

DATE: November 2, 2009

PRESENT: Mary Grace Bright, Chair
Jill Camnitz
Michael Dixon
Benjie Forrest
Jennifer Little
Ralph Love, Sr.
Barbara Owens
Billy Peaden
Roy Peaden
Marcy Romary
Dick Tolmie
Mary Williams

TIME: 7:00 P.M.

PLACE: Pitt County Office Building

Chair Mary Grace Bright called the Board of Education to order in Regular Session at 7:00 P.M.

Ms. Marcy Romary led the Board in the Pledge of Allegiance.

Chair Bright then offered the Agenda for consideration. Mr. Michael Dixon, second by Mr. Dick Tolmie, moved the Agenda be accepted. Motion carried unanimously.

There was no one present to speak during Public Expression.

E. B. Aycock Principal Julie Cary shared with the Board that Aycock had made Expected Growth over the last three years and made AYP in all subgroups for the year 2008-09. She expressed thanks to the EPS Department (namely Associate Superintendent for Educational Programs and Services Worth Forbes, Exceptional Children's Director Cathy Keeter, K-8 Director Marsha McLawhorn, Math Resource Specialist Connie Cheston and Science Resource Specialist Rick Wilkerson) and Superintendent Reep for their help and support for making projects happen at Aycock.

Ms. Cary discussed their Accelerated Math and Science Program stating their goal was to reach the sixth grade glass. Aycock already had a pre-algebra class in the seventh grade and an algebra class in the eighth grade, but no accelerated program for sixth graders. She stated this past year; approximately 40 students were placed in a pre-algebra classroom. 25 of those students are in a seventh grade algebra class in 2009-10, while the others are taking pre-algebra again in the seventh grade to have a stronger foundation for eighth grade algebra. Earth Science (a high school credit class) is also being taught at Aycock allowing students to earn as many high school credits as possible as they enter high school. An eighth grade Geometry Class and possibly a Physical Science Class are also being discussed. Ms. Cary stated a drawback in this area is that these students have to take the End-of-Class Exam for the high school subjects they are taking, as well as the End-of-Grade Test as a sixth, seventh or eighth grade student. She hopes the State Board of Education will make a decision that if a student is expected to take a high school End-of-Class Exam, they will not have to take the End-of-Grade Test in that particular area. Dr. Reep

mentioned it might be helpful to have State Board of Education Member Cathy Taft visit the classroom for better understanding of this issue.

Ms. Cary also shared with the Board that E. B. Aycock has a model classroom for the low incidence severe/profound/TMD students in the Exceptional Children's Program. As a past exceptional children's teacher, Ms. Cary stated earlier there was not much instruction given in this program though the students were very much monitored and cared for. Over the last three years, the program has grown with new technology and an assistive program partnered with East Carolina University. Ms. Cary applauded Exceptional Children's Director Cathy Keeter's efforts for the growth of this model program with the help of Exceptional Children's Teacher Rhys Potts and a first year co-teacher, who has now created a similar classroom at South Central High School. The idea is to create other classrooms in high schools or middle schools using this scenario – personal smartboards, very individualized student plans, etc. Ms. Cary stated the students were blossoming and communicating, many for the first time in school. She stated the parents were excited to see the educational growth in their children – so much so that they want their children to stay at Aycock and not move on to high school. Several of the students are wearing cheerleading uniforms, have peer team builders and give high-fives to other students and staff, which is wonderful to see.

Ms. Cary also mentioned their Positive Behavioral Support Program which focuses on positives, not negatives within the school. She stated teachers are not allowed to send students out for misbehavior and miss instructional time. The student is put in timeout with steps in place for misbehavior. Incentives are in place for students and staff to help this program expand. Ms. Cary stated Aycock had 59 suspensions thus far this year as compared to 90 last year in the same time frame.

Ms. Cary also discussed possibly using the NC Virtual Public School program for anelective classes in the spring.

Ms. Jill Camnitz asked after looking at the success of Accelerated Math/Science Programs, could these be shared with other middle schools?

