

DATE: June 18, 2012 PRESENT: Billy Peaden, Chair
Jill Camnitz
Mildred Council
Worth Forbes
Benjie Forrest
Sean Kenny
Jennifer Little
Ralph Love, Sr. (By Telephone)
TIME: 6:35 P.M. Barbara Owens
Christine Waters
PLACE: Pitt County Office Building Marc Whichard
Mary Williams

ABSENT:

Chair Billy Peaden called the Board of Education to order in Regular Session at 6:35 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 asking that we remember anyone who has suffered a tragedy, sickness or loss of a loved one in our Pitt County Schools system.

For recognition tonight, Director of Community Schools and Recreation Rita Roy and Alice Keene with the Wilson County Health Department shared with the Board that the NC Prevention Partners awarded Pitt County Schools with a Trailblazer Award for its strong progress in school employee wellness. The award was presented at the NC Prevention Partners Annual Meeting held June 6 in Chapel Hill.

Ms. Keene provided details and past history for student and staff wellness developments in our district over the years. She stated that Pitt County Schools' leadership for employee wellness is unique in North Carolina. The Board recently approved our first Staff Wellness Policy & Procedures aimed at protecting the health of teachers, staff and administrators. While most school systems insert a brief employee wellness section in their student wellness policies, Pitt County Schools is the first to place an emphasis on employee wellness alongside student wellness. The comprehensive guidelines establish a culture of wellness by promoting physical activity breaks, healthy food offerings campus-wide, breastfeeding support and stress management. Ms. Keene discussed the support of our community partners, especially Dr. John Morrow and Ms. Jo Morgan with the Pitt County Public Health Department. She commented that she would like to return in August and present an update on the results achieved with the Take Step Two Grant.

Superintendent Beverly Emory thanked Ms. Roy and Ms. Keene for making the "wellness program happen" and commented that they have been tireless advocates in these endeavors.

Chair Peaden offered the Agenda for consideration. Mr. Sean Kenny moved, second by Mr. Worth Forbes, that the Agenda be amended to add the first item of New Business

be action for Board Approval of notifying parents of affirming routine student transfers during the summer though formal Board ratification will be done at the first Board meeting in August. Motion passed unanimously.

During Public Expression, no one from the audience wished to speak.

For the Spotlight on Teaching and Learning, Superintendent Beverly Emory shared a brief update on one of the Board District Goals – A targeted communications effort will be implemented to raise awareness regarding student attendance. Strategies to support school efforts and outreach to the medical/dental community will be measured in 2011-2012. She reported that fifty post cards have been sent to different medical/dental offices with approximately 20 responses regarding appointment schedules and possible alternative schedules. Dr. Emory commented that many are willing to make a concerted effort to work with us in seeing students outside of regular school hours. She added that athletic departments are working with us to not pressure students who miss a practice due to a doctor's appointment rather than school instructional time. Dr. Emory asked was there anyone in the audience from the medical or dental community who was present due to the invitation to attend our meeting tonight with one person responding. Ms. Crystal Laremore is a Dental Hygienist with Dr. Hazel Brown, and Superintendent Emory thanked her for coming and their willingness to work with student schedules in receiving dental care. Under Consent Items, Mr. Worth Forbes, second by Mr. Benjie Forrest, moved that the Board approve the Minutes from the Regular Meeting held June 4, 2012, the Second Personnel Report for June and a List of Property to be Declared Surplus.

Under New Business, in follow-up to the amended Agenda, Mr. Worth Forbes, second by Mr. Sean Kenny, moved that the Transfer Committee use ALERT NOW to notify Board members of granting student transfers/notifying parents during the summer with formal action by the Board being implemented during the first Board meeting in August. Any questionable cases will be discussed before the full Board in early August. Motion passed unanimously.

