

DATE: December 5, 2011 PRESENT: Billy Peaden, Chair
Jill Camnitz
Worth Forbes
Benjie Forrest
Sean Kenny
TIME: 7:09 P.M. Jennifer Little
Ralph Love, Sr.
Barbara Owens
Matthew Ward (Teleconference)
Christine Waters
Marc Whichard
PLACE: Pitt County Office Building Mary Williams

ABSENT:

Chair Billy Peaden called the Board of Education to order in Regular Session at 7:09 P. M. in the Third Floor Board Room.

Mr. Worth Forbes 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.

In-House Counsel Rob Sonnenberg then opened the floor for nominations of the Chairperson. Mr. Worth Forbes nominated Mr. Billy Peaden. There being no further nominations, the nominations were closed. Attorney Sonnenberg asked for a vote by the Board. Those voting for Mr. Billy Peaden for Chair were: Ms. Mary Williams, Bishop Ralph Love, Mr. Billy Peaden, Mr. Benjie Forrest, Dr. Matthew Ward, Mr. Sean Kenny, Mr. Worth Forbes and Mr. Marc Whichard. Those voting against Mr. Peaden were: Ms. Jill Camnitz, Ms. Jennifer Little and Ms. Barbara Owens. Abstaining was Ms. Christine Waters. With this number of votes being a majority of the Board, Mr. Billy Peaden took his seat as Chair and thanked everyone for their support.

Chair Peaden opened the floor for nominations for Vice-Chair. Ms. Mary Williams nominated Bishop Ralph Love. There being no further nominations, the nominations were closed. Chair Peaden asked for a vote by the Board. Those voting for Bishop Ralph Love for Vice-Chair were: Ms. Mary Williams, Bishop Ralph Love, Chair Billy Peaden, Mr. Benjie Forrest, Dr. Matthew Ward, Mr. Worth Forbes, Ms. Jennifer Little, Ms. Christine Waters, Mr. Sean Kenny and Mr. Marc Whichard. Those Board members voting against Bishop Love were: Ms. Jill Camnitz and Ms. Barbara Owens. With this number of votes being a majority of the Board, Bishop Love took his seat as Vice-Chair. He also thanked everyone for their support.

Chair Peaden then offered the Agenda for consideration. Ms. Mary Williams asked that Policy 4.103 Crowd Control at School Sponsored Activities be discussed further. Chair Peaden asked Chair Worth Forbes to bring up Policy 4.103 for discussion at the next Policy Committee

Meeting. Ms. Jill Camnitz, second by Mr. Marc Whichard, moved that the Agenda be approved. Motion was unanimous.

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

Under Spotlight on Teaching and Learning, Chicod Principal Seth Brown shared with the Board the Distinguished Leadership in Practice (DLP) Program, a non-traditional principals' professional development model developed by NC PAPA and DPI which allows its' participants to critically examine the meaning and application of "Distinguished" school leadership through a problem-based, real-world approach. Mr. Brown informed the Board that this Program is part of the Race-to-the-Top project. He added that there are six face-to-face two-day sessions and six weeks of on-line sessions of learning that are aligned to the performance evaluation standards for principals. Mr. Brown shared that three Pitt County Schools' principals went through the first cohort last year, and now three more principals are participating in the second cohort of DLP. Six components of DLP include: Strategic leadership for high performing schools, building collaborative culture, improving teaching and learning, maximizing of human resources for goal accomplishment, having strong internal and external stakeholders and leading change to drive continuous improvement. He added that all these are tied to the School Improvement Plan. Mr. Brown stated that to create and sustain high performing schools, we need high quality teachers who are interactive and devise innovative methods of teaching to include hands on learning experiences. A good administrator will keep his teachers engaged in his/her school setting. Mr. Brown quoted a profound statement by DPI which touches the heart of student achievement saying "igniting a passion for meeting the needs of all children" should be our goal. The Board also enjoyed watching a video involving Chicod School looking at different aspects of the Program and hearing about the Professional Learning Community (PLC) developed through DLP. The Public Broadcasting Station out of Chapel Hill featured DLP at Chicod School and furnished the video presented. Ms. Mary Williams asked once principals have completed DLP, will they share the program with other principals. Mr. Brown responded that each principal has the opportunity to apply to DLP, but it is an intensive, year-long course that necessitates a strong commitment to complete.

