

DATE: October 3, 2011 PRESENT: Billy Peaden, Chair  
Jill Camnitz  
Worth Forbes  
Benjie Forrest  
Sean Kenny  
TIME: 7:00 P.M. Jennifer Little  
Ralph Love, Sr.  
Barbara Owens  
Matthew Ward  
Christine Waters  
Marc Whichard  
PLACE: County Commissions' Auditorium Mary Williams

ABSENT:

Chair Billy Peaden called the Board of Education to order in Regular Session at 7:00 P. M.

Ms. Mary Williams led the Board in the Pledge of Allegiance.

Bishop Ralph Love followed with a Moment of Silence.

Chair Peaden asked for Roll Call of Board members.

Chair Peaden then offered the Agenda for consideration. Mr. Worth Forbes moved, second by Mr. Marc Whichard, that the Agenda be amended to include under New Business, Item C. Exam Exemption. After brief discussion, those voting for the motion were: Mr. Worth Forbes, Mr. Marc Whichard, Mr. Sean Kenny, Bishop Ralph Love, Chair Billy Peaden, Ms. Mary Williams, Ms. Jill Camnitz, Dr. Matthew Ward, Ms. Jennifer Little and Mr. Benjie Forrest. Those against the motion were: Ms. Christine Waters and Ms. Barbara Owens. Motion passed.

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

Under Spotlight on Teaching and Learning, C. M. Eppes Principal Rebecca Beaulieu introduced Eighth Grade Teacher Betsy Miller and two students, Andrey White and Jadaquis Smaw who shared with the Board what "Notebooking" is and how it has helped the students at C. M. Eppes. As a school, Ms. Beaulieu and her staff recognized that a big problem with middle school students is their lack of organization and not knowing how to plan and prepare for success. Knowing we were getting entirely new students in all grade levels, Ms. Beaulieu stated we introduced a school-wide binder system this year. Ms. White explained that we have colored folders for each subject, which stay the same in all three grade levels for consistency. She added that students are able to track their progress with data sheets, while teachers are able to teach organization and how to plan for upcoming projects and tests. Ms. Miller stated the students receive their assignments a week ahead of time, and shared the students are also able to track their progress with every two-week progress reports. Ms. Smaw added with tracking, she is actually able to see the areas she's doing well in; and the areas in which she needs more study, to return homework on time or complete class work according to her grade status. Ms. Beaulieu

also shared that the cost of this process was very economical for the parents as the school bought notebooks, folders and two journals in bulk and sold them to a student for a total cost of seven dollars. The only other expense for the parents are pencils, pens and paper. She added that 90% of the students use “Notebooking” as it’s easy to track, follow teacher directives and have information compiled for the nine weeks in studying for exams or for the entire semester. All materials are three-holed punched when given to students to make it easier to place in their notebook. Ms. Beaulieu commented that we really want to see if this makes a difference in the long run, and so far, we are excited with the progress we've seen thus far!

Mr. Sean Kenny congratulated Ms. Beaulieu, her staff and the students for such a great presentation and complimented the school as he visited there last week and was impressed with the atmosphere and cleanliness throughout the campus.

Ms. Mary Williams asked the students do they feel like they have grown using “Notebooking” with the students responding yes, by feeling better prepared for the school day and more organized. She complimented the students stating it is a joy to see them liking and actually enjoying middle school. Ms. Williams asked Ms. Miller had the classroom environment changed using this process with Ms. Miller answering that the students are more confident knowing the status of their work and seem more relaxed with it being all in one place. She stated the students learn to sort materials and plan ahead of time helping them to be prepared for class – teachers even teach the students how to organize materials in each folder.

Under Consent Items, Bishop Ralph Love, second by Mr. Benjie Forrest, moved that the Board approve the Minutes from the Regular Meeting held September 19, 2011 and the Personnel Report for October 2011. Motion carried unanimously.

