he's willing to serve. He responded that he could not make the November 30th meeting, but could begin serving in January 2012. Motion was unanimous.

Calendar updates were the next business items presented. Superintendent Reep stated that November 23, 2011 and January 18, 2012 are make-up days for time missed during Hurricane Irene. After receiving many comments from the community, she asked approval for making November 23 a half-day for students (which follows the Early Release Schedule) and a full day for teachers. January 18 will be a full day for students and staff. She also stated that January 17, 2011 will be the make-up day for G. R. Whitfield students who missed an extra day due to the school being without current. She asked approval for this to be a half-day for students and a

whole day for staff. Ms. Christine Waters stated that on these dates and also December 19th, she hopes parents understand the importance of having their children in school and not miss instructional time. Dr. Reep commented that one of our district goals focuses on student attendance and informing the community regarding our Awareness Campaign can be implemented for these days. She added that there are always attendance issues related to make-up days, and we need to work on this issue.

Mr. Sean Kenny moved, second by Mr. Worth Forbes, that the requests of Dr. Reep regarding calendar make-up days be approved by the Board. Motion carried unanimously.

Assistant Superintendent of Human Resources Delilah Jackson discussed a proposed Resolution in Support of Calendar Change by the Pitt County Board of Education to be sent to the State Board of Education asking for local flexibility for setting the opening date of public schools. With the five additional student instructional days added to the calendar under 2011 HB 200, Section 7.29, and school starting no earlier than August 25 (this year will be August 27 as August 25 falls on Saturday), Ms. Jackson explained that this flexibility will greatly assist us in setting up the 2012-13 School Year Calendar.

Upon motion of Bishop Ralph Love, second by Ms. Christine Waters, the proposed Resolution in Support of Calendar Changes by the Pitt County Board of Education was approved unanimously.

Assistant Superintendent of Finance Michael Cowin shared the proposed Budget Resolution for Fiscal Year 2011-12 with the Board. He stated this information was reviewed and discussed at the last Finance Committee Meeting. Mr. Cowin discussed details of the Budget Resolution with Board members stating there is total budget revenue of approximately \$229 million, and we had about \$1 million in cost savings, which allowed us to save many positions across the system in light of the massive State reductions in our budget. He shared how set aside one time money will be used to protect instructional positions for our classrooms in the future. Mr. Cowin also shared with the Board the proposed Budget Calendar for 2012-13 discussing scheduled events for each month looking for more cost savings and the most productive way to utilize any one time funding to protect classroom positions.

Mr. Benjie Forrest moved, second by Mr. Sean Kenny, that the Board approve the Budget Resolution for Fiscal Year 2011-2012. Motion passed unanimously.

Mr. Benjie Forrest moved, second by Ms. Barbara Owens, that the Board approve the Budget Calendar for Fiscal Year 2012-2013. Motion passed unanimously.

Vice-Chair Benjie Forrest, in the absence of Chair Marc Whichard who was out due to medical reasons, informed the Board that the Educational Programs and Services Committee did not have a quorum present, therefore no action could be taken but discussion was held regarding two items. He asked Assistant Superintendent of EPS Cheryl Olmsted to share this information with the Board. Ms. Olmsted stated the first item discussed was the possibility of charging students who take Driver's Education in the upcoming school year due to budget constraints. She reported that the Committee feels further research is needed in order to have a zero balance for

the program – not knowing what to charge to cover cost of textbooks, contract services and other applicable fees.