Principal of South Central High School Julie Cary discussed how the second video the Board will see tonight came about. She shared that she received an e-mail regarding a video competition sponsored by the North Carolina School Boards Association involving public education. She spoke to her Art Teacher Ira Varney who teaches an eleventh grade student Gina Lama that accepted the challenge and submitted a 38 second video stating that, "Every student is an individual for we all have our own ideas and beliefs. In a public school setting, we have the great opportunity to learn from each other. Students help their fellow students, improving themselves while improving each other." Mr. Varney stated in the video, Ms. Lama uses the stop animation technique with different colored paper hearts to demonstrate diversity, what we accomplish individually and how unified groups achieve more through public education. Ms. Cary reported that the NCSBA had 55 videos submitted, and Ms. Lama placed third in the State receiving an award of \$1,000 for her school.

Under Consent Items, Bishop Ralph Love, second by Mr. Benjie Forrest, moved that the Board approve the Minutes from the Regular Meeting held November 7, 2011, the Personnel Report for

December 2011 and the Property to be Declared Surplus List. Motion carried unanimously.

Under New Business, Director of Federal Programs Sylvia Mizzelle shared with the Board the recommended contracts for Pitt County Schools Supplemental Education Services for the 2011-12 school year. She stated that there are 15 different vendors (four of which are on-line vendors) being used in two different sessions being held – one session presently has 409 students participating. Ms. Mizzelle explained that the Federal government mandates additional support to at-risk students who receive free and reduced lunch in Title I schools. Mr. Worth Forbes asked were any vendors on the list that provided poor performance last year not on the current list with Ms. Mizzelle responding yes. She reminded the Board that it takes two consecutive years of poor performance before a vendor is taken off the list. She further explained that these vendors are closely monitored and results reported. Ms. Jill Camnitz moved, second by Mr. Worth Forbes, that the SES Contracts be approved by the Board as presented. Motion passed unanimously.

Dr. Matthew Ward then stated he had one last question of Ms. Mizzelle. He asked her was she married yet, with Ms. Mizzelle responding no, not yet!

Chair Ralph Love then asked Assistant Superintendent of Human Resources Delilah Jackson to update the Board following a Human Resources Committee Meeting held October 25, 2011. Ms. Jackson shared that the HR Committee is updating seven policies regarding wording differences, changes made by the State or other issues that need addressing. She added that materials had been distributed to committee members and she will receive feedback regarding this data to implement policy revisions. Ms. Jackson stated that once this step has been completed, the policy committee will discuss the revisions for future presentation to the full Board for approval. She informed Board members that the December 27, 2011 Human Resources Committee Meeting will be canceled due to the holidays.

Ms. Jackson then began discussion regarding a School Calendar Waiver Request from the 185 Instructional Days with the Board. Superintendent Beverly Reep stated the turn-around time to get the waiver back to DPI was short and response was quick. The waiver asks that there be 181 instructional days and four days be used for staff professional development. Dr. Reep attended a State Superintendent's Meeting last Thursday and reported that talk there asked that districts be prepared for 185 instructional days being mandated. She then stated that at the same time, the State has provided extension of the time to return the waivers, so no one really understands what the outcome will be.

Ms. Jackson informed the Board that the 2012-13 School Year Calendar Committee met November 15th and 30th. This committee consists of principals, assistant principals, central office directors and parents. She and Dr. Reep added that there will only be one calendar prepared this year as there is only one teacher workday and really no big differences for offering two options. They did state that more early release days will be added for professional development of our teachers regarding Common Core, Essential Standards and other major changes in education. Ms. Jackson added that Pitt County Schools is ready either way – if the waiver is granted or not. Ms. Christine Waters asked about the possibility of the opening/closing dates of school for next year being decided by the individual school districts. Ms. Jackson

responded that there are 186 days available with the present beginning and closing dates for school, so the legislature did not agree to each district having flexibility in this determination. Mr. Marc Whichard reminded everyone that teachers need their own individual time for grading papers and preparing for the end of the six-week/nine-week periods with report cards going out.