Under New Business, Chair Marc Whichard and Assistant Superintendent of Educational Programs and Services Cheryl Olmsted reported to the Board following an EPS Committee Meeting held September 1, 2011. Ms. Olmsted informed the Board that two items were discussed at the meeting – perfect attendance and common core curriculum. She stated recognition of students with perfect attendance during graduation ceremonies was discussed. Ms. Olmsted stated with the implementation of NC WISE in 2008, good record keeping of attendance had begun and could be obtained easily. However, with SIMS, attendance information was placed in a student’s cumulative folder creating more effort to follow a child’s attendance; and the issue of a transfer student’s attendance coming into Pitt County Schools from other schools, someone entering from a private school or being homeschooled were discussed. Ms. Olmsted commented that the committee felt more information needed to be collected before a decision was made. She added that our principals will be asked how many recognize students with perfect attendance for the year/multiple years, the work involved in collecting this data and how do they feel regarding recognition of perfect attendance for a student.

Ms. Olmsted shared with the Board that the Common Core curriculum, which is the new set of standards coming from the State, began with a consortium of 48 states implementing the idea that math and English will be taught in the same manner across the nation. She added that she brought this topic to the EPS Committee to see how it related to Senior Projects. Ms. Olmsted then informed the Board that at an earlier EPS Committee Meeting held July 7, 011, exam

exemption and Senior Project were on the Agenda, as well as Ms. Jennifer Little asking for discussion of Senior Projects after hearing concerns from her constituents. Following discussion by the committee members, Mr. Marc Whichard, Ms. Christine Waters, Ms. Jennifer Little and Mr. Benjie Forrest unanimously voted to eliminate Senior Projects in all high schools and wanted this motion presented to the full Board. Ms. Olmsted stated after the meeting (which is her practice), she immediately sent an e-mail to Superintendent Beverly Reep sharing what had been discussed at the EPS Committee Meeting. Dr. Reep felt the Senior Project recommendation should be forwarded to the Policy Committee with the reason being if a procedure was voted in by the full Board, it should be taken back to the full Board to make a change. Because the Policy Committee had a full Agenda in place, it meant the idea would have to wait another month before being placed on the Policy Committee Agenda. With another month to wait and history as stated, Ms. Olmsted placed Common Core on the EPS Committee Meeting Agenda for September 1 relative to Senior Projects. Extensive discussion was held at this meeting. Dr. Reep feels that whether you support or do not support the idea of Senior Projects, further study needs to be carried out before a change is made.

Mr. Whichard stated that there are many concerns regarding the inconsistencies of completing Senior Projects as he spoke with many teachers to get feedback.

Ms. Christine Waters asked to rescind the previous motion of eliminating senior projects, the vote was two for and two against. Therefore, the original motion of eliminating senior projects being presented to the full Board remained in place. Because of this action, Ms. Olmsted stated, at the recommendation of the EPS Committee, she is requesting that Senior Projects be eliminated in all high schools.

Mr. Whichard commented that the elimination of Senior Projects should not be implemented until the 2012-13 school year as this year has begun, and it would be unfair to change senior requirements at this point. He stated that the State of North Carolina does not mandate a Graduation Project anymore, and that the Senior Project requirements currently are very different from the ones set at the implementation of this process. Mr. Whichard commented that the Common Core does not require that a graduation project be completed, but that any class may require a project or research to offer rigor for students. He feels the Senior Projects are a detriment to students in that they disproportionately affect students of socioeconomic backgrounds.

Mr. Marc Whichard then moved, second by Mr. Worth Forbes, that Senior Projects be eliminated effective with school year 2012-13 and subsequent years thereafter. Chair Peaden asked for discussion by the Board.

Ms. Barbara Owens stated she feels that the Board is being asked for a quick decision regarding a project that has had accomplishments by students. She shared that having been a Senior Project Judge for many years, she looked at a student who built the best dog pen he could or one who had learned to shoe a horse – not at a student who spent lots of money on his/her project or a student who spent five dollars on his/her project. Ms. Owens asked that the Board not end something that has been good for Pitt County Schools.

