

DATE: October 4, 2010 PRESENT: Mary Grace Bright, Chair
Jill Camnitz
Benjie Forrest
Jennifer Little
TIME: 6:00 P.M. Barbara Owens
Billy Peaden
Roy Peaden
Marcy Romary
Matthew Ward
PLACE: Wahl-Coates Elementary School Mary Williams

ABSENT: Ralph Love, Sr.
Dick Tolmie

Chair Mary Grace Bright called the Board of Education to order in Regular Session at 6:00 P.M.

Ms. Jill Camnitz led the Board in the Pledge of Allegiance.

Chair Bright then offered the Agenda for consideration. Mr. Billy Peaden, second by Mr. Roy Peaden, moved the Agenda be accepted as presented. Motion carried unanimously.

For Public Expression, three members of the audience wished to speak. The first speaker was Ms. Rachel Servia, who represented the Club Pines, Westhaven and Belvedere neighborhoods, and shared with Board members a signed petition consisting of over 275 signatures asking for two requests during the humanization aspect of the redistricting process. The first request was that the three stated neighborhoods be considered as one continuous neighborhood for school placement with the second request asking for student assignment to be at Ridgewood Elementary, E. B. Aycock Middle School and South Central High School. Ms. Servia stated these children were assigned to W. H. Robinson Elementary in 2005-06 and then reassigned to Ridgewood Elementary in 2008-09. She commented that the community had become supportive and close-knit to this school and formed a strong PTA through parent and local business support. As a collective group, it was felt that shifting the middle school students from A. G. Cox Middle School to E. B. Aycock Middle School would assist the district in alleviating the over-crowding at A. G. Cox. Ms. Servia thanked the Board for their support and consideration in this matter.

The second speaker was Mr. Bill McDowell who resides in the Lynndale Community. He appreciated the fact that the new map demonstrated middle school students from his area will be attending E. B. Aycock Middle School.

The last speaker was Dr. Mark Sprague and his two children, Alexander (a fourth grader at Wahl-Coates) and Hannah (kindergarten) who live in the Tucker Community. He stated in the scenarios presented, Tucker will be split into three different pieces or going to three different schools. He asked Board members to look at the "little picture" meaning the children and not separate them from their friends by sending them to three different schools.

Under Consent Items, Ms. Jill Camnitz motioned, second by Ms. Jennifer Little, that the Board approve the Minutes from the Regular Meeting held September 13, 2010, the Joint Meeting with the County Commissioners held September 20, 2010 and the Personnel Report for October 2010. Motion carried unanimously.

Under New Business, Chair Roy Peaden mentioned the next Facilities Committee Meeting which will be held October 12 at 4:30 p.m. at the Central Office.

Associate Superintendent of Operations Aaron Beaulieu informed the Board of the recommendation to go with the low base bid for Sadie Saulter construction by WIMCO Corporation at a total of \$5,228,000. He then discussed recommended alternates for the project with a total construction project cost of \$5,774,364. Mr. Beaulieu reminded the Board that the Sadie Saulter project will be funded from Qualified School Construction Bond money with no interest added. He projected a payment of \$285,000 will be made each year for a total of seventeen years.

Ms. Jill Camnitz asked regarding the non-recommended alternatives shown on the bid sheet - if they could be added later if funding was in place. Mr. Beaulieu stated yes, they could possibly be addressed from additional funding sources.

Mr. Roy Peaden moved, second by Ms. Barbara Owens, that the bid for Sadie Saulter construction be approved as presented. Motion carried unanimously.