Superintendent Beverly Reep stated they could, and also informed the Board that the State Board of Education had recently approved English I (a high school course) being offered in the eighth grade. She also stated that these programs were not part of the Academically Gifted Program; it could be any student who has the potential for acceleration. Dr. Reep also stated that the teachers in the accelerated programs have to be certified at the high school level to be able to teach these classes in middle school.

Under Consent Items, Ms. Jill Camnitz motioned, second by Ms. Barbara Owens, that the Board approve the October 19, 2009 Minutes and the Personnel Report for November 2009. Motion carried unanimously.

Under New Business, Finance Committee Chair Michael Dixon asked Assistant Superintendent of Finance Michael Cowin to share with the Board the recommended 2009-10 Budget Resolution as attached to these minutes. Mr. Cowin first thanked the Human Resources Committee for working closely with the Finance Committee to form

the proposed Resolution. He stated by preparing early, Pitt County Schools is positioned very well for the 2009-10 school year, as well as being able to move forward in 2010-11. Mr. Cowin then presented a detailed outline of the appropriations and revenues of the Pitt County Schools budget for the 2009-10 school year stating that 73% of the budget was used for instructional services dealing directly with classrooms and 16% was used for support services, i.e. transportation, utilities, etc. Mr. Cowin stated \$3.5 million was returned to the State this year and in 2010-11, \$4.8 million would be returned. In returning these monies, he hopes to minimize the impact for classrooms.

Mr. Cowin also presented the proposed Budget Calendar 2010-11, which is also attached to these minutes. A legislative issue concerning Mr. Cowin is where will \$6 million that the State cut from PCS funding for the 2009-2010 and 2010-2011 school years and replaced with Stimulus money be funded from after the two-year Stimulus money is gone?

Mr. Billy Peaden asked regarding the money from the SECURE food operation involving several counties? Mr. Cowin reported that approximately \$300,000 would be received for Pitt County Schools in approximately two months. He stated one county (Greensboro area) questioned their fair share, but a DPI audit approved the submitted budget and funding to appropriate counties was being prepared for disbursement.

Regarding the proposed Budget Resolution, Ms. Mary Williams asked which line item contained the ¼ cent sales tax. Mr. Cowin stated this revenue was accounted for in sections 9 and 10 under capital funds and county appropriations.

With no further discussion, Mr. Michael Dixon moved, second by Dr. Ralph Love, that the proposed Budget Resolution for 2009-10 and the Budget Calendar 2010-11 be approved as presented. Motion carried unanimously.

Chair of the Policy Committee Jill Camnitz and In-House Attorney Rob Sonnenberg presented two revised/one rescinded policies for First Reading:

1. Code of Ethics for School Board Members-Policy 1.003 (Revised)
2. Rules of Procedure for Board of Education Meetings-Policy 1.200 (Revised)
3. Juvenile Court Petition-Policy 10.304 (Rescind)

Revision of Policy 1.003 is needed due to State law changes. Revision of Policy 1.200 is needed due to questions raised regarding public expression during Workshop or Retreat Sessions held by the Board. The revised policy states that the public may attend the Workshop or Retreat Sessions, but no public expression is allowed. Rescinding Policy 10.304 is asked for because the policy has no purpose.

Procedure 1.108-P Board Hearing Panel Procedures is new and developed using a model for the NC School Board Association and input from the Policy Committee. This procedure standardizes procedures for attendance/promotion/graduation, discipline, and student assignment/transfer/driver eligibility hearings. A copy of these procedures will be attached to the letter sent home to parents regarding the student's hearing.

Mr. Benjie Forrest asked regarding Board members voting during closed session of a transfer hearing. Attorney Sonnenberg stated by State Law the hearing was confidential and held in closed session. Dr. Ralph Love asked how much time could be given to read the statements pertaining to the hearing? Ms. Camnitz stated the statements were handed to the Board members as they began the hearing. Attorney Sonnenberg stated a designated time period could be allowed. Dr. Love voiced it would be good to have time set aside to reading the statement before the actual hearing started. Superintendent Reep and Ms. Camnitz stated 15 minutes could be scheduled prior to the hearing allowing Board members time to read the statement.

