

Ms. Robinson explained that questions arose with designing measures of student learning for teachers in non-tested grades and subjects. Because of this, the NC DPI is bringing together teacher work groups to create item specifications for an external vendor. The vendor will generate assessment items; the teacher work groups will vet them for inclusion in the measures of student learning for non-tested grades and subjects. Ms. Robinson added that three years of data at the same grade level, in the same area of teaching is needed to measure teacher growth.

Ms. Robinson informed the Board that on the surface, it may appear that there are two groups of teachers to consider when discussing Standard 6 – teachers with EOG, EOC, or VoCATS results (40%) and teachers without EOG, EOC or VoCATS results (60%). However, she stated, there are three groups of teachers in the teachers without EOG, EOC or VoCATS results – teachers with Measures for Student Learning (MSLs) that can be validated psychometrically (89%), teachers with MSLs that cannot be validated psychometrically (11%), i.e. dance, and teachers who do not teach courses in the Standard Course of Study (several hundred), i.e. a locally designed course such as SAT Prep. Local Boards will have to develop policies regarding measures for these courses, i.e. a student survey may be considered to assess the teacher's performance that does not include a student's personal feelings for the teacher.

In closing, Ms. Robinson said several questions being raised regarding Standard 6 are:

1. Are principals able to separate teachers into three categories on the basis of teacher-provided data and student work samples?
2. The evaluation instrument does not require artifacts for any other standard. Teachers in subjects and grades without validated assessments would have to provide artifacts related to student growth. Is this fair?
3. Is it fair to have different level of principal involvement for two categories of teachers: those with validated assessments and those without?

She informed the Board that she will keep them posted as additional information is received.

Under Consent Items, Bishop Ralph Love, second by Mr. Benjie Forrest, moved that the Board approve the Minutes from the Special Session and the Regular Meeting held October 3, 2011 and the second Personnel Report for October 2011. Motion carried unanimously.

Under New Business, Chair John Stuckey of the Safe Communities Coalition of Pitt County, Inc., shared with the Board highlights of what the Safe Communities Coalition of Pitt County is involved with throughout the county. He discussed details of the "Injury Prevention Initiatives for Pitt County Schools including Bicycle Safety, SAFETeens, Countdown to Drive and Safe Routes to School". In explaining Safe Routes to Schools and promoting a healthier lifestyle for students, Member Melissia Larson described how she and others in her neighborhood came together to take turns walking their children down to the designated bus pick-up in the front of her development after the new bus route changes were presented. She added that she was not happy when she first heard of the bus route changes, but now is grateful for them as families in the neighborhood know each other better, the children have become friends, there is more mobility of students and safety for the students is never questioned. Mr. Stuckey informed the Board that in school year 2010-11, the Safe Communities Coalition had fourth grade students from eleven elementary schools participating in bicycle safety classes and almost 1,300 students received free helmets for riding bicycles with 151 community volunteers assisting them with

proper fittings. He also shared that the Coalition provides safe driving classes with hands-on experiences for all students involved with Driver Education Classes. In closing, he spoke of the ten community partners involved with the Safe Communities Coalition and shared their mission: to identify local injury prevention problems, develop and implement prevention interventions, and assess and evaluate outcomes.

School Improvement Grant Coordinator John Coleman presented an update on the SIG Grant incentives. He stated that the Board approved a Performance Pay Plan for the three SIG high schools in May, 2011, which the Board made retroactive to the beginning of the first year of the school grant, and shared the number of employees at each high school receiving incentive pay for each criterion during the 2010-11 school year. He also discussed that some employees were upset and disappointed because they didn't know or meet the criteria and felt it might have made a difference if they had known. Mr. Coleman feels if an employee does the right thing to begin with, that person would be in a position to receive the bonus money; and stressed that none of the employees lost anything they were due, the incentive money is a bonus to their regular salary.

Bishop Ralph Love asked when the teachers were told that too many absences meant they would receive no bonus pay with Mr. Coleman responding that the three principals were given a copy of the criteria to share with employees during their staff meeting following the May Board meeting.