Superintendent Beverly Reep and Director Kay Weathington then shared two scenarios for student reassignment as a result of boundary review. Dr. Reep stated driving factors for selecting the scenarios used included keeping the integrity of proximity while looking at proficiency values though no demographics will be given. The segment changes are based on keeping neighborhoods together, which have been discussed, though there are different definitions of neighborhoods. Stability factors have recently been discussed as well. The foundation for this study is proximity. With the segment overlays, administration hopes everyone can visualize the results better. Superintendent Reep informed everyone that if you view the maps on a computer, you are able to zoom in and better visualize the areas involved. Using interactive technology, Ms. Weathington demonstrated segment changes using the ES 5 scenario for Eastern, Ridgewood, Wintergreen, South Greenville and W. H. Robinson Elementary Schools and MS 2 for C. M. Eppes and E. B. Aycok Middle Schools. She demonstrated the segments involved by numbers, gave the total number of students involved with each segment, told the current school these children attended and the school they would be moved to. Ms. Weathington also provided a chart (after segments described had been moved) with elementary and middle schools listed with segment count, 2011-12 K-5 count, 2013-14 capacity PreK adjustment count and the 2008-09 K-12 reading proficiency by school.

Ms. Jill Camnitz asked questions regarding where the children in the school receiving the new children would go with Ms. Weathington explaining how each move would be managed. Ms. Jennifer Little asked if Wahl-Coates had been considered in moving some children from the Simpson area with Ms. Weathington answering no, as it would create satellites. Ms. Mary Williams asked questions regarding South Greenville once additional students arrive with Ms. Weathington stating Ridgewood Elementary would pick up these students. Ms. Jill Camnitz asked was the capacity

number given 90% or 100% capacity for each school with Ms. Weathington and Mr. Beaulieu both stating 100% capacity.

Several Board members discussed the proficiency values between scenarios. Ms. Camnitz observed that the proficiency difference in the four Greenville elementary schools (Eastern, Elmhurst, South Greenville and Wahl-Coates) currently showed an eleven point difference, while the new presentation showed a thirty point proficiency differential. Dr. Reep stated we are looking at all schools and not trying to create lower performing schools. By demonstrating the segment changes, Superintendent Reep stated we are honoring what the community asked to see. Superintendent Reep stated we welcome suggestions to address concerns raised during our presentations. She informed the Board that our goal for October 11th is to have visuals for the community to see. Dr. Reep further commented if other boundary review changes are desired, we will have to have your requests by Thursday in order to present them at the meeting on October 11th.

Superintendent Reep then began discussion on criteria regarding Unitary Status. The data studied covers a ten-year period of time, and our aim is to cover one item each month. The focus for tonight's discussion is staffing which has been most complex in gathering details. With no magic formula to follow, we consulted with our legal counsel but cannot guarantee that questions will not be raised. For an overall district view, we searched multiple data sources and found some years when demographic data was not sent in for each school. Raw numbers may differ as information was obtained at different times during the year.

Dr. Reep used a model from Charlotte/Mecklenburg Schools, who has obtained Unitary Status, to create a Pitt County Schools Teacher Summary and per year individualized school data over a ten-year spread which lists percentages – with a 3% variable - for teachers with advanced degrees; national board certification; 0-3, 4-10, 10+ years experience; turnover rates and white, black and other categories. The second section shows details regarding administrative/classified positions times ten years listing a total number, white, black and other breakdown.

On the data sheets, the schools in red have a 70/30 student racial make-up ratio over the last ten years and will be our focus schools. In looking for patterns in these schools, there are consistent areas of concern, i.e. teacher turnover rate, teacher experience which may correlate with student achievement and asks what has been implemented to correct these factors. Positive signs are growth in numbers of Nationally Board Certified Teachers and our teacher turnover rate is decreasing with the 2009-10 school year dropping to just over ten percent.

Ms. Mary Williams asked about schools who did not have Nationally Board Certified Teachers. Dr. Reep stated that some may have transferred out of a school or left the district and moved to a different county or state.

