



curriculum now has a selection of 31 courses including AP and CTE classes. Ms. Parker reported that some students will visit the University of North Carolina at Chapel Hill to get a look at the Sports Medicine Program. She then invited Board members to visit their Teddy Bear Hospital on April 13<sup>th</sup> where an East Carolina University intern from Health Education will set up at Ridgewood Elementary to share a program with our elementary students. Ms. Parker discussed a future goal of the Health Sciences Academy in partnership with ECU to work with seventh grade students doing hands on activities to promote health occupations. Ms. Christine Waters asked if the 3.0 GPA is a weighted score with Ms. Parker responding yes. Mr. Worth Forbes commented that he was glad to see upper level courses being added to the Program. Ms. Parker also added that the demographics for Pitt County students in the Health Sciences Academy matched the Pitt County Memorial Hospital demographics for employment. Ms. Jennifer Little asked where do students fulfill their volunteer hours with Ms. Parker stating that most volunteered at the hospital, but students are encouraged to volunteer in the area that they have an interest, i.e. if a student desires to help animals; he/she should work with a veterinarian. She stated there are strict guidelines in place for selecting volunteer sites.

Under Consent Items, Ms. Jennifer Little, second by Mr. Worth Forbes, motioned that the Board approve the Minutes from the Public Hearing and the Meeting held February 21, 2011 and the Personnel Report for March 2011. Motion carried unanimously.

Presenting the first item listed under New Business, Chair Worth Forbes shared with the Board an up-date following the Facility Committee Meeting held February 28, 2011. He asked Associate Superintendent of Operations Aaron Beaulieu to explain in more detail information regarding the Third Street Center. Mr. Beaulieu reported that staff had been asked questions regarding the action needed to take the Third Street Center off the Pitt County Historical Property Listing. He stated that he would research the process and forward the results to Board members with follow-up discussion at the March 28<sup>th</sup> meeting. Any further steps involving the Third Street Center have been delayed until the question above has been answered.

Mr. Beaulieu also informed the Board that action regarding the offer on the new proposed Bus Garage Site and selling of the current Bus Garage Site has been delayed. With issues in the difference between the tax value of the current Bus Garage site and what we have been offered, the Facilities Committee agreed it would be better to wait until the next tax re-evaluation has been completed and proceed from there.

Mr. Beaulieu then stated the Committee discussed the Facilities Services Operational Budget Categories 1, 2, and 3 as well as the regular Capital Outlay Budget. In deciding options for the Chicod School Project, it was felt that Phase I of the Project (totaling \$1,730,000) could proceed with completion of the sewer, change stacking parking requirements and provide additional parking and getting the modular unit in place.

The last item of naming of a facility was delayed until the next meeting. The next Facilities Committee Meeting will be held at Chicod on March 28, 2011 at 4:30 p.m.

Chair Benjie Forrest stated the Finance Committee met February 17 and asked Assistant Superintendent of Finance Michael Cowin to update the Board regarding Phase I of the Chicod

Construction Project, signatures on checks and the meeting with our five Pitt County legislators in Raleigh. Mr. Cowin stated that in reviewing our projected Capital Revenues and Expenses, we have dedicated debt for the next ten years with very little room for deviation. He informed the Board that we could not move forward with the full Chicod Project, but could possibly begin the first phase. Mr. Cowin commented that everyone is waiting for the State budget for 2011-12 to be presented, and stated the Committee has asked for an on-going analysis of our Capital Revenues as we move further into the State budget process.

Mr. Cowin commented that following discussion, the Finance Committee asked that the Board approve the Board Chair and Assistant Superintendent of Finance be the two required signatures on checks for payroll, payment for services and products purchased by the school system and accounts payable. Ms. Jill Camnitz asked why this change is needed. Mr. Cowin stated that currently checks are signed in dual by the Associate Superintendent of Operations and Assistant Superintendent of Finance, which in looking across the State is not a common situation. Mr. Cowin stated its common for either the Superintendent's or the Board Chair's signature in addition to the Chief Financial Officer's signature to be on the checks. Mr. Benjie Forrest, seconded by Mr. Worth Forbes, moved that the Board Chair and the Chief Finance Officer signatures be on all Pitt County Schools checks. Motion passed unanimously.