Chair Benjie Forrest asked Assistant Superintendent of Finance Michael Cowin to share information regarding a financial update with the Board. The first item presented was the proposed Budget Amendment #4 (and final) for Fiscal Year 2011-12. He summarized each fund category and an explanation for each as follows, as well as a comparison to Budget Amendment #3:

State Public School Fund:

The fourth Amendment to the State fund represents an increase of \$11,611.00. The increase represents increases in the State Public School Fund through allotment revision #32 when compared to Budget Amendment #3.

Local Current Expense Fund:

The fourth Amendment to the Local fund does not represent any change from Budget Amendment #3.

Federal Program Funds:

The fourth Amendment to the Federal fund represents a decrease of \$69,621.65. The decrease represents adjustments to Federal allotments per State revision #32 when

compared to Budget Amendment #3. The reduction in IDEA services is based on EC headcount and recording of actual EC carryover from the prior year.

Capital Outlay Fund:

The fourth Amendment to the Capital fund does not represent any change from Budget Amendment #3.

Special Revenue Fund:

The fourth Amendment to the Special Revenue fund represents an increase of \$140,000.00 when compared to Budget Amendment #3. The increase represents an increase in projected funding from Medicaid billing for Exceptional Children services. The increase will be used to invest in curriculum supplies for the 2012-13 school year for the EC program.

The total increase to the Pitt County Schools' budget per Amendment #4 is \$81,989.35.

Mr. Benjie Forrest moved, second by Mr. Marc Whichard, that the Board approve Mr. Cowin's proposed final Budget Amendment #4 for school year 2011-12. Motion passed unanimously.

The next item discussed by Mr. Cowin was a proposed 2012-13 Interim Budget Resolution. He explained that legislature has not adopted the 2012-13 Budget at this time and the Interim Budget Resolution will authorize an interim appropriation for the purpose of paying salaries and the usual ordinary expenses of the administrative unit between the beginning of the new fiscal year and budget adoption.

Mr. Benjie Forrest, second by Ms. Jill Camnitz, moved that the Board approve the proposed continuing 2012-13 Interim Budget Resolution. Motion passed unanimously.

The last item shared by Mr. Cowin was related to Board approval needed for Pittard, Perry and Crone to move forward with the 2011-12 PCS Audit. Mr. Cowin discussed several of the items the accountants will review in their audit including: schedule of expenditures of Federal and State Awards, individual school fund financial statements, letter of transmittal, statistical section in the County and Board of Education, management's discussion and analysis, budgetary comparison, and other data. He added that the auditors will assist in applying for the GFOA and ASBO Awards given each year and shared that their cost for the audit has remained the same for the last three years.

Mr. Benjie Forrest moved, second by Ms. Barbara Owens, that the Board approve Pittard, Perry and Crone as auditors for the 2011-12 financial records for Pitt County Schools. Motion passed unanimously.

While at the podium, Chair Peaden asked Mr. Cowin to proceed with the legislative update, which is scheduled further down the Agenda. Mr. Cowin explained the difference between the House and Senate budgets that must be negotiated in conference before the final 2012-13 State Budget is approved, which is summarized below:

1. Decrease in Discretionary Reduction – Included in both House and Senate budgets, but in varying amounts.
2. Personal Funding Flexibility – Included in Senate budget only.
3. Salary Adjustments – Potential for adjustments included in both House and Senate budgets, but with varying language.
4. Senate Bill 795 – Excellent Public Schools Act – Included in Senate budget only (\$47.4 million).

Mr. Cowin stated a decrease in the discretionary reduction will increase Pitt County School's State Budget for FY2012-13 somewhere between the House's proposal of \$4,141,605 and the State's proposal of \$43,315. He added that the House's proposal is non-recurring, but stated any additional amount of funding will be helpful in preparing our 2012-13 budget.

