

DATE: February 18, 2013 PRESENT: Marc Whichard, Chair
Mildred Council
Worth Forbes
Benjie Forrest
Sean Kenny
Jennifer Little
TIME: 6:00 P. M. Barbara Owens
Billy Peaden
Christine Waters
PLACE: Pitt County Office Building Mary Williams

ABSENT: Jill Camnitz

Chair Marc Whichard called the Board of Education to order in Regular Session at 6:00 P. M. in the Third Floor Board Room.

Mr. Billy Peaden led the Board in the Pledge of Allegiance.

Mr. Worth Forbes followed with a Moment of Silence asking that we remember all students, staff and parents who have suffered a tragedy, sickness or loss of a loved one in our Pitt County Schools system. He also mentioned safety for our students in school.

Chair Whichard led the Board in a brief discussion regarding the three candidates applying to fill District I, Seat B following the resignation of Bishop Ralph Love. He explained that the same set of nine questions will be asked each candidate by rotation of Board members. Chair Whichard asked that Board members make careful notes for each candidate. After the interviews, he explained that if the Board is not satisfied with a particular candidate, a decision does not have to be made on any of the three present but the search can be continued. Ms. Barbara Owens asked regarding a pertinent question which comes to mind during the interview, but was not one of the nine asked of all candidates. Chair Whichard commented that we will proceed with the nine questions as explained; at the conclusion of these questions if a member has further questions, we will recognize that member to continue.

Chair Whichard asked Administrative Assistant Brenda Pippin to invite the first candidate, Mr. Clinton Ray Anderson, Jr. to come forward. Chair Whichard thanked Mr. Anderson for his interest in serving on the Pitt County Board of Education and explained the process of being questioned by Board members.

Chair Whichard began with question #1 asking Mr. Anderson to tell us a little about him, and why he is interested in filling the open school board seat. Mr. Anderson first said good evening to the superintendent, the chair, board members and ladies and gentlemen present. He responded that he's a native of Pitt County, went into the military and has resided in Pitt County since returning for 40 plus years. Mr.

Anderson reported that he's worked for Pitt County for the last nine years and is happy with what he does for the county.

Mr. Billy Peaden asked the second question - What particular strengths will you bring to this school board? Mr. Anderson answered that he will provide integrity, a good source of information, strength and respect for other board members if he is selected.

Ms. Mary Williams asked the third question - What will you find the greatest challenge about school board service? Mr. Anderson responded that in this age, there is a lot of tension for schools and counties with concerns regarding safety for our students and accountability. He added that professionalism, nutritional changes and other issues have new directions in our schools.

Ms. Christine Waters asked question number four - What do you believe are the greatest challenges currently facing this school district? A. What do you see as the Board's role in addressing those challenges? B. What do you see as the administrator's role in addressing those challenges? Mr. Anderson stated that right now it's security for students and staff. He added that administrators should be informed and have resources available to get the job done.

Mr. Worth Forbes asked question five - As an individual school board member, how would you handle a situation where the board takes a position that you do not agree with? How about if that position was something which you actively campaigned on? Mr. Anderson responded that he believes its okay to disagree, but not to be disagreeable. He added that when there is a particular pet peeve that you have, you still have to be open for others' ideas and suggestions - not be closed minded, but able to negotiate.

Ms. Barbara Owens asked question six - How would you handle conflict with fellow board members? How would you handle conflict with administrators or teachers? Mr. Anderson stated he believes some issues need to be handled in Closed Session. He added that we don't need to air all our laundry or have people believe the Board is falling apart. Mr. Anderson commented that when the Board presents or debates issues, it should not appear that members do not get along. He stated that in his present position, he's had many dealings with teachers and administrators and respects their opinions and jobs.

Mr. Benjie Forrest asked the seventh question - What would you do when approached by an angry irate parent or teacher with complaints about a school district issue or employee? Mr. Anderson commented that the issue needs to be neutralized first, and then be informed regarding the facts involved in reaching a solution.

Ms. Mildred Council asked question eight - How do you believe a school board member can be most effective in making long lasting substantial positive changes for students? Mr. Anderson responded that being a role model and visible are vital with open communication, understanding, fairness, sympathy and being cordial to all students, staff and parents.

Mr. Sean Kenny asked the ninth and last question – Board of Education members have regularly scheduled board meetings, committee meetings and hearing panels, in addition to listening sessions, phone calls, studying, etc., which may take 12-20 hours per month. Can you make that commitment? Mr. Anderson answered that he's sure he can.

With the conclusion of the nine questions, Chair Whichard asked did any Board member have further questions for Mr. Anderson. Ms. Owens asked in follow-up of question #9 stating that some hearing panels and committees meet at four or five in the afternoon, while some hearing panels meet at various times during the day and asked would Mr. Anderson have issues with attending these as they are an integral part of being a board member. Mr. Anderson responded that he has an adjustable schedule and would be able to make the adjustments as needed. Mr. Benjie Forrest asked for Mr. Anderson to elaborate more regarding his background with community involvement. Mr. Anderson reported that upon returning from the military, he worked at East Carolina University as a campus police officer and later transferred to the Greenville Police Department. He added that he started several businesses including a café in Winterville, NC, bought a cab business, had a transportation service for Wachovia and worked at Wal-Mart. Mr. Anderson commented that he had the opportunity to substitute for Pitt County Schools during which time a long-term job became available as a Driver Education Coordinator. He also enjoys being a substitute bus driver on the side. Mr. Anderson informed the Board that he's a licensed minister and teaches Sunday School, which is where most of his community service is centered. Mr. Anderson added that he leads a workshop which is sponsored by a charitable foundation that gives a scholarship to 10-12 students for at least \$1,000 each year.