Ms. Mary Williams asked if a teacher showed 85% proficiency in her students' test scores, but missed a day of work, did she get the bonus. Mr. Coleman answered yes. Bishop Love asked if a teacher missed over the allotted number of absences but met the other requirements, would they receive a bonus. Mr. Coleman stated no. Mr. Marc Whichard asked how many teachers were academically eligible based on their student performance, but were absent over their allotted days and did not receive a bonus. Mr. Coleman explained the number of teachers not eligible as listed for each school would correlate with the SIG Pay for Performance sheet provided for each Board member, i.e. EOC – not eligible, 1 teacher/3 classes at SCHS; 1 teacher/1 class at NPHS and 0 teacher/0 class at FCHS. Mr. Whichard stated his opinion on this action is the teacher taught well, the students learned and money was made for the district. Mr. Coleman stated that from a student perspective, the student passed his/her class, but failed to meet the Board's attendance policy - the student received no credit.

Bishop Love commented that teachers need to be motivated – they do not get paid enough for the work they do, nor have they had raises in years.

Bishop Ralph Love moved, second by Mr. Marc Whichard, that the Board approve the attendance criterion for incentive pay be forgiven if a teacher's students reach proficiency on the EOCs or other CTE/Health Science exams for the 2010-11 school year.

Mr. Benjie Forrest asked how many teachers are we talking about with Ms. Jennifer Little asking is money available for these teachers if we rescind our previous motion for the attendance criterion of the SIG Pay for Performance Plan. Ms. Christine Waters commented that the problem was in making the incentives retroactive. She feels the attendance criterion in the plan should be left in place for the current year and for upcoming years. Ms. Waters added that the

State gives each teacher ten days of sick leave a year. Chair Peaden stated he has had several phone calls related to this issue with teachers being absent due to hospitalizations or funerals; and asked are we being fair to these employees when circumstances for the absences were out of their control. Mr. Whichard feels the most important thing is that the teacher's students learned and achieved, and we should give the employees the incentives.

Chair Peaden stated morale is down because of the late notice and teachers weren't told up front. Ms. Jill Camnitz stated that teachers have ten days of sick leave each year – one day each month. She commented that we hold students to high standards regarding absences and why would teachers not be held to some standard. Ms. Camnitz commented that the Board just passed this incentive last spring, and we made it retroactive with criteria given at that time and can't see changing it at this point unless it's for next year.

Ms. Jennifer Little stated that we need to move forward – these are situations that were not anticipated.

Ms. Mary Williams asked that once the Board approved the incentives in the spring and made it retroactive, were all three schools informed and was attendance tied to this announcement. Mr. Coleman stated yes, all three schools were given the same information and the rules have not changed.

Bishop Ralph Love commented that when the school staff was told, it was already too late for some to meet the demands of the incentives. He feels the Board should have been told that there were teachers who had already missed too many days and could not meet the attendance requirements before they voted.

Mr. Sean Kenny stated he takes responsibility for his vote and making the plan retroactive, and he's sorry for any disgruntlement. He added that the SIG grant is only valid for a limited time, and he's in favor of offering incentives for employees.

Chair Peaden called for a vote by Board members. Several questions were raised about the time period for this attendance waiver and other issues that may surface.

Mr. Coleman asked if the Board waives stated requirements in the attendance area, will this start staff grumbling in other areas. Superintendent Beverly Reep stated that more staff met the attendance requirements, than those who did not. She asked if the Board changes one scenario, are we opening the doors to others as there is already wind out there that this was going to be discussed tonight. Dr. Reep also reminded the Board of the three high schools with no incentives in place. She emphasized that the Board needs to clarify that the rules as stated apply to the upcoming years – this change in rules only applies to the 2010-11 school year as it was made retroactive when incentives were approved in May, 2011. Dr. Reep feels the plan needs to be “signed off on” by staff stating they understand what the plan criteria are and no one will be able to say they “didn't know” the rules next year when incentives are awarded.

Ms. Barbara Owens commented that this issue is again an example of part of the Board knowing that employees are unhappy and this was going to be discussed, while part of the Board had no

clue until the meeting tonight. Some were given no information prior to this meeting but are being asked to vote on a motion with no background preparation. She asked how you can make a decision without knowledge of the situation.