In discussing the personal funding flexibility, the State budget provides \$84.9 million to be used to offset the discretionary reduction, employ personnel or compensation increases. Mr. Marc Whichard warned that we need to be careful on how we comment on "raises" with Mr. Cowin agreeing that this could be a "trap situation" with some questioning needing funds for more positions/some positions being cut, while we give out raises to staff. This proposal would fund PCS approximately \$1.3 million to be used one of the three ways stated above. At the same time, the House budget provides for a one-time \$250 bonus across the Board and five days of additional annual leave.

Ms. Mary Williams asked about a deadline for budget approval with Mr. Cowin responding that the budget could be submitted in the next couple of weeks. He added that once we have the adopted budget, it will have to be studied to determine how we will put it to use. Ms. Williams asked would July 1 be the target date with Mr. Cowin answering yes.

Mr. Cowin then reported on proposed Senate Bill 795-Excellent Public Schools Act summarizing some of the line items as follows: reading and literacy changes; assigning "A-F" grades to schools based on performance and time frames for annual assessments and final exams; flexibility in school instructional time, teacher workdays and school calendar dates; teacher licensure/contracts, prepayment and tax deduction changes, and other issues.

Superintendent Emory stated that she's concerned because this proposed bill started with no attention to growth of a school – only proficiency scores. As an example, she stated a low performing school could have made high growth with a 20 point gain in their scores, but still did not make proficiency as their score was below 60%. She added that with the Race-to-the-Top Grant, school growth is a component. Mr. Worth Forbes asked is growth not mentioned anywhere in the proposed bill with Dr. Emory responding no. Ms. Jennifer Little asked would a school that started with an "F" and progressed to a "D" grade not show growth.

Mr. Cowin further commented that when local boards of education have to implement a plan for a system with performance pay using annual growth in student achievement, assignment of additional duties, assignment to hard to staff schools and assignment to hard to staff subject areas, this will be a monumental task. Dr. Emory added that what started as merit pay/bonus now has become a flexible issue with many variables. Teacher contract changes were also mentioned.

Mr. Cowin did state that a revised Bill had been received this afternoon with changes to the original Bill, but time is needed to process the changes and results. He did mention some revisions he glanced while scanning the document: voucher programs with tax benefits for businesses that submit funds to private schools, all discussion regarding the school calendar has been removed and converting teachers to contracts would not be implemented until 2013-14. Dr. Emory discussed summer reading camps with minimal flexibility with Mr. Cowin questioning the level of local contribution. Superintendent Emory added that this would be similar to the Title I Summer Reading Program already in place.

Ms. Jill Camnitz informed everyone that Ms. Leanne Winner of the NCSBA sent an e-mail informing everyone that a budget conference will be held this week and everyone needs to contact our legislators to give input.

Director of Federal Programs Sylvia Mizzelle shared with the Board that North Carolina was approved for the ESEA Waiver on May 30, 2012. ESEA (Elementary and Secondary Educational Act) has been reinstated as the No Child Left Behind Program has been eliminated. There will no longer be mandated Choice Schools or SES (supplemental educational services) for Title I Schools. Ms. Mizzelle stated that AMO (Annual Measurable Objective) will replace AYP. Safe Harbor is still in place to reduce non-proficient students by 10%. She commented that Title I Schools will be identified as Priority, Focus or Reward Schools with Priority and Focus schools keeping their identification for three years. Reward schools will change each year. Ms. Mizzelle added that starting with 2012-13, AIG will be added as an additional subgroup and sub group size will be reduced from 40 to 30 students. She closed by stating that all K-5 populations will be Title I schools (23) and K-8 schools will also receive funding.

Ms. Mizzelle then presented a detailed review of the Title I Application for Fiscal Year 2012-13. She broke down by line item the \$6,794,742 Title I Planning Allotment and explained that the \$1 million carryover will be depleted after paying payroll and other expenses following summer programs.