Superintendent Reep discussed a study entitled "Every Child Deserves a Great Teacher" from the Charlotte/Mecklenburg School System shown as a model during a recent meeting she attended in Raleigh. She stated the system received a Gates Grant to study what makes an effective teacher. Using three years of data, standards for teachers do not "pan out" with a 40% variance between the value of an

effective teacher and a non-effective teacher and a 2% difference in pay. The new Race to the Top Grant North Carolina has received requires that teacher performance evaluations be tied in some meaningful way to student growth. Dr. Reep stated there have been no substantial findings to show that teachers with advanced degrees, National Board Certification or longer years of experience raised student achievement in Charlotte/Mecklenburg Schools. It was stated that content area for high school math and science was better when taught by a Nationally Board Certified teacher, and there was some increase in Social Studies taught by teachers with advanced degrees. There has been concern raised about using traditional measures not providing the best outcomes. Dr. Reep stated Charlotte/Mecklenburg proposes in 2013-14, teacher pay will be tied to student achievement. Classroom observations and gathering student information for a portfolio are being discussed for additional measures in evaluating a teacher.

Ms. Jill Camnitz asked about the State pay schedule and how would this work. Dr. Reep stated a waiver will be granted by the State and they have agreed to work with the Charlotte/Mecklenburg School System in this endeavor.

Ms. Mary Williams asked regarding accountability by teachers in core subjects. She commented that if a teacher is not doing a good job, we do not need to have them in place. Superintendent Reep stated it is mandatory to raise student achievement, and in the new Race to the Top Grant that we are a part of, a teacher's performance assessment will be tied to student growth. Dr. Reep stated this will also converge with Unitary Status. In the past, she stated she has not moved a teacher against her wishes, though we have had a policy in place since 1986-87 stating we can assign a teacher to another school if deemed appropriate in schools with a higher poverty/higher diversity population. Dr. Reep stated a teacher has the option to transfer to another school if she wishes and there is an opening; and because of the economy over the last two years, some teachers were placed in another school just to keep their job.

In trying new things for student achievement, we are going to implement a mini-pilot this year at Northwest Elementary by placing a three-teacher cohort in the school in grades three, four and five. This Teacher Leadership Cohort has been selected and they are excited about helping other teachers at Northwest work together for student growth. The cohort is not replacing anyone, but will work with the teachers already in place who are looking forward to the extra help. As soon as replacements are found for their present positions, the cohort can begin at Northwest.

For the fall of 2011-12, our plan is to have cohorts in all low performing schools to help increase student growth. We will advertize for cohort teachers with criteria – four or more years of experience, prefer advanced degrees but it's not necessary, three years of positive growth shown in student scores or through other means and some evidence that they are a leader in their school - in place for selection. Incentives, including two weeks of training during the summer, technology resources, keeping their children in their present placement, and a \$3,000 stipend per year, have been discussed and will be shared with applicants. Interviews, classroom observations and team activities will be a part of the selection process with applicants selected in April 2011. In looking ahead to the fall of 2011, the three teachers who went to Northwest will work with administration in training the cohorts selected for the 2011-

12 school year. The cohorts will not be given a choice of where they want to go; but the belief is that with a group of teachers going together to a new school, they will feel better about the move.

Superintendent Reep explained that principals should not be out lobbying Board members, that we are not out to undermine good staff. A total of approximately 35 teachers will be hired in cohorts to assist low performing schools, and the teachers will apply for these positions – it's their choice. There are many great teachers in all our schools who will remain in their respective schools.

Dr. Reep stated staff issues need to be addressed regarding Unitary Status, and the Court will demand that we make changes without any choice in the matter. Our goal is to start early with the changes that need to be made so our teachers may apply and have a choice for the 2011-12 school year. We will monitor and measure the impact of these changes. Thus, we will know if the cohort system is working and prove to the Court that we are making an effort to work toward Unitary Status.

Chair Bright asked about Chicod School as it is in the focus group. Dr. Reep explained that a cohort will not be sent to Chicod as their proficiency scores do not merit change.

Ms. Jill Camnitz asked would funding from Race to the Top be used. Superintendent Reep shared that Title I money, SIG money and Race to the Top funding could be applied. She further stated the incentive is the main cost involved, which is not a huge cost for the district.