Ms. Jennifer Little asked if Mr. Anderson is still employed with Pitt County Schools and Mr. Anderson responded yes. Mr. Benjie Forrest addressed Mr. Anderson in that if he should be the selected candidate, there would be a conflict of interest in being employed by Pitt County Schools. He asked Mr. Anderson would he have a problem stepping down from his Pitt County Schools' position to serve on the Board of Education. Mr. Anderson responded that he called the Board of Elections regarding a conflict of interest with his position in Pitt County and serving on the Board of Education, and that person said there would not be a conflict. Mr. Forrest explained that working for Pitt County would not be an issue, but working for Pitt County Schools would be a conflict. Chair Whichard asked Attorney Ken Soo to provide an explanation with Attorney Soo stating that a member of the Pitt County Board of Education cannot work for that particular school system and should resign from that position. Mr. Anderson responded that because of this conflict, he would like to withdraw his name as a candidate for the District I, Seat B vacancy on the Board of Education at this time. Chair Whichard clarified that Mr. Anderson is withdrawing his name as a candidate for the District I, Seat B vacancy with Mr. Anderson stating this is correct as he does not want a conflict with his job. He thanked the Board for the opportunity to speak in the open forum and being a part of this great county. Chair Whichard thanked Mr. Anderson for coming tonight and his interest, while Mr. Sean Kenny thanked him for what he does for our students day in and day out.

The second candidate called was Ms. Minnie Johnson-Anderson. Chair Whichard welcomed Ms. Johnson-Anderson and thanked her for her interest in serving on the Pitt County Board of Education for District 1, Seat B. He explained the process of tonight's interview and then asked Chair Peaden to begin with question one - tell us a little about herself and why you are interested in filling the open school board seat. Ms. Johnson-Anderson stated she is a local resident from Falkland, NC and has worked in the school system for about 46 years. She believes she has talent, energy, experience and is a life-time learner. Ms. Anderson stated she desires to work and prepare our youth to become good adults in an environment of fairness, true decency and equity.

Ms. Mary Williams asked question number two - What particular strengths will you bring to this school board? Ms. Johnson-Anderson responded that she has worked for many years in education as a principal and educational specialist. She mentioned the global economy with ever-changing phases in our schools.

Number three was asked by Ms. Jennifer Little - What will you find the greatest challenge about school board service? Ms. Johnson-Anderson responded that the greatest challenge she sees is how the educational scope is changing in North Carolina and Pitt County. She mentioned that the Governor signed a bill today for Career and Technical Education so that students will have the opportunity to enter into vocational fields as all students are not college bound. Ms. Anderson commented that we have challenges through new technology, new products, new management and transition.

Ms. Christine Waters then asked question four - What do you believe are the greatest challenges currently facing this school district? A. What do you see as the Board's role in addressing those challenges? B. What do you see as the administrator's role in addressing those challenges? Ms. Johnson-Anderson stated that coordination of safety and security for our students, staff and administrators is vital. She believes the Board needs to assist in this area. Ms. Anderson discussed a digital destination and feels administrators should be proactive instead of reactive. Sometimes she believes issues arise with politics v. policy. Ms. Anderson continued that in being creative, if the Board had a digital means to communicate with the public which comes directly from them, it would be clear, concise and exactly what the Board wants the public to know - not a report through the news media.

Mr. Worth Forbes asked question five - As an individual school board member, how would you handle a situation where the board takes a position that you do not agree with? How about if that position was something which you actively campaigned on? Ms. Johnson-Anderson stated that as an individual Board member if the Board took action on something that she does not agree with, she would have to embrace it as the majority opinion rules. She believes this requires compassion, maturity and the ability to agree to disagree, but stated that together we win.

Ms. Barbara Owens asked question six - How would you handle conflict with fellow board members? How would you handle conflict with administrators or teachers? Ms. Johnson-Anderson stated that we handle competitive or opposing actions with love. She stated she believes in the Golden Rule - do unto others with compassion, understanding and forgiveness because what goes around comes around. She added that we must learn to do the right thing. Ms. Atkinson commented that in dealing

with teachers and administrators, we must always be open minded when discussing positives and negatives. She added that we encourage engagement from the audience regarding issues that affect our community at large. Ms. Atkinson stated that her goal is to create a platform for the expression of ideas aimed at productive dialogue in the political and policy arena. She added that war is not the answer, stating that only love can conquer hate. Ms. Atkinson stated in the work place, we have a fair day's pay for an honest day's work regardless of color, gender, age or disability. She said that we need to find ways to mentor and retrain our teachers to do what is right in our hearts.