The second item discussed was should students with Perfect Attendance in grades K-12 be recognized during the graduation ceremonies. Ms. Olmsted informed the Board that a survey was sent to principals for their input with the suggestion forthcoming that the public be informed regarding Perfect Attendance recognition and having a parent contact the principal of the respective high school should they feel their child is eligible for this award. Ms. Olmsted stated it will be a much easier process to investigate this limited number of students' cumulative folder for verification of perfect attendance in grades K-12 than having to check each senior's record. Mr. Benjie Forrest moved, second by Mr. Worth Forbes, that a Perfect Attendance policy be drawn up stating the criteria Ms. Olmsted has described. Ms. Christine Waters stated she would like to see a written plan before moving forward. Chair Peaden called for a vote by the Board. Those in favor were: Ms. Jennifer Little, Ms. Mary Williams, Chair Billy Peaden, Bishop Ralph Love, Ms. Barbara Owens, Mr. Sean Kenny, Mr. Benjie Forrest and Mr. Worth Forbes. Those against were Ms. Christine Waters. Ms. Olmsted added that she will have a written plan for this process in the Thursday packet later this week.

Chair Worth Forbes stated the Second Reading for Policy 4.103 Crowd Control at School Sponsored Activities is up for approval by the Board. He reminded everyone that this applied to all school sponsored activities and not just graduation ceremonies. Mr. Worth Forbes moved, second by Mr. Benjie Forrest, that the Board approve Policy 4.103 as presented. Ms. Christine Waters asked will procedures be in place regarding this policy. Mr. Forbes responded that after the Board enacts the policy, procedures will follow. Ms. Mary Williams stated that she has a problem with the wording in the policy – asking who determines what is “disorder” and “disruption” of school activities. She gave an example of a child having a problem at a Saturday night party – and how this would affect that student coming to school Monday morning. In-House Attorney Rob Sonnenberg stated the policy is discussing a school related event and if charges are filed, the school administrator or law enforcement officer will determine the issue. Ms. Jennifer Little asked what activity is being referred to. Ms. Williams responded that she doesn't think the wording is specific, but generalized. Attorney Sonnenberg stated the resultant discipline depended on the activity and what issues occurred. Superintendent Reep commented that the last paragraph leaves the door open and needs more clarification. Mr. Sean Kenny commented that the focus will be on the incident that occurs at a specified event and in discussion during a Graduation Task Force meeting, an example for graduation ceremonies follows – if someone became disruptive and was removed from the graduation ceremony with charges filed, the length of ban from school activities will be determined by the superintendent and directly related to the seriousness of the disruption that occurred. Bishop Ralph Love stated that if charges are to be filed, does that mean that person is guilty – when he or she in actuality might be innocent. Mr. Kenny commented that each incident will need to be looked at separately. Ms. Williams gave an example of the first child in a family graduating from high school this year and the mom shouting out “there goes my baby” and she's removed from the ceremony; what happens when the second child graduates three years later – is mom still banned from campus.

Ms. Christine Waters moved that the policy be sent back to the Policy Committee for better wording. Second was made by Ms. Mary Williams. Chair Peaden called for a vote. Those in favor of sending Policy 4.103 back to the Policy Committee were: Ms. Mary Williams, Ms. Christine Williams and Bishop Ralph Love. Those against the motion were: Ms. Jennifer Little, Chair Billy Peaden, Ms. Barbara Owens, Mr. Sean Kenny, Mr. Benjie Forrest and Mr. Worth Forbes. Motion failed.

Chair Peaden then called for approval of the Second Reading of Policy 4.103 – Crowd Control at School Sponsored Activities. Those in favor of Policy 4.103 as presented were: Ms. Jennifer Little, Chair Billy Peaden, Ms. Barbara Owens, Mr. Sean Kenny, Mr. Benjie Forrest and Mr. Worth Forbes. Those against were: Ms. Mary Williams, Ms. Christine Waters and Bishop Ralph Love. Motion passed.

Under Comments by the Superintendent, Dr. Beverly Reep thanked all involved with the effort of applying for the 100 Best Communities for Young People Award and those who helped with the promotion of Bullying Prevention during the month of October. She commented that it was wonderful to see the collaborative effort of so many groups supporting the students of Pitt County.