Mr. Marc Whichard asked about other schools, i.e. Northwest or Pactolus, in the poverty band receiving teacher incentives just as Wellcome is listed in the application with funding totaling \$200,000. Ms. Mizzelle stated that elementary schools will no longer use Reading Recovery, but a new CARE Program with reading intervention teachers will be implemented. She explained that this will be a district-wide instructional initiative. Wellcome will not be included in this endeavor as it is a middle school.

Superintendent Emory reminded everyone that at the last meeting, transfer issues with teachers had been mentioned and incentives discussed for teachers going to low performing schools, i.e. North of the River. She stated she's listed on the Agenda later for an update regarding this matter, but will proceed with a report now as this is related to the issue at hand. After meeting with several principals and staff members, the idea of taking the SIG schools in three of our high schools and using them as a model to review current staff in low performing schools was suggested. She stated that DPI has identified our low performing schools, and the team discussed taking the top five poverty schools (which includes Wellcome) and expanding from one school to

five schools for incentives for teacher retention and rewards as Ms. Mizzelle previously discussed. The five schools include Belvoir, Northwest, Pactolus, Wellcome and South Greenville. Dr. Emory added that principals asked that we consider teachers with less than four years of teaching experience be made aware that they may receive a supplement for teaching in a low performing school. This would be in addition to the Title I incentive.

Mr. Worth Forbes, second by Mr. Marc Whichard, moved that the Title I application be amended to change Wellcome Middle School to five schools to receive teacher retention and reward incentives. Motion passed unanimously.

Ms. Mary Williams asked about putting a time requirement on the incentive for teachers. Dr. Emory explained that this is going to be pilot year with Ms. Williams asking that data be reviewed at the end of the year. Dr. Emory stated attendance, meeting growth, and school and individual teacher records could be obtained. Ms. Williams feels two years work should be mandated. Superintendent Emory commented that the incentive could be made effective with the 2012-13 school year and the incentive contingent on data review during the summer with payment in the fall of 2013-14. Mr. Forbes asked should he amend his original motion to include a two-year commitment and supplement with Dr. Emory stating she would come back in August with a plan to implement a longevity statement for Board review.

Ms. Jill Camnitz, second by Mr. Worth Forbes, moved that new teachers be given a supplement if they choose to work in a low performing school. Ms. Mary Williams feels Pitt County Schools needs incentives to bring GOOD new teachers into our system. Dr. Emory asked about those who taught in 2011-12 and need to continue during the 2012-13 school year. Ms. Camnitz amended her motion to include new teachers who begin teaching in low performing schools with the 2012-13 school year and those who were new hires in 2011-12 and will return in 2012-13 teaching in low performing schools will receive a supplement. Mr. Marc Whichard seconded the motion. Ms. Christine Waters asked could principals notify teaching candidates of this information when interviewing with Dr. Emory responding yes. Chair Peaden called for a vote with the motion passing unanimously.

Chair Worth Forbes and In-House Attorney Rob Sonnenberg reported to the Board following a Policy Committee Meeting held June 11, 2012. A revised policy was presented for First Reading:

Policy 7.028 – Network/Internet Acceptable Use Policy for Employees

Mr. Forbes explained that this policy was introduced by the Human Resources Committee to coincide with a similar student policy. No questions followed.

A revised policy was presented for Second Reading:

Policy 10.213 – Network/Internet Acceptable Use Policy for Students

Attorney Sonnenberg explained the changes made following Board concerns at our last meeting relative to those students who could not afford personal electronic devices for class. With no further questions, Mr. Worth Forbes, second by Mr. Marc Whichard,

moved that Policy 10.213 – Network/Internet Acceptable Use Policy for Students be approved. Motion passed unanimously.

Under Comments by the Superintendent, Dr. Emory thanked Ms. Sylvia Mizzelle for her awesome work as the Title I Director and announced that Ms. Mizzelle was leaving to take a position with Wilson County Schools. She stated it was a great loss for Pitt County Schools, but she has hopes that one day she will return to Pitt County.