The seventh question was asked by Mr. Benjie Forrest - What would you do when approached by an angry irate parent or teacher with complaints about a school district issue or employee? Ms. Johnson-Anderson answered that honesty and integrity are always in style, and the success of our school system rests upon our parents' satisfaction. She stated that we should treat parents with dignity and respect giving them quality time when approached.

Ms. Mildred Council asked question eight - How do you believe a school board member can be most effective in making long lasting substantial positive changes for students? Ms. Johnson-Anderson answered that Board members can make long-term decisions for the betterment of the school system by having a vision for looking forward and having hope. She added that we need direction and should be able to serve all students – dropouts, those on the streets in Pitt County and any who have nowhere else to turn.

Mr. Sean Kenny presented the ninth and last question saying - Board of Education members have regularly scheduled Board meetings, committee meetings and hearing panels, in addition to listening sessions, phone calls, studying, etc. which may take 12-20 hours per month. Can you make that commitment? Ms. Johnson-Anderson quickly responded she can as she's retired.

The Chair then asked did any Board member have other questions they would like to hear an answer to. Ms. Mildred Council asked Ms. Anderson to expound more regarding question #4 – the Board's role in addressing challenges, with Ms. Anderson responding that we need to utilize our cable channel and get out more of the Board's message as it deems appropriate through the superintendent, chair or committee members.

Chair Whichard thanked Ms. Johnson-Anderson for her time and interest in appearing before the Board of Education tonight. He then asked if the third candidate, Mr. Robert Moore, is present with Ms. Pippin reporting that he called earlier today and asked regarding his appointment time mentioning that he would be a little early.

Chair Whichard decided to move forward with the Agenda until Mr. Moore arrives and offered the Agenda for consideration. Under section V. Adjustments to the Agenda, Mr. Forbes stated he would like to add a Closed Session with Chair Whichard stating item X will be Closed Session with item XI being Adjourn.

There was no one in the audience who wished to speak during Public Expression.

Under Consent Items, Ms. Jennifer Little, second by Ms. Mildred Council, moved that the Board approve the Minutes from the Regular Meeting held February 4, 2013, the Second Personnel Report for February, and the Property to be Declared Surplus List. Motion passed unanimously.

Under New Business, Chair Whichard asked Assistant Superintendent of Human Resources Delilah Jackson to present an update.

The first item shared by Ms. Jackson was the second reading of the proposed 2013-14 School Calendar, which as requested by the Board, a copy of the calendar was placed online for feedback for a period of one week. She discussed several items mandated by State Policy including instructional days to cover nine calendar months, have a minimum of ten annual/vacation leave days, have a minimum of ten workdays and the holidays have to be the same as those for the State Personnel Calendar. Ms. Jackson stated the majority of the feedback involved Early Release Days and gave details pertaining to these days commenting that there is a reduction of two days from the previous calendar.

Ms. Jackson stated other comments were related to the unscheduled day which is when students and ten-month employees (though they are paid) do not report to work but meet the 215 work day requirement of State law. She explained that high school and grades 6-8 scheduling for second semester, professional development and the Martin Luther King Holiday occur during the three-day break in January following our Christmas break in December. Ms. Jackson shared that the State Board mandates the start and end date guidelines for our students for school year 2013-14.

Ms. Jackson stated the only change based on feedback from the online process made in the 2013-14 school calendar, which needs Board approval, is switching the System Designated Day to January 22 and moving the Teacher Workday to January 21. Mr. Sean Kenny asked regarding April 18, if that is Good Friday. Ms. Jackson responded that it is. Ms. Barbara Owens commented that it's hard for the public to comprehend the January days that school is out as it follows the long Christmas break. She suggested that the public be informed in detail online about why we have the January break. Ms. Jackson commented that we can communicate this information online as well as send out a notice to parents from the schools.

Mr. Sean Kenny moved, second by Ms. Mary Williams, that the 2013-2014 Pitt County Schools Calendar be approved as presented with the stated change for January 21 and 22 as described by Ms. Jackson. Motion carried unanimously.

Chair Whichard then stated Assistant Superintendent of Educational Programs and Services Cheryl Olmsted is out sick tonight and asked Student Services Director Pokie Noland to report to the Board following an EPS Committee Meeting held February 7, 2013. The first item discussed was CTE credentialing and VoCats. Dr. Noland informed the Board that the business community recognizes credentialing for our students in many CTE courses that are available through our high school classes. She commented that our high school principals, counselors and CTE teachers encourage students to take the credentialing tests so when they complete the course; they have a certificate that states they are certified in a particular area and ready to go into the work force. Dr. Noland stated the discussion was related to whether or not we

are going to continue to require our students to also take the VoCats test, which is the data used to complete Standard 6 in the Teacher Evaluation tool. She reported that the decision made was to continue our present process until we hear further from DPI telling us what the State expects us to do in terms of administering VoCats and to continue encouraging students to take the credentialing test as well.