Dr. Reep shared that we have just received notification from the North Carolina Schools Board Association that a student at South Central High School has produced a video for entry in the NCSBA Student Video Contest that will receive third, second or first place at the Awards Ceremony at the NCSBA Conference November 15, 2011. The prize will be \$1,000, \$2,500 or \$5,000. Any Board member wishing to attend the event was asked to contact Administrative Assistant Brenda Pippin so she can make arrangements for the ceremony.

Superintendent Reep also congratulated the Ayden-Grifton High School Charges for their moving forward in the football conference.

Dr. Reep thanked the Board for extending her contract until June 30, 2015. She stated she very much appreciates their support as she strives to help Pitt County Schools meet their goals and help students achieve.

Dr. Reep welcomed back Mr. Worth Forbes after his accident and follow up surgery, and asked that everyone remember Dr. Matthew Ward and Mr. Marc Whichard in their prayers for full recovery from medical problems.

In closing, Dr. Reep commented on a former Pitt County student Alex White who is playing professional baseball and his efforts to raise money for a student battling bone cancer. She also added that Principal Will Sanderson takes other students to visit this young man, and how great it is to see folks reaching out to others with critical problems and the support surrounding them.

Chair Peaden commented that he heard several of our members helped serve at the Facility Services/Transportation luncheon and he wanted to be sure everyone received a tip – as Attorney Sonnenberg rewarded those who participated with a “small” tip.

Bishop Ralph Love stated he has visited Sadie Saulter and Belvoir and was most impressed with the schools, the new technology available and work being done to help our students grow. He plans to visit Sadie Saulter again once the ALPHA Program is in place.

Ms. Barbara Owens commented that faculty member Rose Marie Sherman from H. B. Sugg visited Farmville Presbyterian Church and talked about the relationship between the church and the school - helping to meet the needs of the students by financial giving and other ways - which demonstrates a wonderful statement between the school, the church and the community. She also spoke of Dr. Reep appearing before the Farmville Town Commissioners and sharing how the elementary, middle and high schools are improving. Ms. Owens added that once again, staff are working after hours and on weekends to bring growth to their schools and the community.

Ms. Christine Waters shared a news article on the front page of the Reflector regarding a student at D. H. Conley High School who has dwarfism and commented on the wonderful opportunities available to all students who want to succeed.

Mr. Sean Kenny has attended several functions at the middle and high schools after hours and stated he sees many assistant principals and principals as well as faculty members working. He also visited Pactolus and Wintergreen schools and spoke of the outstanding, courteous staff. Mr. Kenny reminded everyone that it is November, and he's thankful for Pitt County Schools, the staff and Dr. Reep's leadership.

Mr. Benjie Forrest stated that he's grateful the 9-12 Director's position has been filled and is looking forward to working with him in January.

Mr. Worth Forbes thanked everyone for their calls and cards following his accident and surgery. He especially thanked Ms. Barbara Owens for all she does and Dr. Pokie Noland for working with the counselors and getting to know their needs. In closing, Mr. Forbes reminded everyone of Veterans' Day and asked teachers to share ideas with students regarding this holiday and its meaning.

Ms. Jennifer Little apologized for missing some of her committee meetings as her work schedule has changed and may remain this way for awhile. She commended Dr. Reep's work and that of her staff stating she is most deserving of extension of her contract.

Ms. Mary Williams also thanked Dr. Reep and her senior staff for their leadership. She asked that Board members think about their vote for approval of Policy 4.103 tonight and asked that we be careful when using strong words like banned or barred from school activities as it could lead to total exclusion for a student or a parent due to an action involving past behavioral issues. Ms. Williams added that in regards to a decision being made by the superintendent regarding a graduation ceremony event, not all superintendents are like Dr. Reep.

With no further business to discuss, Bishop Ralph Love moved, second by Mr. Worth Forbes, that the Board adjourn. Mr. Sean Kenny voted against the motion. Motion passed. Time was 9:10 P. M.

Respectively Submitted,

Mr. Billy Peaden, Chair

Dr. Beverly B. Reep, Superintendent