Dr. Emory also expressed thanks to Daily Reflector Reporter Jackie Drake who is leaving to accept a position with the ECU Alumni Association. She commented that Ms. Drake was a fair reporter who always searched for facts telling all sides of a situation and promoted our initiatives well.

Superintendent Emory thanked Student Services Director Pokie Noland and Principal Marty Baker and his staff at Ayden-Grifton for their great work in handling the tuberculosis testing and results just before graduation. She added that not one senior missed the process and graduated as scheduled. Dr. Emory expressed deep appreciation to Dr. John Morrow, Jo Morgan and the staff at the Pitt County Health Department for their commitment to our students.

In closing, Dr. Emory thanked Board members for attending the graduation ceremonies, many of whom attended all six. She added that this was the largest graduating class in Pitt County's history with over 1400 students walking across the stage.

Chair Peaden, on behalf of the Board of Education, thanked central office staff, school administrators and teachers, parents and students for their involvement in all six graduation ceremonies.

Ms. Jennifer Little thanked the Graduation Task Force members for their hard work in making the graduation ceremonies much better. She added that a few more details need to be worked out, but that will come with time.

Ms. Little asked if there is going to be a Board Retreat for goal setting. She also discussed money for teachers, which would be merit based, who demonstrate high growth in their classes.

Ms. Barbara Owens thanked central office staff for their hard work and alliance during the graduation ceremonies Friday and Saturday.

Ms. Mary Williams expressed gratitude to the Graduation Task Force, students, parents and guests for making the graduating ceremonies much better this year with no phone calls or complaints following the events.

Ms. Williams stated Elizabeth City State University hosted aviation and pharmaceutical programs for students today with a large representation from Pitt County Schools attending. She also mentioned a week of camp at A&T sponsored by Farm Bureau for students interested in going into an agricultural field following graduation.

Ms. Williams asked that staff look at job performance of guidance counselors regarding making all students and parents aware of and assisting with access to higher education information, i.e. FASA applications, college applications, scholarship opportunities.

Ms. Jill Camnitz congratulated all graduates and thanked central office staff and teachers for stepping out of their comfort zone to make graduation ceremonies successful. She also thanked Ms. Mizzelle and Ms. Drake for their hard work and added that the Student Success Academy brochure included in their Board packets was great. She closed by wishing Dr. Emory good luck when appearing before the County Commissioners later tonight.

Ms. Mildred Council dittoed all that has been said and stated she's looking forward to a new school year.

Mr. Benjie Forrest stated to Ms. Mizzelle that her leaving was Wilson County's gain and Pitt County's loss and to Ms. Drake – that she was a fair reporter and we had appreciated her coverage.

Mr. Forrest commented that graduation ceremonies were much better this year and a few things could be tweaked in preparation for next year. He thanked everyone who had a part in making them successful.

Mr. Sean Kenny echoed the great remarks already made regarding central office staff, teachers, students and parents and added that each event had at least one emotional moment during the ceremony. He added that all Board members had worked together to make the graduation ceremonies better, and we can do the same regarding other issues that arise.

Ms. Christine Waters stated that she had been quiet tonight, but had enjoyed the spirit of cooperation among the Board, particularly the insight of Mr. Whichard. She wished a peaceful and restful summer break for all.

Mr. Worth Forbes told Ms. Mizzelle that she will be missed and knew she had traveled all over the county doing her job. He spoke of a good relationship with Ms. Drake. Mr. Forbes asked that we keep remembering Bishop Ralph Love and his health issues. He reminded students to have a safe summer. In closing, Mr. Forbes mentioned all the scholarships received by Pitt County School students and agreed that we need to monitor and be sure that all students and parents receive information for an opportunity to receive a higher education.

Mr. Benjie Forrest moved, second by Mr. Worth Forbes, that the Board adjourn. Motion passed unanimously. Time was 8:16 P. M.

Respectively Submitted,

Mr. Billy Peaden, Chair

Dr. Beverly Emory, Secretary