Mr. Worth Forbes shared that as a high school principal and associate superintendent, he was in favor of Senior Projects because the State required them. Now that the State has dropped this requirement, he feels Pitt County Schools should eliminate it also. He feels the projects do not prepare the students for college as many students have to take remedial classes upon entering college or community college. Mr. Forbes believes that literature classes and research, beginning with the freshman year and continuing through the senior year, are more beneficial for college bound students than Senior Projects. He also feels the projects place additional stress on families as well as the students - for he's heard over and over that students give up and dropout, or get the project half completed, but never finish it. Mr. Forbes states we can better prepare students for college or community college by expanding our curriculum in twelfth grade literature, writing and summarizing, as many who graduate are not able to accomplish these acts.

Ms. Jill Camnitz stated after many years of judging Senior Projects, she sees the huge value they have served for our district. Ms. Camnitz commented that the pride and satisfaction seen in the face of a student as he/she completes the project says it all. She added that the projects were not adopted because the State required them, but because it was felt that they help culminate a student's skills as a graduating senior. Ms. Camnitz stated that there are shortcomings with the projects currently, but the Board needs to take the Common Core into consideration with the rigor Ms. Olmsted has described – look at weaknesses and benefits, and use this year to make the best decision.

Ms. Christine Waters stated that Mr. Forbes addressed issues for college bound students; but she feels students going into the work force gained life skills by completing the project by dressing correctly for presentation, having mentoring contact, speaking before several judges as an interview might require and other experiences when searching for a job. Yes, the project guidelines need tweaking in their present form to make them generally acceptable by all. Ms. Waters also added that lessons learned from Senior Projects are learned too late – these criteria should be taught in earlier grades of school. She commented that some sections of the Common Core and Senior Projects mesh, but the issue needs to be studied – not rush into a decision and throw out good work.

Ms. Mary Williams stated she agrees with Mr. Whichard and Mr. Forbes and speaks with experience as a parent. She added that there are major differences regarding money spent by students. Ms. Williams knows that many mentors do not follow through for students, and mentors may change mid-way the cycle. She's heard students feel hopeless, have low self-esteem and give up; or a judge may be biased against a student or his/her family. Ms. Williams stated the projects are not worth jeopardizing one child – not one, if the State does not require the project.

Chair Peaden said “amen” to Ms. Williams' statements.

Mr. Sean Kenny stated he's heard the motion of getting rid of the Senior Projects as of the 2012-13 school year and subsequent years thereafter. He asked has the Dropout Prevention Task Force voiced concerns with Senior Projects. Superintendent Reep stated yes, concerns have been expressed. She stated in the beginning, if a student failed one part of the Senior Project, they failed altogether; but this factor was changed a few years ago. Mr. Kenny asked if the Senior

Project is eliminated tonight, is a teacher able to require research papers on her own. Ms. Olmsted stated yes, English III and IV require research and writing of papers which are still included in the Common Core curriculum. Mr. Forbes stated he agrees with these requirements being spelled out in the Common Core guidelines. Again, Ms. Olmsted shared that the Common Core curriculum, soon to be implemented, has a very rigorous schedule and encompasses many criteria discussed tonight. Dr. Reep commented that students need to know how to do research and use writing skills in early grades followed by oral presentation of their subject. She asked the Board to consider if the Senior Projects have outlived their time, adding accountability to this by getting input from our high school staff. Dr. Reep added that we need to have grades 9-12 be consistent in Common Core requirements and in being accountable.

With discussion complete, Chair Peaden asked for a vote of the Board. Those in favor of eliminating Senior Projects effective with school year 2012-13 and subsequent years thereafter were: Mr. Worth Forbes, Mr. Marc Whichard, Mr. Sean Kenny, Bishop Ralph Love, Chair Billy Peaden, Ms. Mary Williams, Dr. Matthew Love, Ms. Jennifer Little and Mr. Benjie Forrest. Those against the motion were: Ms. Christine Waters, Ms. Barbara Owens and Ms. Jill Camnitz. Motion passed.