Chair Peaden opened the floor to Board discussion regarding continuing to use the County Commissioners' Auditorium for Board of Education meetings or not. Mr. Marc Whichard moved that the Board continue as we are presently doing or possibly expanding use of the auditorium. He stated folks reported they like the live TV meetings, audio is much better and more people can be seated in the audience. Mr. Benjie Forrest seconded the motion and feels the viewings are more professional and thanked the County Commissioners for letting us use their facilities. Motion passed unanimously.

Chair Worth Forbes informed the Board that a quorum was not present at the Facilities Committee Meeting held at 5:00 p.m. just prior to the Board of Education Meeting tonight. He asked Associate Superintendent of Operations Aaron Beaulieu to report to the Board on the items discussed at the Facilities Committee Meeting. Mr. Beaulieu stated the first item discussed was Board approval is requested for the GPS tracking system used in 26 vehicles. He explained how this system made vehicle use more accountable within the district. Mr. Worth Forbes moved, second by Mr. Sean Kenny, that the Board approve implementation of the GPS system as presented for Facility Services. Motion passed unanimously.

Mr. Beaulieu informed the Board that the new custodial inspection form will be implemented this month. He stated that an initial inspection will be done at each school and scheduled follow up rankings will be carried out.

Mr. Beaulieu discussed one-time expenditures made for fuel tank issues at transportation and monitoring of the football lights. He also informed the Board that two recommendations were made to the committee members who were present - a new chiller (component of an HVAC System) is needed at J. H. Rose High School to keep a major portion of the school cooler at a cost of approximately \$125,000. Mr. Beaulieu also stated that additional lighting is needed in the parking lot and near the road at Chicod School with changes in traffic patterns. The approximate cost for this lighting is \$25,000. Mr. Worth Forbes moved, second by Mr. Benjie Forrest, that these items be approved as presented.

Ms. Mary Williams asked would the work for these projects be bid out with Mr. Beaulieu responding yes. He added that the specs have not been sent out yet, but the bids will be handled in the normal manner as other bidding is carried out.

Dr. Matthew Ward stated a lot of money has been spent at Chicod School and feels we should complete the work requested for J. H. Rose, with Mr. Beaulieu responding that the recommendation for spending is for both projects - installing a chiller at J. H. Rose and additional lighting for Chicod. Dr. Ward asked if there is enough funding to cover both projects with Mr. Beaulieu responding yes, as one-time spending. Dr. Ward then suggested we move forward with both projects.

Chair Peaden then called for a vote by the Board. Motion was unanimous.

Mr. Beaulieu presented an update regarding the concession/bathroom facility at Chicod stating that other alternative solutions have been explored. Additional information is requested regarding the cost for alternative solutions as well as providing some of the labor both internally or possibly through the construction department at the community college.

The next item discussed at the Facilities Committee Meeting was the request for naming the road recently installed at D. H. Conley High School. This issue was delayed until a future meeting when a quorum is present.

Mr. Beaulieu then mentioned consideration of an Energy Performance Contract where all facilities and equipment will be evaluated and explored, which will take approximately six-months, and a follow-up report of potential equipment savings will be presented. Following the presentation, the Board can then decide what action will be taken.

Mr. Beaulieu informed the Board that the Sadie Saulter Educational Center is currently 90% occupied with the ALPHA Program moving in next week for 100% occupancy in January 2012. He did mention two issues that have been discussed – parking and equipment.

The next item Mr. Beaulieu shared pertained to East Carolina University Football Game parking at C. M. Eppes and Elmhurst Schools. Clarification of expenditures and allocation of the expenditures have been requested at the end of this season. Staffing for parking during the games was discussed with Mr. Forbes stating that this part-time job opportunity will be offered to lower paid employees.

Relocation of the bus garage/transportation department was then briefly mentioned with a piece of property/facility becoming available. Mr. Beaulieu stated with no available resources, pursuit of the property/facility was carried no further.

In closing, Mr. Beaulieu stated the December 26, 2011 Facilities Committee Meeting has been canceled and the next meeting will take place January 23, 2012.

Dr. Matthew Ward asked about an update regarding the Third Street Center. Attorney Sonnenberg shared that the latest bid was for \$10,000, thus we have to re-advertise for ten more days which will be up Monday, December 12th. Mr. Forbes added that the last bid will be brought before the Board to approve or not.