Ms. Jill Camnitz made a motion, second by Ms. Barbara Owens, that the attendance criterion stated for the SIG high schools relative to incentive pay be forgiven if a teacher's students reach proficiency on the EOCs or other CTE/Health Science exams be referred to the Human Resources Committee for further discussion.

Mr. Marc Whichard commented that all Board members received two e-mails through the Pitt County Schools website relative to the attendance issue. Ms. Owens stated that she did not get the e-mails.

Ms. Williams asked could there be a slight change made in the guidelines – if the State allows ten days absence for teachers per year, could we give 12 or 15 days absence in searching for a solution if the class has 85% proficiency or better for testing results. Mr. Coleman asked what is the minimal standard we want to set for a teacher in front of our students in a classroom. He asked should teachers be at a higher standard than the students. Mr. Coleman commented that it is believed that if a teacher is in front of their students in the classroom, there will better instruction carried out. He added that the grant is in place to create change and move in a positive direction for our teachers as well as our students. This plan was put in place for the right reasons, and we should hold to the criteria already stated.

In-House Attorney Rob Sonnenberg stated a motion and second have been made – to refer the issue to the Human Resources Committee for further discussion. Ms. Christine Waters responded that when sitting in a hearing panel – you hear one side of a story and she sometimes has regrets for a decision made. She added that the incentives were made retroactive with positive intent and many benefited from our action; but because of a few disgruntled folks, we are being asked to make a change. Ms. Waters feels you receive bonus money because you are above the standard and requests this issue be discussed by the Human Resources Committee for further investigation.

Chair Peaden asked for a vote to Ms. Camnitz's motion – send the issue of attendance criterion stated for the SIG high schools relative to incentive pay be forgiven if a teacher's students reach proficiency on the EOCs or other CTE/Health Science exams be referred to the Human Resources Committee for further discussion. Those in favor of the motion were: Ms. Jennifer Little, Ms. Jill Camnitz, Ms. Barbara Owens, Mr. Sean Kenny and Ms. Christine Waters. Those against the motion were: Mr. Benjie Forrest, Dr. Matthew Ward, Ms. Mary Williams, Chair Billy Peaden, Mr. Marc Whichard and Bishop Ralph Love.

Then Chair Peaden asked for a vote on the original motion - that the Board approve the attendance criterion for incentive pay be forgiven if a teacher's students reach proficiency on the EOCs or other CTE/Health Science exams for the 2010-11 school year. Those in favor of the motion were: Mr. Benjie Forrest, Dr. Matthew Ward, Ms. Mary Williams, Chair Billy Peaden, Bishop Ralph Love, Mr. Sean Kenny and Mr. Marc Whichard. Those against the motion were: Ms. Jennifer Little, Ms. Jill Camnitz, Ms. Christine Waters and Ms. Barbara Owens.

Superintendent Reep asked that the Board reaffirm that for the upcoming years, the criteria in place will be moving forward.

Bishop Ralph Love moved that the Board should proceed with the original criteria approved by the Board in May 2011 for the SIG grant incentives in upcoming years, Mr. Sean Kenny seconded. Motion was unanimous.

In the absence of Chair Worth Forbes due to surgery, In-House Attorney Rob Sonnenberg shared information with the Board following the Policy Committee Meeting held October 10, 2011. He stated informal discussions were held regarding Student Transfers Within Pitt County Schools, Exam Exemptions, Graduation and Other Public Ceremonies and Teachers Using Facilities and Making Money as a quorum of the committee was not present and no action could be taken. Mr. Sean Kenny moved, second by Ms. Barbara Owens, that the Board temporarily suspend By-Law 1.112 (Policy Development), which normally requires a Policy Committee recommendation before the whole Board reviews a proposed Policy change, for the Board to conduct first reading of the proposed new Policy concerning Crowd Control at School Sponsored Activities. The motion carried unanimously. Attorney Sonnenberg stated the New Policy came about following input after several meetings of the Graduation Task Force. Mr. Kenny commented that the Policy will be enforced in all schools, and school administrators will enact proper procedures to follow at their prospective schools – though in regards to graduation, the Graduation Task Force did develop recommendations for procedures.