Mr. Forrest felt more clarification was needed regarding deliberation, client and panel discussion, and notification of the decision.

Mr. Billy Peaden stated that according to Robert's Rules, a vote by Board members could not be held in Closed Session. Attorney Sonnenberg stated in a hearing, Robert's Rules do not apply. A hearing is governed by NC State Case Law stating that a hearing is separate from a public vote. Chair Mary Grace Bright also commented that FERPA would be violated for an individual student if a hearing was not confidential. Mr. Forrest asked what was the difference between State Law and a State Statute? Attorney Sonnenberg stated a State Statute is one part of State Law.

Ms. Camnitz then discussed the revision of Procedure 10.212P – Procedure for Student and Parent Grievances. No questions from Board members followed.

Dr. Reep then shared with the Board the Development Plan for Potential School Leaders. Last year Superintendent Reep stated assistant principals were paired with a principal who was strong in a specific area, i.e. budgeting, for one-half to a full day of mentoring. When a principal was leaving, assistant principals who were interested in becoming a principal participated in a screening assessment where they were given a timed basket activity and asked to prioritize the activities as they felt appropriate. Those who correctly prioritized the sorted situations were then called in for an interview.

The new Plan being implemented has three tiers. The third tier is entry level and will use the screening assessment to help the Development Plan Team know where an assistant principal needs more directives to become a good principal. In the second tier, the assistant principal will be paired with a principal/s who is strong in the area/s the assistant principal needs further guidance to be successful. In the first tier, each assistant principal will have a prescriptive individual plan to give them more experience in needed areas so that as a principal position becomes available, they are prepared to step in. The goal is to have five or six assistant principals ready to step in should the need arise. Then the decision will be to place the appropriate principal in a school that blends with needs in that particular location.

Superintendent Reep stated there has been some anxiety expressed regarding the Plan, and she wanted to stress the goal was to promote growth for APs, not add insecurities. Overall, there is good reception for the Plan and most assistant principals have already been screened and will have mock interviews in the next couple of months. Dr. Reep stated there was no State funding for training models, so PCS is making our own, which is very different from past experiences.

Ms. Mary Williams asked how long did the program last? Dr. Reep stated it varied depending on the assistant principal.

Under Old Business, Superintendent Reep discussed the revised Timeline for Fall 2011 Student Reassignment. Dr. Reep stated in July during the Board Workshop, the newly elected Board members would be invited to attend to listen and become familiar with issues involving student reassignment. She stated the 2011 Student Reassignment Plan would be voted on by the Board in November 2010.

Mr. Benjie Forrest apologized for missing the last Board meeting stating he had an out of state meeting regarding his work. He stated with six Board member positions up for election in May, the timeline as mentioned should be delayed five or six months so if there are any new Board members, they would have time to become familiar with the student reassignment process. Mr. Dick Tolmie asked what was the purpose in delaying this decision. He stated many people wanted the decision moved forward so they would know where to buy a house and which school district would be involved. Chair Bright also commented that if we shift down the process five or six months, the new elementary school could not open as planned.

Ms. Jennifer Little asked why was the election held in May and Board members took office in December? Ms. Jill Camnitz stated this involved a Local Option Law – which is where the number of Board members was assigned and the length of the term of Board members was decided. To make changes in this Law, the Board would have to send a written request to the Legislature. Mr. Forrest stated if the Board went before the Legislature quickly, a decision could be made by possibly July or August. Mr. Michael Dixon stated the six members on the Board who were up for re-election present term would not end until December 2010. Chair Bright asked In-House Attorney Rob Sonnenberg to do research on approaching the Legislature regarding these issues and report results to the Board. Further plans regarding this issue will be implemented at that time.

Upon completion of this discussion, Ms. Jill Camnitz moved, second by Mr. Michael Dixon, that the Board approve the Timeline for Fall 2011 Student Reassignment as presented. Motion carried unanimously.