Chair Peaden reminded everyone of an open-ended remark earlier in the meeting regarding meeting in the County Commissioners' Auditorium. He stated it was mentioned that we possibly expand our meetings in the auditorium. Mr. Benjie Forrest and others stated that if expansion meant changing our meeting nights, then he suggested we stay as we are. There was a consensus of the Board regarding this thought.

Superintendent Reep then shared a Resolution Regarding Early Dismissal on November 23, 2011 before the Thanksgiving Holidays. She stated the early dismissal suggested by Mr. Whichard

was done to give our employees a little morale boost before Thanksgiving. Dr. Reep further added that the Resolution was requested to meet audit requirements. Mr. Sean Kenny moved, second by Ms. Barbara Owens, that the Board approve the Resolution as presented. Motion passed unanimously.

Board discussion regarding Board meetings in December and January was then held. Chair Peaden shared that Dr. Reep stated at this time there is not enough business to hold a second December meeting. Ms. Barbara Owens moved, second by Mr. Worth Forbes, that the meeting scheduled for December 19, 2011 be canceled. Motion passed unanimously.

Superintendent Reep stated the regularly scheduled meetings for January would be January 2 and January 16. She added that because of the Christmas break, we will not be working the week before January 2, and January 16th is the Martin Luther King Jr. Holiday. Motion was made by Mr. Sean Kenny, second by Ms. Jennifer Little, that the January 2 meeting be pushed back to January 9. After further discussion with several members stating they could not attend Board meetings on the second Monday night of the month, Mr. Benjie Forrest amended the original motion by removing January 9 as the meeting date and replacing it with January 23, 2011. Mr. Worth Forbes seconded this amended motion. Against this motion was Ms. Mary Williams as she needs to check her calendar first. Motion passed. Chair Peaden then called for a vote of the original motion with the amendment change of removing January 9 and replacing it with January 23, 2011 as the Board of Education Meeting date in January. Motion passed unanimously.

Assistant Superintendent of Educational Programs and Services Cheryl Olmsted and Superintendent Reep discussed with the Board reaccreditation for Pitt County Schools by the Southern Association of Colleges and Schools. Dr. Reep shared that different teams will come in to monitor the schools making sure everyone is on the same page regarding our vision and mission statement for the students in Pitt County Schools. Ms. Olmsted explained that the Board will be involved in Standard 2 – Governmental Standards for our school district. She added that the recent revision of our District Goals will be beneficial to our SACS Governmental Standards. Other standards will involve principals, central office administration, teachers and Board members if there is an interest. Ms. Olmsted stated Dr. Reep will be the Chair of Governmental Standards Committee as Board Members Marc Whichard and Matthew Ward volunteered to serve. Chair Peaden stated he will set up a list of those who will participate on the SACS Governmental Standards Committee.

Athletic Director for Pitt County Schools Ron Butler congratulated the Ayden-Grifton High School Football Team members for their coming in second in the State Playoff in Winston-Salem, NC. He added that most important to note is that in the last five years, a team member has not been ineligible to play which means all these students are making progress toward graduation! Mr. Butler informed the Board that since the previous Board meeting when the possibility of changing middle school athletic seasons was discussed, he has received one negative e-mail in response to this idea. He responded to the e-mail regarding travel volleyball issues giving details of the change and the recipient was satisfied with his response. Mr. Sean Kenny moved, second by Ms. Jennifer Little, that the middle school athletic seasons be flipped. Mr. Benjie Forrest stated that he's received several phone calls from parents and athletic directors who are not happy with the recommended change of middle school athletic seasons and