Lastly, Mr. Cowin stated that Pitt County Schools' priorities for the 2011-12 school year were presented to the five Pitt County legislators in Raleigh last Tuesday. These priorities are:

1. To support State Low Wealth Supplemental Funding by advocating for no legislative change in the current funding level or the current funding formula. Mr. Cowin informed the Board that these funds paid the salaries for over 100 Pitt County Schools' teachers in our current school year.
2. Support the Funding of School Capital by advocating for no legislative reduction in the current percentage of Lottery Revenues being appropriated to the N. C. Public School Building Capital Fund for school construction and debt reduction. Mr. Cowin stated any reduction in these funds would place Pitt County Schools in a negative position; not only for any future current expansions, but in order to make the current principle and interest debt payments.
3. To not support the shifting of State Funding responsibilities from the State Budget to the Local County Level as included in the Governor's Proposed Budget:
  - Workers' Compensation for State-Funded Employees
  - Tort Claims
  - State School Bus Replacements
4. To provide local school system's support in implementation of any State Budget reductions through the following:
  - Request that the final State Budget include specific budget reductions to specific allotment Categories
  - Request that budget reductions are not passed along in the form of "discretionary Reductions" or "Administrative Reductions"
  - Request that schools systems be provided maximum flexibility in the transferring of allotments between categories in order to cover the specific budget reductions included in the final State Budget.

Mr. Marc Whichard asked as far as local money coming in, do we anticipate any disruption in supplements for staff? Mr. Cowin stated currently he's building a proposed local budget, which is not in the game plan of doing that. He commented that this will be reviewed at the next Finance Committee Meeting, hopefully approved by the Board in April and then taken to the County Commissioners. Mr. Whichard also asked about using capital money for salary purposes just for a one-year period. Mr. Cowin responded that this has not been brought to his attention as yet, and stated it would need to be discussed by the Finance Committee. Mr. Whichard also recommended that since the ABC money incentive had been taken off the table, doing something locally to recognize the schools who meet the expectations - even if it is \$20 and a certificate - it says to the teachers and schools that we appreciate and value their efforts and hold them up even in difficult times.

Mr. Worth Forbes stated as a district we should do something to recognize the individual school and individual teacher who are consistently making growth, even if the school does not make AYP. He commented that he couldn't believe the Governor would implement "voodoo" economics, i.e. send Worker's Compensation back to the LEAs resulting in the district making cuts even if the State doesn't. Mr. Forbes stated that whatever the State puts back on our shoulders will mean cuts somewhere in positions. Mr. Cowin responded that with shifting expenses from the State to the LEA - where will it end? Would health insurance, the State Retirement contribution, or Longevity be next? Mr. Cowin also stated the Governor's budget also includes the ¾ cents sales tax.

Mr. Cowin stated that with a 15% cut in Budget across the Board when we are spending \$9 out of every \$10 in the classroom now, and adding in transportation, it rises to \$95.00+ out of \$100 - we are going to have job cuts. Superintendent Beverly Reep added that we cannot protect personnel with \$1.5 million in budget cuts to implement.