Attorney Sonnenberg presented for Second Reading a revision for Policy 7.108 – Licensed Personnel Reduction in Force. With no Board discussion, Ms. Jill Camnitz moved, second by Mr. Marc Whichard, that revised Policy 7.108 be approved by the Board as presented.

Mr. Sean Kenny moved to amend the original motion, second by Ms. Jill Camnitz, asking that in the revised Policy 7.108 – Licensed Personnel Reduction in Force, Section E be removed from the policy. Mr. Benjie Forrest asked that the reason for deleting Section E be explained. Ms. Christine Waters commented that “a list” of available employees is not mentioned anywhere else in the policy and stated it should be removed from this section, also. Motion to amend the original motion carried unanimously.

Chair Peaden then called for a vote of the original motion excluding Section E. Motion carried unanimously.

Associate Superintendent of Operations Aaron Beaulieu explained that Chair Worth Forbes' is absent tonight due to medical reasons, but they have discussed an issue with the Bus Garage having a failed 10,000 gallon UST tank, which needs to be brought before the full Board. Mr. Beaulieu informed the Board that this storage tank has been in use over 28 years and after the Transportation Department had noticed extremely high water readings for the tank; the NCDENR was contacted to test the tank, which they have done twice and it failed both times. Because of the \$120,000 cost for implementing the necessary procedures to correct this issue, Mr. Beaulieu wanted the Board to be aware of all details with a chance to ask questions if anyone wished.

Attorney Sonnenberg shared with the Board a Resolution Authorizing Upset Bid Process involving the Third Street Center. He reminded the Board that the date for receiving sealed bids for the center expired September 15, 2011. The last upset bid received was from the Little Willie Development Corporation in the amount of \$5,000. Attorney Sonnenberg stated that now Pitt County Schools has to advertize again for bids for another ten days. He commented that the Board may or may not approve any bid received.

Ms. Jill Camnitz moved, second by Ms. Jennifer Little, that the Resolution Authorizing Upset Bid Process involving the Third Street Center be approved by the Board.

Some members asked did this mean the Board is accepting the \$5,000 bid with Attorney Sonnenberg stating no. Ms. Mary Williams asked if the date to receive closed bids was set for September 15, 2011 with no bids received, why open the bidding process again. Attorney Sonnenberg replied that we have received an offer for the Center and have to make the public aware to see if anyone wishes to make a higher bid. Attorney Sonnenberg stated we have to advertize after receiving a bid for ten days until no one responds in that ten-day time period. The Board then reserves the right to receive or reject the bid. Superintendent Reep stated because we are a public entity, we cannot accept the bid now, but have to open the bid process to the community.

The vote by the Board was unanimous.

Superintendent Beverly Reep informed the Board that she has developed proposed 2011-12 Pitt County Schools System-Wide Goals incorporating suggestions from the Board received at the Special Session held October 3, 2011. She discussed minor changes made and presented the Pitt County 2011-12 System-Wide Goals as follows:

1. 100% of our schools will meet EXPECTED GROWTH and 75% will make HIGH GROWTH by the end of the 2013-2014 school year.
2. Identified district subgroups performing below the district average in reading and math will either make EXPECTED GROWTH or improve proficiency by 5% annually.
3. In grades K-8, we will decrease the number of students accumulating 10 or more unexcused absences from school by 5%. In grades 9-12, we will decrease the number of students accumulating 8 or more unexcused absences from school by 5%.
4. We will reduce the drop-out rate by 25% in the next two years.
5. We will improve our graduation rate from 70% to 80% in the next three years.
6. In order to realize greater family involvement and support for student learning, each school will sponsor at least 2 family engagement activities and share measures of their impact.
7. 100% of our schools will demonstrate partnerships within their communities that garner support for school programs.

8. 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.
9. By January 2012, we will have developed a comprehensive written plan with data, implementation strategies and accountability measures for Board of Education, Legal Counsel and community review and input.

Ms. Jill Camnitz stated that in Goal 9, Unitary Status is not mentioned and Dr. Reep asked that we amend Goal 9 by adding “Unitary Status” plan. Ms. Camnitz suggested rewording the end of the goal as ...measures for review and input by the Board of Education, Legal Counsel and community.