Ms. Olmsted shared with the Board a brief update on the Career and Technical Education Application for school year 2011-12. She explained that Ms. Chena Cayton had submitted the application June 6, 2011, and she has been waiting for the new CTE Coordinator to present the highlights of the application to the Board. As a new CTE Coordinator has not been hired as yet, Ms. Olmsted stated she will present the highlights tonight. She explained that 809 credentials have been awarded to students in CTE classes throughout Pitt County Schools and stated that all eight performing indicators showed improvement. The eight indicators include: Reading Performance, Math Proficiency, Technical Skills, High School Diplomas, Graduation Rate, Employ/Enlist/Enroll, Non-traditional Student Jobs and Non-traditional Student Completion. Ms. Olmsted shared that auto tech classes have everything on-line with benchmarks, tests and assessments, two agriculture classes are in place – one at Ayden-Grifton and one at North Pitt, a new business class has been implemented at Rose and D. H. Conley hoped for a health science training class, but could not find a teacher. She shared that the Health Science Academy has 700 students, students are in the Microsoft Academy in all six high schools and we have an updated construction lab. Ms. Olmsted commented that CTE programs run three to four years ahead of regular education programs with all teachers having been trained on the newly revised standards and testing on-line is being implemented currently. She closed her update by stating the needs for the CTE Program include: training in the elements and a CTE Coordinator. With 9,081 students taking CTE classes, this is 39% of our student population.

Mr. Benjie Forrest asked what percentage the 9,081 students would be of our high school student enrollment. He reported that graduation rates for students in the CTE Program tend to be higher. He asked could we find at the local level, what the graduation rate is for students who are members of CTE organizations.

Ms. Mary Williams questioned the 39% population of students involved with CTE classes. Mr. Forrest commented that this is sort of a false percentage as CTE classes are not offered in the lower grades. Dr. Reep added that many students are involved with several CTE classes at the

same time which would not show up in the student number count. Ms. Williams commented that when she graduated, some students taking the Occupational Classes were ready to start their own business after graduation and are still working in their particular areas today. She feels CTE is a wonderful program and asked are parents aware of all the CTE classes available?

Ms. Olmsted reported that approval of the budget was late this year which resulted in delay of hiring a teacher at North Pitt High School. She explained that as a teacher reaches the students, the curriculum grows. Ms. Olmsted stated first semester has been spent in making contacts and passing our information regarding the program, and in second semester, the class will begin. She did inform the Board that Ayden-Grifton had a summer program, but it was not as successful as had been hoped. Ms. Williams asked had parents been informed about the program – through PTA meetings, passing out flyers at ballgames or by other means. Ms. Olmsted said staff had not been doing all that should be done in preparation for the program – more staff is needed and teachers need to be trained.

Student Services Director Pokie Noland shared with the Board information regarding Pitt Academy – a long-term suspended alternative education program. She stated the Academy will be located at the Boys and Girls Club site north of the river – the Boys and Girls Club on Fire Tower Road did not have a room large enough to accommodate the needs of this program. Ms. Noland presented three options that a student has when he/she is recommended for long-term suspension. She informed the Board on student assignment and enrollment for middle and high school students. Middle school students - The teacher of record will become a Pitt Academy subject area teacher that is based at their base school or mutually agreed upon teacher approved by the base school principal and the program coordinator. High school students – Remain enrolled at the base school, “Twilight” teachers become the teacher of record with the names of these teachers added to the maintenance section of the school in NC WISE as the teacher of record for the student and all applicable test scores return to the school. Ms. Noland added that students who are high school seniors in their spring semester and are placed at Pitt Academy will receive a diploma from their high school, but will participate in a separate graduation ceremony at Pitt Academy. Ms. Noland also briefly discussed transportation, athletic and activity issues, attendance and exceptional children criteria. She outlined course work for these students and discussed the length of the assignment, as well as the length of the instructional day. Ms. Noland explained the difference in Pitt Academy and the Transition Center and answered a few questions that Board members asked. In closing, Ms. Noland stressed that funding for Pitt Academy is already in place, and no additional money is being requested. She shared the budget details with the Board, and stated if Pitt Academy is approved by the Board, start up and implementation will begin tomorrow morning.