The second item discussed was the new law passed last summer by the legislature which took effect December 1, 2012 dealing with cyber bullying against employees by students. Dr. Noland states the law states that students cannot cyber bully school personnel. In working with Ms. Jackson and In-House Attorney Rob Sonnenberg, Dr. Noland commented that the student component and the employee component - all meet requirements within our policy. She presented details regarding the policy and informed the Board that the EPS Committee voted to send Policy 10.200 forward to the Policy Committee for their recommendations.

The third item mentioned was two additional agricultural programs – animal science and a veterinary program – which were discussed by Mr. Benjie Forrest.

Ms. Mildred Council asked have we had a lot of problems with cyber bullying in our district. Dr. Noland responded that we have not had any cases of cyber bullying of employees by students. Ms. Council asked about cyber bullying within our students. Dr. Noland commented that if cyber bullying occurs on a computer outside the school, the school does not address it. She stated that we address bullying if it comes within the school and creates a disruption there. Ms. Council stated she had heard talk of cyber bullying in the community last year and wondered if it was an issue. Dr. Noland responded that in middle and high schools v. elementary schools, it would probably be more prevalent in the middle school range, but it is not a large problem.

The next item of business was a report from Chair Sean Kenny regarding the first reading of revised Policy 7.206 – Classified Evaluation Policy. He pointed out the changes made in the policies for Board review. No discussion followed.

Next was the first reading for revised Policy 7.014 – Conflict of Interest with Mr. Kenny sharing proposed changes for this policy. Again, no discussion followed.

The revised Rules of Procedure 1.200 were then discussed regarding Rules of procedure for Board of Education Meetings with Mr. Kenny pointing out changes involving Item 4 Public Expression. Chair Whichard asked for Attorney Soo's opinion regarding the legal perspectives for making these changes. Mr. Soo stated the new language only addresses that public speakers cannot address specific personnel discussions and the parts stricken really have no basis for discussion. He explained that the Board cannot have discussion regarding contracting to buy land in Open Session and the same is true about attorney/client privileges. Attorney Soo clarified that the Grievance Procedures may be used by the public to bring up concerns about a specific employee.

Mr. Worth Forbes asked that this procedure be as lenient as it can be so that during Public Expression, the public will be able to address issues without naming names following the meeting we had a few months ago. He asked is it legal to say a teacher at such and such school without naming the teacher but still be able to address a

particular situation. Attorney Soo stated a person cannot come to speak and say my child's math teacher did so and so regarding my child's test grade and I think it should be dealt with. Someone can say I have a concern about the test grading policy and think you need a consistent system across the county regarding such and such. Mr. Forbes then asked was Attorney Soo saying legally a person cannot state the description given above. Attorney Soo commented that the Board has flexibility as to how it wants to operate the meetings. He added to avoid having public comments about a specific person and confidential information, the grievance policy process is in place. In answering Mr. Forbes question, Attorney Soo stated that whether the person is named or not; if the speaker gives details so that everyone knows who the person is speaking about, it's the same as disclosing personnel information and that person is put in a position where he/she cannot defend themselves. Again Mr. Forbes stated he strongly believes the public should be able to express as much as possible their opinions as long as they stay within the legality of the law. Chair Whichard added that the Board wants to be transparent and wants public input with appropriate comments, but we don't want our employees tried in a court of public opinion. Ms. Jennifer Little added that there is a difference between supporting, praising, bringing forth good or bad information – saying someone's name is illegal is what she understands. She asked how much should public thoughts be edited down – as public expression, people have the right to come in and speak. Ms. Little commented that the Board's words are public and that's what public expression is for. Attorney Soo again stated that the public can come and speak pro or con regarding Board policy, but you cannot talk about how a specific person does their job. He added that the Board is not required to have this policy, but you have to think about what type of forum you're opening up otherwise. Mr. Forbes stressed that the Board should have a policy that gives the public as much of a chance as they can possibly have to get their message out. He added that we are putting a muzzle on what they can say and how they can express it. Mr. Forbes commented that he does not mean naming specific names, but we need to be much broader than we were in the previous meeting several months ago. Chair Whichard agreed that we need to be more open; however, we don't want to get to the point where we have open forum with fist throwing or verbal fist throwing at employees in the district. He added that we do have a grievance process in place, but if people are looking for a public forum to humiliate an employee in the district – that is not appropriate. Chair Whichard added that we don't have a five-second delay or delete this section out like the media when individuals come forward to say things. We can stop what they're saying or ask them to sit down, but that looks like we're cutting them off and don't want to hear what they have to say; but we do want to protect the dignity of our employees as much as possible. Mr. Benjie Forrest states he respects the office of Chairman, but he also would like to see this policy made as liberal as possible, and still protect the legal interest of the Board and the legal consequences of a person in the community who makes comments. He asked are there more liberal policies out there that some school systems are using that we might be able to use as examples. Attorney Soo responded that there are school districts that do not have the limitation on discussion of personnel or student matters by members of the public during public expression. He added that the Chair does have authority during Board meetings, but stated if you open things up all the way then they remain an open door. Chair Whichard stated yes, we do want to hear from members of the community, but my ultimate concern is that I do not want people to stand up publically and throw tomatoes or stones at an employee. He added that we run the chance of things being falsely said or things coming out that we have not had