Dr. Reep reported that she met with the staff at A. G. Cox this afternoon explaining the delay of relieving the overcrowded conditions in their school. She reported that the staff understood the issues involved. Superintendent Reep did state that fences around the school have been moved for safety purposes, and that Cox has been placed at the beginning of the phone system list to have phones installed in each classroom with the one-time funding from Safety and Security. These phones will also be used when changes in construction of the school are implemented.

Superintendent Reep shared with the Board that she presented an update regarding the Recovery Program (Twilight Academy) to the County Commissioners this morning. She stated a hand selected group of students who are seniors and need two credits to graduate are targeted to begin this program second semester from 4-7 p.m. Next, juniors who are have difficulty passing required core classes will be in the following group. Dr. Reep stated evening hours will be implemented if the need evolves. The

Academy will be monitored and feedback given at the completion of the second semester.

Dr. Reep also stated the Municipalities Conference offered the end of October was well represented and the County is looking forward to next year. D. H. Conley High School and C. M. Eppes Middle School music groups participated in the event. Ms. Mary Williams stated Wellcome Middle Schools Step Team also performed.

Superintendent Reep also congratulated the nationally ranked J. H. Rose and D. H. Conley Volleyball Teams and gave support for them to push forward.

Chair Mary Grace Bright mentioned the Education Summit held October 22 and thanked the Chamber of Commerce for their hard work and their dedication to education. She congratulated Principal of the Year Seth Brown and Assistant Principal of the Year Cathy Kirkland, and stated Human Resources did a cracker-jack job in presenting the Ceremony. Assistant Superintendent of Human Resources Delilah Harris applauded Public Information Officer Heather Mayo and her staff for their hard work in designing the theme and pulling the ceremony together.

Chair Bright asked for a Board member volunteer to serve on the committee who selects the Teacher of the Year in the Spring.

Chair Bright also invited all to attend the Luncheon at Rock Springs regarding Education and the Economy beginning at 11:30 a.m. on November 5, 2009.

In closing, Chair Bright also invited everyone to the Ayden-Grifton High School Agriculture Facilities Friday, November 06, 2009 at 9:30 a.m. for the dedication of the Arboretum.

Ms. Mary Williams reminded everyone that hurricane season is coming to an end and stated we are blessed that no major problems occurred in our county.

Dr. Ralph Love stated he attended the General Baptist State Convention of North Carolina and members present gave full support to Pitt County Schools.

Ms. Marcy Romary thanked Dr. Reep for having the Spotlight on Teaching and Learning stating these short presentations helped the Board to know what's going on in individual schools.

Ms. Barbara Owens stated the Education Foundation had funding for the leadership institute. She also stated she hoped the redistricting issue becomes a positive experience for all involved. Ms. Owens felt working together toward a good plan would make less stress for the students, the communities, the Board of Education and administrative staff.

Mr. Dick Tolmie expressed support for the volleyball teams and girls' tennis teams as they proceed in competition. He also mentioned timing of election and instillation of Board members, number of members elected and length of term for those members.

Mr. Benjie Forrest congratulated Seth Brown and Cathy Kirkland, and stated he was proud of all those principals and assistant principals who were nominated for the awards. He informed the Board that he will be participating in the ceremony at Ayden-Grifton High School Friday, November 6, 2009.

Ms. Jill Camnitz stated Pitt County Schools principals and central office staff were modeling good ideas for students in Pitt County Schools. She also reminded everyone to vote at the Municipal Elections Tuesday, November 3, 2009.

Ms. Jennifer Little also congratulated Principal Seth Brown and Assistant Principal Cathy Kirkland. She praised the Rose High Anchor Club for supporting the Children's Miracle Network with 100 girls in the Club helping the community.

Mr. Roy Peaden stated there are many positive activities in the county. He also stated it made him sad to see an article in Sunday's paper in which a Board member made inappropriate accusations regarding past Board decisions. He felt all Board members should support each other and live with the issue once a majority decision had been made.

There being no further discussion, Ms. Barbara Owens moved, second by Ms. Jill Camnitz, that the Board adjourn at 8:12 p.m. Motion carried.

Respectively Submitted,

Ms. Mary Grace Bright, Chair

Dr. Beverly B. Reep, Superintendent