Mr. Sean Kenny congratulated Dr. Noland on her first presentation to the Board and added that he is most delighted to see this plan and the addition of an alternative school for Pitt County Schools. Mr. Kenny moved, second by Mr. Worth Forbes, that Pitt Academy be approved as a long-term suspended alternative education program as presented. Ms. Christine Waters asked questions regarding hiring of teachers. Ms. Williams asked about the location north of the river. Dr. Noland answered all questions as asked. Motion passed unanimously.

Chair Ralph Love and Assistant Superintendent of Human Resources Delilah Jackson reported to the Board following a Human Resources Committee Meeting held September 27, 2011. Ms. Jackson stated that the Committee met to focus on necessary changes/updates for seven Board policies with four of these needing only language updates, i.e. staff development to professional development. She informed the Board of one name change that would sound very familiar as it had been discussed recently; the Action Plan will now be referred to as the Mandatory Improvement Plan and will be discussed in great detail. Ms. Jackson also discussed the Dismissal of Classified Employees and the Appeal Process involved with this action, as well as an addendum to the policy/procedure involving a teacher who is also serving as an athletic coach. A draft for a new policy discussing Staff Wellness was mentioned, which will be separate from the Student Wellness Policy.

Mr. Worth Forbes stressed the importance of having an appeal process for classified employees in place, using layman terms and with specific guidelines, so there will be no questions by employees at a later date as to what this process means. Ms. Jackson stated she totally agreed with his statement.

Mr. Forbes then asked that the Revisions to the Exam Exemption Procedure discussed at an earlier Educational Programs and Services Committee Meeting be brought before the full Board tonight. He stated the Policy Committee looked at this proposed procedure, and it did not pass. Mr. Forbes feels the full Board needs to discuss this issue and reminded everyone that Procedure 9.604 Exam Exemptions was a procedure and did not have to be voted on by the Board, but added this had been studied earlier in 2005. He discussed components of the procedure including grades/absences, late enrollment, school sponsored events, religious holidays, required exams, no attendance waivers, OSS and taking the exam in the chance it will improve a student's grade average. Mr. Forbes commented that the Board and staff are searching for ways to improve student achievement and improve attendance in our high schools – this could be one incentive and will serve as a reward to the student for his/her hard work. Students involved with several group meetings have expressed favor for this procedure.

Mr. Worth Forbes moved, second by Mr. Marc Whichard, that Procedure 9.604 Exam Exemptions with stated guidelines be approved by the Board effective with school year 2012-13. The guidelines are listed below:

#### Exam Exemptions – Procedure 9.604

Student is exempt from exam with:

- A and 4 absences or less per semester
- B and 3 absences or less per semester
- C and 2 absences or less per semester

- Late enrollment – 4 days – student is required to take the exam.
- School sponsored events are not counted as an absence.
- Religious holiday – absence will not count – no more than 3 absences per year.
- Students shall not be required to take AP College Board exams to receive AP quality points.

- All state and/or federal mandated exams are to be taken with no possibility of exam exemption. (EOCs and VOCATS)
- No attendance waivers for purposes of exam exemption.
- An out-of-school suspension (OSS), of any length, shall result in automatic loss of exam exemption privilege.
- Students may choose to take the exempt exam if they feel it will improve their average in the subject. If the exam lowers the average in the subject, it will not count in final average.

Chair Peaden then asked South Central High School Principal Julie Cary if she would consider sharing input regarding this issue. She commented that the high school principals agree with Mr. Forbes. Ms. Cary added that some students work hard each day and never miss school, and with this procedure, could look forward to being rewarded for their efforts.