a chance to investigate either by the Board or Administration. Chair Whichard commented that he does want transparency and as much “sunshine” on things as we can possibly have. He added even as Chair, when you try to calm people down who are talking and say a statement that is inappropriate, it’s easy for the crowd to say now you’re trying to cut us off. Chair Whichard said there is a very gray, fine line area for this issue. Mr. Forbes stated that if we have the same procedure as we had previously in the meeting a few months ago, then it’s a shame because we did not allow the public to express any of their concerns. If they got up and said a word, they were asked to sit down. He believes that our policy or procedure needs to be broadened so that our public can express their views. Mr. Forbes commented that we are accountable to the public and we need to hear what they have to say as a Board. In this way, we all hear the same thing, hear the same concerns and all can ask questions if need be at the same time – not individually. Mr. Forbes stated that our actions previously frustrated the community and caused more dissension as it looked like we were hiding something. He believes the more feedback we receive, the public will be much more satisfied.

Chair Whichard asked can the discussion we’ve had be noted by the Policy Committee with Mr. Kenny responding that we may be putting the cart before the horse. He asked members to look at page 35 in the Agenda book where section 4.7 was added. Ms. Christine Waters asked that the question be called since it is first reading. Chair Whichard so noted. Ms. Barbara Owens stated the stress level involved with not being able to hear what the community was trying to say was related to the communication and clarification being awry and not understood by the Board. She added that with this clarification and the thoughts of the Board, perhaps some questions will be answered. Ms. Mary Williams stated her concern is that many times the public receives misinformation or reads something on the internet or media that is not truly what happened. She commented that we need to be mindful of individuals who will subvert our policies. Ms. Williams stated she would not like to see individual names called out by the public – there is a process in place to be used. She believes we can fix this issue through policy. Superintendent Beverly Emory reminded everyone that the grievance process ultimately ends with the Board. She explained that if people follow the grievance process and don’t get resolution along the way, the end of the process is an opportunity to be heard by the Board or panel of the Board. Ms. Jennifer Little stated there is a difference between expression and grievance over something. She mentioned the authority of the Chair and his ability to stop the discussion if there is too much finger pointing, name calling or whatever and explain the grievance process to that person. Ms. Little stated that she’s open for the transparency from someone during public expression as long as we have the authority to stop it. Mr. Forrest commented that he always sides with the people who elected us and feels the public got so frustrated at the meeting several months ago, that they said what’s the use of having public expression. Ms. Williams expressed that in the November meeting, some had the opportunity to speak while others did not which she believes were procedural issues and can be worked out.

Chair Whichard stated this was the first reading of Rules of Procedure 1.200 – Rules of Procedure for Board of Education Meetings. He asked Mr. Kenny to take this back to the Policy Committee for review and revision as deemed necessary by the Committee.

Mr. Kenny then asked for the second reading for the recommendation to delete Policy 7.126 - Disability Salary Continuation. Mr. Kenny moved, second by Mr. Worth Forbes, that Policy 7.126 – Disability Salary Continuation be deleted. Motion was unanimous.

Mr. Kenny next moved, second by Ms. Jennifer Little, that the revised Appendix 1.301-A – Appointment of New Board Members be approved. With no discussion following, motion was unanimous.

Mr. Kenny shared that D. H. Conley High School and G. R. Whitfield School would like to add the color gray as their fifth color to their uniform color selection. Mr. Kenny then moved, second by Mr. Benjie Forrest, that gray be added to the school colors for D. H. Conley and G. R. Whitfield. Ms. Mary Williams asked if this request had been discussed at the Uniform Task Force Committee with Ms. Christine Waters responding yes. She explained that the recommendation had been forwarded to the Policy Committee but has not actually been worked into the policy at the present time. Dr. Emory explained that these two schools came forward with a special request to add a fifth color of gray to their school colors. She added that the remaining schools with four colors have been contacted to see if they would like to add an additional color. Chair Whichard then called for the vote with the motion passing unanimously.

The next item discussed by Chair Whichard was the posting for legal counsel to serve the Board explaining that the Board decided to shift gears in our December meeting in terms of a change from in-house counsel, which represents the district on day-to-day matters, and that same individual serving as counsel for the Board. He stated that the Board unanimously opted to go with an individual at this time to represent the district in day-to-day matters and a second individual that we have an interim contract with to represent the Board - which is Tharrington and Smith, thus we are grateful to Attorney Ken Soo for the services he's providing. Chair Whichard commented that the Board also decided during the meeting that we will advertise for a period of time for outside counsel to represent the Board and entertain candidates who apply for filling the position of Board counsel on a permanent basis. Chair Whichard asked if these proceedings are still the wishes of the Board. Ms. Christine Waters asked are we pursuing having two separate attorneys, one for in-house day-to-day and another to serve the Board at meetings. Chair Whichard responded yes, these arrangements will be in place for a period of time. Ms. Waters had questions regarding seeking counsel and the remainder of a contract. Attorney Soo commented that we should not encourage discussion on contracts. Chair Whichard stated that tonight we are proceeding with establishing a timeline in terms of receiving applications and then determine a process for reviewing applications by a committee or the full board. He expressed a desire to use the full Board as this person will be serving the Board as a whole. All Board members concurred with the Chair. Chair Whichard suggested that we advertise for a period of thirty days with the last day being the last work day of the month. He asked Public Information Office Marsha McLawhorn to place this on the school system's website in terms of a position we are advertising for - as clarified: a board attorney to represent the board in board business and otherwise deemed by the board.