Mr. Benjie Forrest asked when the cohort teachers are placed in a low performing school, what will happen to the teachers being moved from that particular school. Dr. Reep responded that they will fill vacancies due to retirement or relocation of other teachers, unless their job performance was poor and their employment does not need to be continued. Mr. Forrest also asked about incentives for principals who had built a great staff. Superintendent Reep stated this was not about principals, but student achievement. Mr. Forrest commented that a high performing school could be due to a great principal having foresight to hire great teachers. Dr. Reep stated it's important to have a high quality leader in a lower performing school, but still it is hard recruiting quality teachers to work in a low performing school.

Ms. Jennifer Little stated she is concerned about taking a highly qualified teacher out of a particular school and creating a hole in that school because an effective teacher for the students was removed. Dr. Reep responded that in the whole reassignment process, we have talked about reassignment and reallocation of resources in low performing schools, and this is exactly what we will be accomplishing.

Ms. Mary Williams stated strongly that the administrative staff of our system are working hard in the jobs that they perform and in collecting data for redistricting and unitary status demands. She feels we have to trust our staff to do their jobs and support them in their efforts. Ms. Williams commented that there is no way we are going to make everyone happy with decisions that have to be made, but we have to "shake and move" to provide high quality education for our students, which has been needed for many years now.

Mr. Forrest stated that other things need to be considered in this matrix, i.e. smaller class size, teacher assistants in a classroom, available resource materials. Dr. Reep stated research has shown that unless a class size is below fifteen, it has not been substantiated that class size makes a difference in student growth. Mr. Forrest feels that a student/teacher relationship does make a difference with a smaller class size.

Superintendent Reep thanked everyone for sharing their thoughts regarding staff solutions, and stated we have many criteria areas to focus on which will take many steps to complete. She stated we will talk to our principals and work through issues as they arise being careful in what we do. With thousands of good teachers in our system, Dr. Reep does not feel that 35-40 placed in focus schools will become a problem.

Chair Bright reinforced that teachers will make the choice for fall of 2011. Dr. Reep confirmed this statement and stated we will not sacrifice one school for another, but will all work together for what is best for all students of Pitt County.

Ms. Mary Williams stated to Dr. Reep and Mr. Forrest that we grow Nationally Board Certified Teachers and give incentives for these teachers. She feels the cohorts will grow and benefit our students as well. She asked about reaching highly qualified teachers outside our district, with Dr. Reep responding that for the first round, we do not plan to hire from outside as observations of the classroom will be a piece of the selection process.

Mr. Billy Peaden stated he agrees with Ms. Little and Mr. Forrest. He commented that many schools have just undergone major principal changes – all schools north of the river have new principals. Mr. Peaden stated these changes may be for the best, but it's too soon to tell. He stated leadership in our schools needs to recruit teachers that are good and qualified. Dr. Reep responded that moves which were made were carried out in the best interest of our students. She informed the Board that several principals asked to work in tough schools to have the opportunity to raise student achievement. Principals need help in reaching this goal.

Ms. Jill Camnitz stated this goal to benefit the children needs to be implemented whether we are pursuing Unitary Status or not.

In-House Attorney Rob Sonnenberg presented a proposed Board Motion regarding Personnel Records being made public and the changes involved. Under the old law, Attorney Sonnenberg stated recent personnel records showing promotions, demotions and like changes were made open to the public. The new law makes past history, disciplinary actions, promotions, demotions and like changes open to the public. Concerns have been raised regarding interpretation of the new law – is it retrospective from the date the new law was passed (October 1, 2010) and does it deal only with actions taken by the Board of Education, the Superintendent or other Administrative personnel. There have been no good answers given to these questions thus the North Carolina School Board Association is asking for (a) request for an Attorney General's opinion and/or (b) statewide lawsuit to seek a declaratory judgment which is stated in the proposed Board Motion as attached to these minutes. Ms. Jill Camnitz read the proposed Board Motion and moved, second by Ms. Mary Williams, that the Board

approve the Motion as presented. Motion passed unanimously. Mr. Roy Peaden wanted to be sure there would be no cost for the system with Attorney Sonnenberg confirming there will be no cost to Pitt County Schools.