Ms. Mary Williams mentioned that an out-of-school suspension means loss of exam exemption, and asked about the impact of an in-school-suspension. Mr. Marc Whichard stated this procedure would be similar to the policy pertaining to high school athletics. He reported that Ms. Olmsted had looked long and hard to gather information related to this issue. Mr. Whichard feels this incentive would be like “hanging a carrot in front of a student waiting for him/her to pick it”.

Mr. Kenny stated he voted against this procedure; but feels after hearing from the high school principals and speaking with teachers to get input, it should go back to the Policy Committee for discussion. He also commented that there had been plenty of time to have this item listed on the Board Agenda, and it not be a surprise addendum for tonight’s meeting.

Ms. Chris Waters asked why this was being rushed into tonight over the vote of the Policy Committee. She said she’s taken back with this process as it was a two to four vote opposing the change in the Policy Committee meeting. Ms. Waters told Mr. Forbes he’s “talking out both sides of his mouth” as college students, who would benefit so much from Senior English, are the same students who need to take exams. She feels we’re trying to wipe out every academic program we have in place.

Ms. Camnitz asked have high school principals discussed other methods for improving attendance problems with Ms. Cary responding yes, and that’s why we feel this is one way to help have a positive impact on attendance. She said there has to be an even better way to address attendance, but is not sure what that is. Ms. Cary said high schools have a BIG problem with attendance and tardies. She did state that the Senior Project is truly a headache for many senior students. Ms. Camnitz asked how many LEAs in North Carolina have exam exemptions. Ms. Olmsted stated a search had been done to see what those with exam exemption in place used as guidelines, but we had not contacted counties to see how many districts had exam exemption procedures in place. She stated school systems in North Carolina and Virginia were contacted to obtain their exam exemption procedures, as well as newspaper articles regarding the issue having been studied.

Ms. Camnitz stated she has grave concerns related to eliminating exams as life is about measures and tests. As far as preparing for college, she stated no one will be exempt from exams in college. Ms. Camnitz feels the incentive for exam exemption means students will come to school sick. She asked that we spend some time on this issue and discuss other methods we might use to keep students in school.

Ms. Jennifer Little questioned should a “C” grade be considered for exam exemption. She stated she would consider very favorably an “A” or “B” exam exemption. Ms. Little also questioned the point of committee meetings if things are going to be handled as is happening tonight.

Mr. Forbes stated regarding exam exemption for a student who uses poor judgment and receives ISS, we can give that student another chance to reach this incentive. He feels students are already “tested to death”, and this gives them incentive to work hard in their classes and stay in school. Mr. Forbes commented that this has been an on-going request he’s received from principals and students, and feels he’s done nothing “out of line” in bringing this up to the full Board for discussion.

Ms. Barbara Owens stated there are twelve members on this Board and asked all to listen to what’s happening tonight. She stated two major issues have been discussed with four knowing previously what was planned and eight knew nothing, or perhaps half knew the plan and the other half didn’t. Ms. Owens added that those who knew of this plan are not listening to the Board, you’re listening to your own desire – so go ahead and do whatever you want.

Mr. Kenny commented that he can live with exam exemptions and coming before the full Board is fine; but he asked that the item be placed on the Agenda, as members were asked to do in January, so all Board members will know it is going to be discussed and not be caught by surprise. He also feels the Board needs to look at this closely, i.e. no waivers – an “A” student is in a car accident and has to be out of school seven days due to injuries – is it fair to not grant him/her a waiver for exams. Mr. Kenny stated the Board needs more time to study this issue.

Mr. Forbes stated the Board can vote and decide if more time is needed. Mr. Whichard feels we can help the principals and untie their hands – they work in the trenches each day and we need to listen to what they’re saying. Dr. Reep stated that a motion and second have been made, but she’s hearing the exam exemption procedure may have more support with additional time to speak with principals and a few tweaks. She added that she wants to go on record in favor of exam exemption because students have asked her for this for many years. Dr. Reep feels this can be a win/win issue with a little more time for tweaking the guidelines and gathering stronger support for the procedure. Mr. Benjie Forrest stated the number one indicator for student achievement is attendance, and he’s ready to vote. Ms. Waters again reinforced that the procedure had been voted down in the Policy Committee. She added that very good teachers, as well as very bad teachers, will be remembered by students when they out in the “real world”. Ms. Waters closed by stating that students will also lay the blame on teachers who did not properly prepare them for the “real world”, and asked the Board to take more time for discussion regarding this item.

