DATE: January 25, 2012 PRESENT: Billy Peaden, Chair

Jill Camnitz
Worth Forbes
Benjie Forrest
Sean Kenny

TIME: 10:09 A.M. Jennifer Little

Barbara Owens Christine Waters Mary Williams

PLACE: Yankee Hall Plantation Mary Williams

ABSENT: Ralph Love, Sr.

Marc Whichard

Chair Billy Peaden welcomed members of the Board of Education to a Board Retreat at 10:09 A. M. Superintendent Beverly Emory welcomed Attorney Allison Schafer and Master Board Trainer Ralph Warren, both with the North Carolina School Boards Association. Staff members present also introduced themselves and stated their position with Pitt County Schools.

The purpose of the Retreat was to discuss issues between members of the Board, achieve better communication and build a better Board relationship.

Mr. Warren shared varying methods which have been used to team build with the help of a contributor, challenger, collaborator and communicator. Members of the Board interacted during his presentation. The need for an environment of trust, motive for a challenge, better communication between everyone and a desire to move forward were discussed.

Attorney Schafer asked two questions – "Can things get better?" and "How many think things can get better?" She then asked, "What will it take to make things better and move forward?"

Concerns expressed involved Board members not sitting on committees to represent their constituents, body language/facial expressions at Board meetings, non-committee Board members speaking at committee meetings due to a problem with efficiency of time, honest and open communication between all Board members, speak directly to the Board member if you have concerns about an issue he/she shared, break down the barrier between members, agreeing to disagree but leave unified once a decision is made by the majority of the Board-own decision made, lack of trust and respect, and quorums for committee meetings.

Attorney Schafer gathered information that the Board agreed by consensus to work toward:

- 1. All members will listen with respect to contributions of all fellow board members. This includes respectful body language and facial expressions.
- 2. Board members will avoid personal criticism, addressing specific issues or specific conduct without personal condemnation.

- 3. All board members will "own" board decisions, even ones they didn't support. While any member may note their opposing vote on a decided issue they will support the majority action.
- 4. Committee members will notify the appropriate committee chair if they will not be present for a scheduled committee meeting. A quorum of assigned committee members is required to be present to conduct any committee meeting. All board members will be notified of the cancellation of any scheduled committee meeting.
- 5. All board members have means to provide input at any scheduled committee meeting. At the beginning of each committee meeting any board member who is not on that committee may offer input during the public comment time. Comment may also be provided at the end of a meeting with two conditions being met. The comments must not be repetitive of prior discussion in that meeting and, at the discretion of the committee chairperson, there must be adequate time for added commentary.
- 6. Any board member may add an item that was voted down in committee to a draft agenda for the full board. All agree that such addition will be done with adequate prior notice to both the superintendent and the board chair. The intent is to have full consideration and no surprises.
- 7. All members will endeavor to provide all fellow board members with full and equitable information, consistent with board policy limitations on any specific information item.