Thus Goal 9 will read: By January 2012, we will have developed a comprehensive written Unitary Status plan with data, implementation strategies and Accountability measures for review and input by the Board of Education, Legal Counsel and community.

Mr. Marc Whichard moved, second by Dr. Matthew Ward, that the Pitt County Schools 2011-2012 System-Wide Goals be approved to include the changes in Goal 9. Motion was unanimous.

Under Comments by the Superintendent, Dr. Beverly Reep thanked Ms. Mary Robinson for her presentation and stated it was good to have her on the NC DPI Teacher Effectiveness Committee as we are able to receive informative updates quickly. She also commented on Ms. Robinson’s leadership of the PCAE meetings and the wonderful opportunity they provide for staff to ask questions and share concerns.

Dr. Reep also thanked Math Specialist Connie Cheston for her work with STEM girls consisting of middle school teams of five or six girls participating in science, technology, engineering or math events at ECU. She stated it was great to see seeds planted early in a diverse population with awesome presentations at ECU to help in preparing these girls for college.

Superintendent Reep shared that Lakeforest Elementary has received a \$1,000 Bright Ideas Grant to start their “Book Up” Program, which will help teachers create classroom libraries.

Dr. Reep thanked Safe Communities and the Health Department for their positive remarks tonight. She also thanked Reporter Jackie Drake for her great article in The Daily Reflector last week involving Pitt County Schools’ changes.

Chair Peaden mentioned the spring gathering the Board attended and suggested that someone volunteer to plan a similar function for the fall. After brief discussion, further information will follow at a later date.

Mr. Marc Whichard gave a BIG thank you to all employees in the district working harder than ever in grades K-12. He spoke of constant initiatives coming with Race to the Top, Common Core, Evaluation changes and other programs.

Ms. Christine Waters spoke of letters and e-mails from parents and teachers who felt passionately about Senior Projects and added that students don't blame you for making them learn.

Mr. Sean Kenny also thanked Ms. Robinson for all her efforts and reiterated Mr. Whichard's comments. He shared that he had visited Sam D. Bundy and H. B. Sugg Elementary Schools and was greeted professionally – and even heard background music as the music room is located near the front of the building!

Ms. Barbara Owens thanked Ms. Nancy Foster for her wonderful letter regarding Senior Projects and also asked could a copy of the "Points of Pride" received in their Thursday packet be shared with the County Commissioners.

Bishop Ralph Love stated his comments are very similar to Mr. Whichard's and commented that he has received many thanks from his district regarding the Board's decision involving Senior Projects.

Ms. Mary Williams also thanked Ms. Robinson for her efforts and stated she was happy to hear about the MSL, which will help with benchmarks and tracking progress of our students in the future. She thanked all educators who do not miss the mark for educating our children and put forth 110% at all times. Ms. Williams commented that in these difficult economic times, staff should be rewarded for what they achieve.

Ms. Jill Camnitz feels that the Board made an important move tonight – we approved new system-wide goals and that vote was unanimous meaning the full Board is united and behind these goals. She stated as the Board moves forward in making future decisions, she hopes we will be guided by our mission and these goals.

Dr. Matthew Ward stated he visited A. G. Cox and commented on how well behaved the students were and also regarding C. M. Eppes – stated that school is on "top of things". He feels we have great principals in place, and the children are learning well. Dr. Ward also thanked the Board on how they carry themselves, taking their job seriously, as children are our most important asset.

Ms. Jennifer Little thanked Mr. Aaron Beaulieu and everyone else involved with resolving the traffic problems at Creekside Elementary and South Central High School. She also thanked a parent, Mr. Quinn, for his persistence in getting this issue resolved. Ms. Little added that she had met CCN Chief Medical Correspondent Dr. Sanjay Gupta at the Rose High football game and shared his positive comments regarding his interview with Dr. Reep earlier in the day.

With no further business to discuss, Mr. Benjie Forest moved, second by Mr. Marc Whichard, moved that the Board adjourn. Motion was unanimous. Time was 8:50 P. M.

Respectively Submitted,

Mr. Billy Peaden, Chair

Dr. Beverly B. Reep, Superintendent