Ms. Barbara Owens asked that the motion be repeated with Mr. Forbes asking that the Board revise Procedure 9.604 Exam Exemptions with guidelines as discussed effective with school year 2012-13. The vote showed those in favor of the motion were: Mr. Benjie Forrest, Mr. Worth Forbes, Ms. Mary Williams, Mr. Marc Whichard and Chair Billy Peaden. Those against the motion were: Ms. Chris Waters, Ms. Barbara Owens, Bishop Ralph Love, Ms. Jennifer Little, Ms. Jill Camnitz, Dr. Matthew Ward and Mr. Sean Kenny. Motion did not pass.

Chair Worth Forbes and In-House Attorney Rob Sonnenberg presented new Policy 7.012 Volunteer Activities of Classified Employees for Second Reading. With no comments or discussion by the Board, Mr. Worth Forbes moved, second by Mr. Sean Kenny, that new Policy 7.012 be approved as presented. Motion was unanimous.

Ms. Jill Camnitz then moved, second by Ms. Jennifer Little, that the Exam Exemption Procedure be sent back to the Policy Committee for further study. Ms. Barbara Owens voted against this motion, while the remainder of the Board voted for the motion.

Under Comments by the Superintendent, Dr. Beverly Reep congratulated Dr. Noland and Ms. Olmsted for their hard work in implementing Pitt Academy and stated efforts for staffing the Academy will begin tomorrow.

Superintendent Reep discussed the data given to Board members related to our 20-day numbers. She explained that also attached were the numbers for transfer of students as approved by the Board, employee requested transfers, administrative transfers or because of No Child Left Behind guidelines. Reassignment numbers have also been included in the data. Dr. Reep stated that the Board had requested that proficiency percentages be presented and this information will be sent as soon as the data is available.

Dr. Reep reminded Board Members of the luncheon thanking Facility Services and Transportation for their hard work during Hurricane Irene set for October 20, at 11:30 a.m., at Texas Roadhouse. She also thanked the business partners who are sponsoring the luncheon.

Several recognitions announced by Superintendent were:

1. Courtney M. Hardy, from D.H. Conley High School, was named a semifinalist in the 2012 National Achievement Scholarship Program.
2. Kaitlyn Dutton, from D. H Conley High Schools, was recently elected to serve as the 2011-12 North Carolina DECA president.
3. J.H. Rose High School counselor Bernetta Bradley was selected as the recipient of the 2011 Yale Educator Award by the Yale Office of Undergraduate Admissions.
4. Farmville Middle School Principal Lionel Kato was selected as the North Carolina Media Principal of the Year, and stated he is our sixth in a row for Pitt County Schools.

Dr. Reep informed Board members that they may receive phone calls regarding SIG schools incentive pay as questions have risen regarding why some employees received incentive pay and some did not. Further tweaking may be necessary regarding this past year's guidelines, as the incentive pay was not implemented until May 2011 and made retroactive for last school year.

This raises questions as employees were not aware of the guidelines from the beginning of the school year.

Chair Peaden commented that he had a positive phone call stating that a fire drill had been held at North Pitt High School with “drug dogs” being brought in and no drugs were found on campus.

Dr. Matthew Ward stated he has been pondering over a few things during this Board meeting and he is hesitant to vote on issues discussed when thinking of our children. He commented that the Board is voting on items that he had not heard mentioned until the meeting was in progress, and feels Board members should be aware of the items beforehand. Dr. Ward said he understands a student with an “A” or “B” average being exempt from an exam, but a “C” is an average grade and should not be exempt. He feels the exam exemption procedure needs to be “hashed” out more and further discussion held about what we’re trying to do.