Regarding specific wording for qualifications, Chair Whichard asked Attorney Soo for input. Attorney Soo asked would this be someone employed by the Board or an

outside contracted employee. Chair Whichard responded that it will be an in-house, full time attorney for the Board. Attorney Soo commented that the quality of the person, someone with courtroom experience, school board experience or experience with administrative or municipal law, and someone who has attended board meetings and/or advised educational boards would be suggested candidates for the position. Ms. Barbara Owens stated that the Board had twelve general requirements for the position last time which are listed in our handouts, and she believes these are incredible and would be useful in our search. Chair Whichard added that the NC Association of School Administrators serves as a clearing house for advertising vacancies which may be considered or any other publication that would be an attractive search instrument for individuals looking for positions. Attorney Ken Soo noted that all law schools have bulletin boards to post vacancies. Ms. Mildred Council also mentioned distribution for the position in minority publications as well. Chair Whichard responded that we want to cast a very wide net in terms of individuals and this is a point well made. Ms. Jennifer Little moved, second by Ms. Mildred Council, that the Board proceed with advertising for a board attorney as described. Motion carried unanimously.

Chair Whichard then returned to the third and last candidate interview for the District 1, Seat B vacancy who was Mr. Robert Moore. Chair Whichard welcomed him and thanked him for his interest in serving on the Pitt County Board of Education for District 1, Seat B. Chair Whichard explained the process for the interview and asked Mr. Billy Peaden to ask the first question - tell us a little about him and why he is interested in filling the open school board seat. Mr. Moore stated that he was born and reared in Edgecombe County in the town of Pinetops. He attended NC Central University graduating with a BS in Chemistry. He married his wife just prior to graduation and still has her. Mr. Moore stated that they have three daughters who all graduated from Rose High beginning with a 1974 graduation and the last was in 2000. He shared that he was President of the Rose High Advisory Council for several years. Mr. Moore worked for DuPont about 30 years, then made a career transition into real estate. For the past six years he's worked at the Sara Lee Corp. with Quality Control and is getting ready to make another career transition in June (called retirement). Mr. Moore wants to sit on the Board because he realizes the value of education and wants to be part of the vision and mission statements for Pitt County Schools. He wants to work on a broader scale as a Board member and not just as an individual impacting one at the time.

Ms. Mary Williams asked question two - What particular strengths will you bring to this school board? Mr. Moore answered that he will bring a vision of stability, trustworthiness and work toward everyone having the same mind. He added that as Board members, we ought to be saying the same things; though many times when we read goals or mission statements, they may mean different things to different people.

Ms. Jennifer Little asked question three - What will you find the greatest challenge about school board service? Mr. Moore feels that we have a vision statement and purpose, but believes we need feedback from the people that we serve. He asked what button do we press to see what "at large" thinks of us and are we doing what we're supposed to do. Mr. Moore shared that the person who updates our website does a great job and believes we need a point of contact where we can receive input on what

the majority at large thinks of us. He commented that if folks think something different than what we're supposed to be, then we're not effective.

Ms. Christine Waters asked question four - What do you believe are the greatest challenges currently facing this school district? A. What do you see as the Board's role in addressing those challenges? B. What do you see as the administrator's role in addressing those challenges? Mr. Moore believes the recent news of what's happening in schools - schools that have great curb appeal, but yet people who are not supposed to be there, can enter. Our job is safety for 23,000 students, many who ride yellow school buses, and we need the right people at the right place at the right time so that threats as mentioned in recent media never happen. Mr. Moore believes that administrators have to be prepared before an event happens so that when it does occur, they are able to deal with it.

The fifth question was asked by Mr. Worth Forbes - As an individual school board member, how would you handle a situation where the board takes a position that you do not agree with? How about if that position was something which you actively campaigned on? Mr. Moore responded that me alone is nothing, it's what the Board says that matters and has power to make changes. He added that he will voice his concerns, but ultimately there are no side issues - it's what is best for the children.

Ms. Barbara Owens asked question six - How would you handle conflict with fellow board members? How would you handle conflict with administrators or teachers? Mr. Moore stated that he's taken a lot of conflict courses and many work. He commented that there is a saying, "Swift to hear, slow to speak." Mr. Moore added that many times if you speak too much, you don't really gather what's being said. He stated that there may not be conflict at all if we listen properly. Mr. Moore commented that many times he puts himself in a position to ask do I really understand why there is a conflict or why does this person think differently and try to analyze that. He added that someone has to control the conflict or take a position of soundness, or you go nowhere. Mr. Moore stated the same approach could be used with administrators and teachers. He commented that he does not make a judgment on the spot as there is always more to hear to determine what the real core of the problem is.