requests that a Board decision be postponed until January 23rd. Ms. Jennifer Little asked what reasons were given for dislike of the change. Mr. Forrest stated this is a BIG change – changes in travel, calendar events and routine. He added that the ADs should be allowed to express their thoughts anonymously. Mr. Butler commented that the ADs have been discussing this for two and one-half years, and he's received no objections. Mr. Marc Whichard stated that he, like Mr. Forrest, has received several calls and e-mails regarding this issue and will forward their points to other Board members. He agrees with Mr. Forrest in that these folks need to remain anonymous. Mr. Kenny asked how many ADs are there with Mr. Butler responding there are 13 middle school ADs and 6 high school ADs. Dr. Reep stated she would like to encourage those responding, including the ADs, to share their concerns openly as there should be no penalty or recourse for stating how you feel. Mr. Butler added that we need to know the concerns as he's had no input regarding a problem. Mr. Forrest asked would delaying this item until January 23rd be harmful to the program with Mr. Butler answering that the changes will begin in February and in the preseason parent meeting, he would like them to know exactly what we're doing so they can plan their schedules accordingly. Ms. Jill Camnitz asked what negative impact these changes will have on the high school athletic program. Mr. Butler stated most of the high school folks he's talked to are excited about the proposed change. Chair Peaden then asked for a vote of the Board regarding extending the decision until the January 23rd meeting. Those in favor of the extension were: Mr. Benjie Forrest, Ms. Jill Camnitz, Chair Billy Peaden, Mr. Worth Forbes, Mr. Marc Whichard, Dr. Matthew Ward and Mr. Ralph Love. Those against were: Ms. Jennifer Little, Mr. Sean Kenny, Ms. Barbara Owens and Ms. Mary Williams. Abstaining was Ms. Christine Waters. Mr. Butler commented that he would rather have a right decision than a fast decision.

Mr. Butler informed the Board that at their places there is a video shown to all parents at preseason meetings regarding sportsmanship for all schools.

Under Comments by the Superintendent, Dr. Beverly Reep thanked Art Director Jane Austen Behan for all her countless hours organizing the Margaret-Blount Art Exhibit Competition displays and the Educational Foundation for their sponsoring this endeavor. She also complimented the students on their artwork and stated she enjoyed hearing the students describe what inspired the motivation behind their work.

Dr. Reep congratulated Farmville Middle School Principal Dr. Lionel Kato who has completed his dissertation. She also shared that Jared from Subway is coming to visit Farmville Middle.

Superintendent Reep also congratulated Mr. Marc Whichard in being name Principal of the Year for Edgecombe County Schools.

Dr. Reep reminded Board members of the fundraiser involving the Dropout Campaign where someone can give a financial donation to the project in honor of someone else. She also announced that CNN will air on Sunday before Super Bowl Game Sunday the documentary regarding the tragedy of the loss of a student athlete as well as all the processes that have evolved since then to improve what we have in place for safety with our football program.

Superintendent Reep shared with the Board the accountability model from the State after attending the State Superintendent's meeting last week in Raleigh where she was given the State approved six indicators that will be a part of the new high school accountability model – though measures for these indicators and what application they will have in schools has not been determined. She did explain that the ratings will be yellow, red or green.

Dr. Reep reminded Board members of her school visits and invited anyone to attend. She stated Ms. Christine Waters went with her to Ayden Elementary December 2nd and Ms. Barbara Owens will be visiting Farmville Central December 9th.

Chair Peaden informed the Board that the Tobacco Trust Fund gives away 32 \$5,000 Future Farmer grants across the state. He feels North Pitt and Ayden-Grifton High Schools have a chance to receive a grant, which could help with the greenhouse program in each school, and has furnished the necessary paperwork to apply for this funding.

Bishop Ralph Love thanked everyone who voted for him as Vice-Chair of the Board and stated for the past 20 years, he has supported every chair and vice-chair who had been elected. He stated he is very sorry that some could not give him their support.

Dr. Matthew Ward thanked Board members for the beautiful plant he has received while in the hospital. He also stated that he was unable to attend the meeting when Dr. Reep's contract had been extended two years, but congratulated her and added that she does a wonderful job in working for our children. Dr. Ward also congratulated the Ayden-Grifton Football Team and stated that he had taught or worked with most of these students and is glad they are achieving academically also.

Dr. Ward also thanked everyone for their calls while in the hospital, though some were not able to get through. He asked everyone to contact Administrative Assistant Brenda Pippin for updates.

In closing, Dr. Ward informed the Board that he tracked Public Information Office Heather Mayo a couple of days, and stated he didn't see how she gets everything done. He added that she keeps on her toes and needs help with her work.