Ms. Jill Camnitz commented that Dr. Ward has expressed her thoughts about items not appearing on the Board Agenda until the very last minute. She added that Board members have not prepared themselves for discussion regarding the surprise items, and most importantly, the public is not aware that these items are going to be discussed. Ms. Camnitz feels the Board did a disservice to the community and demonstrated terrible community relations by not allowing the public an opportunity for input on two major issues.

Ms. Christine Waters asked had President Obama signed off on No Child Left Behind with Dr. Reep explaining that the State Board of Education had sent a Resolution to request a waiver for the No Child Left Behind requirements to the U. S. Department of Education. She said this waiver would not officially be approved until the first of November and the removal of the sanction will not apply to this school year. Therefore, the transportation issues that were mentioned earlier for the children attending Choice schools will not become a factor.

Ms. Water asked Ms. Olmsted what does the acronym IMC stand for with Ms. Olmsted replying Instructional Manager Coordinator (CTE Coordinator).

Ms. Waters also asked had an influx of students from private schools been noted with Dr. Reep stating a noticeable jump in enrollment had not occurred.

Mr. Sean Kenny stated he recently spoke at a Golden Kiwanis’ Club Meeting where several members had volunteered at Wahl-Coates and positive remarks were made regarding Principal Chena Cayton and the school. He also commented that he’s looking forward to working on exam exemptions as he does believe in them. Mr. Kenny stated exam exemption played a role in his first job in North Carolina as his professor told him if he was hired for the job, he would forgive an exam that he was going to miss due to the interview time schedule!

Mr. Marc Whichard stated a lot had been said tonight, and there is a lot he could say, but won’t. He did comment that we need to untie principals’ hands and give them a tool to work with and help students. Mr. Whichard feels it’s frustrating to educators to tie up issues in committees instead of trying to give help to students.

Mr. Worth Forbes stated to high school administrators, high school students and parents of high school students he brought up exam exemptions tonight to the full Board, or the procedure would have been a dead issue as it had been voted down. He commented that now that the subject had surfaced, a decision will be made. Mr. Forbes added that the exam exemption item should not have been a surprise to any Board member here as we all receive copies of minutes from committee meetings and can read what is being discussed.

Mr. Forbes also thanked everyone for their calls and cards since his accident on September 19<sup>th</sup> where he received a concussion. He commented that he's glad Pitt County Schools has a policy in place on how to respond to student athletes who have had head trauma. Mr. Forbes stated the doctors had informed him about the "second lick" following a head injury, also. He informed the Board that he will not be able to attend the next Board meeting as he will have surgery that day for injuries related to the accident.

Chair Peaden thanked County Commissioner Tom Johnston for attending our meeting tonight.

Bishop Ralph Love moved, second by Mr. Benjie Forrest, that the Board go into Closed Session to consider the qualifications, competence, performance, condition of appointment of a public officer or employee or prospective public officer or employee; or hear or investigate a complaint, charge, or grievance by or against a public officer or employee. [N.C.G.S.§143-318.11(a)(6)] Motion carried unanimously.

Upon returning to Open Session, Bishop Ralph Love moved, second by Ms. Mary Williams, that the CTE Coordinator be hired as deemed appropriate by the Superintendent. Those voting against the motion were: Mr. Worth Forbes, Mr. Sean Kenny and Mr. Benjie Forrest. Those voting in favor of the motion were: Mr. Marc Whichard, Ms. Christine Waters, Ms. Barbara Owens, Bishop Ralph Love, Chair Billy Peaden, Ms. Mary Williams, Ms. Jill Camnitz, Dr. Matthew Ward and Ms. Jennifer Little. Motion carried.

With no further business to discuss, Bishop Ralph Love moved, second by Mr. Marc Whichard, moved that the Board adjourn. Motion was unanimous. Time was 9:53 P. M.

Respectively Submitted,

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Mr. Billy Peaden, Chair

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Dr. Beverly B. Reep, Superintendent