Mr. Benjie Forrest asked question seven - What would you do when approached by an angry irate parent or teacher with complaints about a school district issue or employee? Mr. Moore responded that he would first listen and if it was in the company of a lot of other individuals, I would try to calm the situation to the point where it doesn't attract a lot of attention. He added that you would not want to wake up the next morning and read where a school board member and another person were in direct conflict somewhere. Mr. Moore said that you need to let the person vent his/her frustration and if that doesn't work, you may say let's talk tomorrow after I gather more information about the issue and share a possible solution.

The eighth question was asked by Ms. Mildred Council - How do you believe a school board member can be most effective in making long lasting substantial positive changes for students? Mr. Moore answered that we should be trustful, show traits that lead to success, have a mission and know what that mission is, have goals and a vision as the lower fruits have already been selected and you need to be creative to have better control of higher achievements.

Mr. Sean Kenny informed Mr. Smith that Board of Education members have regularly scheduled Board meetings, committee meetings and hearing panels, in addition to listening sessions, phone calls, studying, etc. This may take 12-20 hours a month. He then asked ninth and last question - Can you make that commitment? Mr. Moore quickly responded yes. He stated that even the greatest Board knows where its weaknesses are, and he believes the best person should be selected for a position. Mr. Moore commented that that person may not be him and 23,000 students are depending on what the Board does that will impact their career. Again, he mentioned he has already stated that another "career transition" is in process and if elected to the empty seat, he will try his best not to miss an opportunity to work for the children.

Chair Whichard stated that this concludes the nine questions for Mr. Moore and asked did someone have further questions. Ms. Barbara Owens again asked about hearing panels, committee meetings, regular meetings, and others – if they meet at 12:00 or 4:00 or whenever a meeting is scheduled, will you be able to attend such meetings before your retirement. Mr. Moore responded that a meeting would impact his work load, but he feels that this is his next opportunity and will make the meetings happen.

Chair Whichard reported that we have two candidates wishing to fill the District I, Seat B seat – Ms. Minnie Johnson-Anderson and Mr. Robert Moore. He asked for discussion amongst the Board members. Ms. Jennifer Little stated she is not familiar with where Bluewillow Way is located (Mr. Moore's address) and asked have the addresses for the candidates been checked for the correct District seat. Administrative Assistant Brenda Pippin reported that she has contacted the Board of Elections and they have given clearance on all addresses received.

Chair Whichard stated the candidate will be selected by a majority vote from the Board. Ms. Mary Williams moved, second by Ms. Christine Waters, that Mr. Robert Moore be appointed to fill the vacancy of District I, Seat B previously held by Bishop Ralph Love. Chair Whichard asked for a show of right hands for those in favor of appointing Mr. Robert Moore to fill the vacancy for District I, Seat B. Motion was unanimous. Chair Whichard thanked all those who expressed interest in filling the vacancy on the Board of Education.

Under Comments by the Superintendent, Dr. Emory congratulated Mr. Moore on his appointment and stated we will work with the Board for his swearing in at the March 4 meeting. She offered Mr. Moore assistance with any background information or other questions that might arise.

Dr. Emory also thanked the Calendar Committee for their hard work stating that the parameters are slim.

Superintendent Emory thanked the Board for their support regarding the three days mentioned in January and stated that one of our major dropout prevention strategies has been the reworking of individual student schedules, sometimes by hand during second semester to ensure that we offer the best opportunities for students. She applauded the six high schools as this is extra work which they take very seriously. These January days afford them the time to accomplish this task.

Dr. Emory recognized Ayden Middle School, which we learned Saturday, won the 2013 Black History Quiz Bowl sponsored by Alpha Kappa Alpha Sorority. Principal Jeff Theus stated this was accomplished by two staff members, In-School Suspension Coordinator Rosemary Daniels and Secretary/Bookkeeper Teresa Trahan, who worked hard with the students to accomplish this award.

Dr. Emory also announced that Dr. Pokie Noland was in Durham today for recognition of both A. G. Cox Middle and North Pitt High as Green Ribbon Schools for being model schools for implementation of PBIS – Positive Behavior and Intervention Support. She added that our ALPHA Program was recognized as a model implementer for PBIS.

Dr. Emory shared that North Pitt High School was featured in a statewide webinar for improvements, particularly the tremendous improvement that's occurred in algebra. She stated it was nice to hear a principal and three-year teacher, Mary Carson, who has done an outstanding job in leading the math department talk about cultural changes and other modifications in approaching student achievement.

Dr. Emory mentioned that today we received information from the Department of Public Instruction regarding giving common exams in our high schools first semester. Our teachers provided great feedback to the State related to implementing this and many changes are in process. The information we received was that AP and IB courses will not be administering common exams, and the State is going to shorten many of the constructed responses based on the fall administration. Dr. Emory commented that Ms. Mary Robinson is the President of our teacher association and went out of her way to collect feedback from all six of our high schools on this process to share with DPI.

In an interesting event last week, Dr. Emory stated that Lake Forest had a Valentine's Luncheon for parents called "Love for Reading." She stated over 75 parents came and many strategies were shared with a great time enjoyed by all.