Policy Committee Chair Jill Camnitz and In-House Attorney Rob Sonnenberg then shared with the Board two proposed new and revised policies for First Reading. The first was Policy 10.611 – Student Illness and Emergency Care (Revised). Changes were related to wording regarding certification of first responders. The second Policy 10.202 Criminal Behavior (New) deals with reporting criminal behavior for specific actions not only to the principal of a school and law enforcement personnel, but also to the superintendent and Board of Education. Attorney Sonnenberg stated contact has been made with Student Services personnel and the Court system regarding these changes.

Under Comments from the Superintendent and Board members, Superintendent Reep discussed the bad weather last week and the many hours key personnel were riding the roads and making difficult decisions. She specifically thanked Aaron Beaulieu, Joey Weathington, Terry Smith and Heather Mayo for their efforts in situations that changed quickly. Dr. Reep also thanked bus drivers and principals for the extreme caution and care shown for our students in difficult circumstances. Chicod, G. R. Whitfield, D. H. Conley, Stokes and Pactolus staff went above and beyond trying to keep the days normal for their students. She also thanked parents in this endeavor as attendance on Friday was fairly normal across the district with the exception of G. R. Whitfield. Superintendent Reep informed the Board that the PCAE leadership was contacted regarding the make-up day for Thursday, September 30th , and the protected workday October 29th was swapped with Wednesday, November 24th – the day before Thanksgiving.

Dr. Reep also reminded everyone of the Board of Education Workshop scheduled for October 11, 2010 at 6:00 p.m. at St. James Methodist Church with our newly elected Board members, representatives from the Greenville Parents Association and representatives from the Coalition for Educating Black Children around the table. New redistricting information will be shared with a question and answer period following the presentation.

Superintendent Reep also congratulated North Pitt High School as they won the Red Cross Challenge Award for the third year in a row during their recent blood drive.

Chair Mary Grace Bright congratulated Instructional Technology/Media Coordinator Tim DeCresie for receiving the Ann Harrison Award.

Chair Bright also echoed other Board members in recognizing the administrative staff for the tremendous amount of time and work needed to gather and prepare data for redistricting and Unitary Status and keeping the Board informed. She also stated she appreciated the Board “digging in” requiring additional time and effort in these difficult decisions and recognized the newly elected Board members for their attendance and dedication to these meetings.

Mr. Roy Peaden thanked parents for their understanding in the recent bad weather as it is sometimes difficult to make last minute decisions regarding child care and

schedules when routine patterns are broken. He stated it would be better, though difficult, to make a decision the night before allowing parents time to make arrangements for the next day.

Ms. Jennifer Little thanked parents for attending the meetings to hear redistricting plans, and hopes there will be a “packed house” October 11th. She wanted to state that it is the Board’s job to ask questions, which is not meant to undermine staff. Ms. Little stated she’s not opposed to a challenge, but does not want to create holes in a work place that is on the right track.

Dr. Matthew Ward thanked Administrative Assistant Brenda Pippin for her assistance in his new position as a Pitt County Board of Education member.

Mr. Benjie Forrest stated that in consideration of parents last week during the bad weather, he was concerned about the roads covered with water and safety of the children. He feels a need to expand the number of people riding the roads to get a better finger on conditions throughout the county and mentioned the possibility of Board members being recruited to help.

Ms. Barbara Owens asked that everyone remember Board Member Ralph Love and recent health issues.

Mr. Billy Peaden mentioned catering an event at D. H. Conley and asked regarding the difference in cost of the catered hot dogs and the hot dogs in the school system.

With no further business to discuss, Ms. Barbara Owens moved, second by Mr. Roy Peaden, that the Board adjourn. Motion carried unanimously. Time 8:22 p.m.

Respectively Submitted,

Ms. Mary Grace Bright, Chair

Dr. Beverly B. Reep, Superintendent