Ms. Christine Waters shared that she recently had the privilege of going to Belvoir Elementary and saw the Parade of Characters and Ribbon Cutting for the library. She also stated that the children at Ayden Elementary were well behaved and loving when she visited last Friday with Dr. Reep. Ms. Waters stated that she's looking forward to working with a unified board, and though she never complains when a committee meeting is canceled, she encouraged all members to go to committee meetings and reach their quorum to be able to get their work done.

Mr. Sean Kenny congratulated the Chair and Vice-Chair. He also congratulated Ayden-Grifton's Football Team for their success, even after being vandalized earlier in the year. He stated he had visited Northwest Elementary, Wellcome Middle, Chicod and North Pitt High School in the past few weeks where he felt very welcomed and shown around the schools in a professional manner.

Mr. Kenny closed by wishing all a Merry Christmas and reminded them of giving to the less fortunate.

Mr. Marc Whichard thanked all who wished him well during his recent back surgery and recovery period. He also thanked everyone for the support regarding the Resolution for Early Dismissal on November 23rd as he feels this helped all employees by one small gesture. Mr. Whichard added regarding Mr. Kenny's remarks about Northwest and the good visit there, Principal Dennis Teel has provided excellent leadership for the school. He then ended by wishing all a Merry Christmas and wonderful New Year.

Mr. Worth Forbes congratulated Chair Peaden and Vice-Chair Love on their elections and the Ayden-Grifton Football Team on their team spirit. He thanked Ms. Behan and the Educational Foundation for their work and support of the Art Program tonight. Mr. Forbes again thanked everyone for their cards and encouragement after his accident and hopes to be released from the doctor's care tomorrow.

Mr. Forbes did state he has received calls from teachers regarding discipline in the schools in association with assaults on teachers and students or neighborhood issues being brought to school. He feels these are difficult situations and policies may need to be changed to manage these issues.

Mr. Benjie Forrest congratulated the Chair, the Vice-Chair and the AGHS Football Team. He added that the Ayden and Grifton communities support athletic teams and schools in their area. Mr. Forrest commented that Dr. Ward is a warrior as he is not feeling good and in the hospital, but wanted to be part of the meeting tonight. He welcomed Mr. Whichard and Mr. Forbes back after their medical issues and added that he wished he had thought of Mr. Whichard's idea of letting all staff leave work early on November 23rd!

Mr. Forrest informed the Board that he and Mr. Forbes (by Chair Peaden standing in for him) have been sworn in as members of the Board of Directors for the new Northeast Biotechnical and Agriscience Regional School with plans for a new principal being hired by March 1st.

Mr. Forrest stated he had approximately four to six athletic directors who had contacted him regarding flipping the middle school athletic seasons. Again he stressed the importance of anonymous responses. Mr. Forrest closed by wishing all a Merry Christmas and Happy New Year!

Ms. Jill Camnitz wished Dr. Ward well and hopes he will soon be able to leave the hospital. She wished all a happy and healthy holiday season.

Ms. Mary Williams congratulated Chair Peaden and Vice-Chair Love on their re-elections. She told Dr. Ward that he was going to be alright and Mr. Forbes and Mr. Whichard that she was glad to see them back. Ms. Williams then informed everyone that she had not had a good week. She stated she received a letter in the mail which she feels was sent to influence her vote for chair and vice-chair tonight, and the timing was deliberate to cause more friction between Board members. Ms. Williams stated the issue discussed was over a year old, and this was a personal

attack for Chair Peaden and Vice-Chair Love trying to undermine their leadership. She stated she has already contacted the NCSBA who discussed the wording and timing of this letter. Ms. Williams stated she will contact the Office of Civil Rights, the State of North Carolina NAACP and the NC Department of Justice regarding the negative influence of the letter. She stated the letter was not only negative, but downright nasty and feels Ms. Camnitz and Ms. Owens were being unethical by writing such a letter. Ms. Williams stated the vote should be based on what is in the best interest of the students and parents in Pitt County. She strongly voiced that the Board needs to release their negativity and feels constituents of Board members would not appreciate such a letter either. Ms. Williams wished all a Merry Christmas.

With no further business to discuss, Mr. Worth Forbes moved, second by Ms. Mary Williams, that the Board adjourn. Motion passed unanimously. Time was 8:55 P. M.

Respectively Submitted,

Mr. Billy Peaden, Chair

Dr. Beverly Reep, Secretary