Chair Whichard discussed a Crucial Conversations' Training he's been involved with and believes it would be of great benefit for the Board and possibly Senior Staff to participate in. He stated many school districts and other businesses have used this program as an effective tool in terms of building relationships and understanding the purpose of a conversation. Chair Whichard asked for direction from the Board on how to proceed adding that he is a certified trainer for the program but would not want to train the Board as he would like to be a participator with other Board members. Ms. Christine Waters asked regarding the length of the training with Chair Whichard stating there is flexibility in scheduling the sessions. Ms. Mary Williams asked regarding the cost with Chair Whichard stating there is a group cost but by contacting a trainer who is qualified outside the program, we would have a very reduced rate. He will gather further details and report to the Board as there was interest shown.

Chair Whichard thanked all teachers, educators and paraprofessionals across the district for the work they do on a daily basis as they continue working under increasingly difficult situations in terms of roll out of new materials at a very quick pace across the state. From what I hear, they are doing a very good job and I'm proud of the work they're doing.

Mr. Billy Peaden had no comments.

Ms. Mary Williams congratulated Mr. Moore and thanked the other candidates who applied. She also thanked all who remembered her during her recent sickness.

Ms. Jennifer Little responded to many calls and contacts she's had recently regarding the safety of our students in school that we collectively as a Board are also concerned and are making steps in the right direction with new technology as shared during our last meeting. She believes we need to share more details of our changes with the public so their anxieties will be lessened.

Ms. Little also thanked W. H. Robinson for inviting her to be a caller for their pizza-bingo activity stating it was lots of fun.

Ms. Christine Waters congratulated the D. H. Conley Quiz Bowl Team who won. She also shared that she attended a mental health meeting which included a lengthy discussion relative to early intervention and the partnership between parents, teachers and health providers.

Mr. Worth Forbes agreed with the information Ms. Little discussed regarding safety for our students as he too has received many calls about security in our schools.

Mr. Forbes congratulated Mr. Moore and stated he appreciated all the candidates who came. He also congratulated Ayden Middle School for their award.

Mr. Forbes also expressed appreciation to all staff for their hard work.

Mr. Forbes said in representing his constituents, he would like the Finance Committee to look at the threshold (which he feels could be lowered) that the superintendent can spend without having Board approval to include contracts that are offered and forward this information to the Policy Committee for review. He stated he didn't like reading in the newspaper or hear through the media about a contract or someone being hired and the Board not be aware of it.

Ms. Barbara Owens commented that we have to suppose the news we're hearing is correct as well. She congratulated Mr. Moore and offered her assistance in any way needed. Ms. Owens expressed that her wish for he and the Board is great joy and success as members of the Pitt County Board of Education.

Mr. Benjie Forrest congratulated Mr. Moore and stated we look forward in helping him transition to Pitt County Schools.

Mr. Forest commented that sometimes we outgrow policy or it may not fit with our new technological changes. He agrees that reviews in policy to include contracts may need to be made and then presented to the full board for consideration.

Ms. Mildred Council thanked all candidates who applied for the District 1, Seat B vacancy. She stated she's in Seat A and is looking forward to working with Mr. Moore.

Ms. Council congratulated Ayden Middle and added that AKA does a great job each year exposing children to history. She mentioned other activities and exhibits relative to black history. Ms. Council closed by inviting Board members to Holly Hill Original FWB Church in Belvoir for the opening of their Family Life Center which will serve the church family and the community North of the River.

Mr. Sean Kenny welcomed Mr. Moore to the Board. He reminded Board members that the next Policy Committee is March 11 and invited members to send him suggestions regarding policy changes discussed tonight.

Mr. Kenny thanked the Calendar Committee for their hard work.

Mr. Kenny also asked Chair Whichard could a Graduation Discussion relative to Board members wearing robes be placed on the Agenda for our next meeting.

Mr. Kenny apologized for not being at the last Board meeting, but has been disturbed by many things in the media since that time. In that light, he wanted to highlight some good things that are happening in our schools. Mr. Kenny stated that there was a science fair last Saturday at ECU in which many students participated and had great experiments. He added that the Elmhurst community met at Barnes & Noble last week and sang for members of the community as well as performed a preview for the Battle of the Books which takes place in the near future. Mr. Kenny stated he recently attended a faculty/student E. B. Aycock Basketball Game which was most enjoyable. He reported that he attended four or five athletic events in the last two weeks and commended everyone on their sportsmanship. Mr. Kenny congratulated the Operations Committee and all the work that has gone on within our schools to protect our students. He added that he's an advocate for our schools and will fight for our students, faculty, community and this Board. Mr. Kenny said he has issues with people who lie and have a lack of integrity – and then turn around and say the school system is doing something wrong. He closed by stating that he's proud to be on the Pitt County Board of Education.

Mr. Worth Forbes, second by Mr. Benjie Forrest, moved that the Board go into Closed Session to consult with our attorney to protect the attorney-client privilege regarding matters including Rhonda Everett and others versus the Pitt County Board of Education. Motion passed unanimously. Time was 8:33 P. M.

Motion was made by Mr. Sean Kenny, second by Mr. Worth Forbes, that the Board adjourn. Motion passed unanimously. Time was 9:05 p.m.

Respectively Submitted,

Mr. Marc Whichard, Chair

Dr. Beverly Emory, Secretary