Ms. Christine Waters asked regarding discretionary reductions with Mr. Cowin explaining that the LEAs would like them to be specific but grant flexibility in making the budget cuts. Dr. Reep stated we've had the ability to pick and choose our cuts, but now we are down to the bare bones. She stated that the LEA is going to look like the "bad guy" and it should be the legislature that pulls the trigger. Mr. Cowin gave an example that if the State implements another \$4 million discretionary reduction at the State level, but the Governor and State say you can't touch teacher and teacher assistant positions, he stated there's nowhere to cut so don't tie our hands and call it like you see it, which is all we ask. Ms. Jill Camnitz asked if there is any sense of a time frame as timing is critical. Mr. Cowin reported that the legislators told everyone they hoped to have the budget in place as early as June. Superintendent Reep commented that four of the five legislators concurred with the 15% reduction when we asked for a specific number to begin planning for the statutory time lines which we have to honor in terms of employment contracts. She stated we can always hire staff back if the budget allows us, but we don't want to hire someone with no money available. Dr. Reep commented that one of the newly elected members asked good questions and gave the impression that he is trying to learn about us and understand and listen. Mr. Worth Forbes commented that the system did a good job communicating with the staff and handling the cuts that were rolled out last year by the State, and we need to take the worse scenario this year and work with it as before.

Open Enrollment was then discussed by Superintendent Reep who stated that by Board Policy our list of schools has to be in place before April 1, 2011. She commented that several schools have been omitted from last year's list as they will have impact from redistricting. The proposed Open Enrollment Schools presented for First Reading are:

Ayden-Grifton High School  
Farmville Central High School  
North Pitt High School  
Ayden Middle School  
Bethel K-8 School

Ms. Christine Waters asked if this is a list of schools where we will be sending students. Dr. Reep responded that these schools have lower capacity numbers, and folks can request to go to these schools by filling out the Open Enrollment Form.

Superintendent Reep then presented the Proposed Calendar Bill Resolution stating that a draft had been shared at the meeting with the legislators in Raleigh. She reported that two legislators previously had been opposed to changes in the Calendar Bill, but believed with capping the start date, there was a sense of support for calendar flexibility. Ms. Jill Camnitz moved, second by Ms. Barbara Owens, that the Proposed Calendar Bill Resolution be approved as presented. Motion passed unanimously.

Associate Superintendent of Human Resources Delilah Jackson then shared with the Board a Proposed Health Resolution Recommending a Comprehensive Strategy to Promote Healthy Eating and Active Living in Pitt County stating the Resolution centers on preventing obesity by combining healthy eating habits and increased activity for students and staff. She introduced Ms. Jo Morgan, Health Education Director for the Pitt County Health Department, who informed the Board of the Communities Putting Prevention to Work Grant which was received by two areas – one being Pitt County and the other recipient was the Boone area. Ms. Morgan stated the goal is to improve our environment and to give back the quality of life for a community with parks, sidewalks and recreation areas. She stated we have basically engineered physical activity out of our lives through face book, e-mails, lots of advanced technology, a fast food/bank/car wash drive through and other shortcuts. Ms. Morgan stated we are all in this together, but the schools are a center focus as we talk about childhood obesity. She stated the schools get blamed for an awful lot, but she doesn't really think that the first time a child was introduced to a French fry was when they started kindergarten. Ms. Morgan commented that this change in eating and activity needs to be a partnership between many different branches. Mr. Marc Whichard moved, second by Ms. Jennifer Little, that the Health Resolution be approved as presented. Motion carried unanimously.

Superintendent Beverly Reep stated that the Board had requested an overview of the new Teacher Evaluation Instrument and reported that staff will provide a more in depth study at a Training Session between 6-7 p.m. if the Board desires. In preparation for rolling out the new evaluation process, Dr. Reep stated over this entire year we have been working with administrators and principals regarding the standards and reaching a common language in putting this instrument into effect. At every K-12 monthly meeting, we have had time devoted to

training our principals and during the summer, we brought in Attorney Ken Soo to share the legal issues that may arise in holding teachers accountable with this new instrument. We also asked two Wilson County principals to share their pilot program experiences with our administrators/principals. Superintendent Reep also informed the Board that our Assistant Principals have been trained on the process and they in turn trained others in their schools. Dr. Reep commented that we engaged teachers in dialogues about the difference in this instrument versus traditional instruments. She feels this is a growth instrument and development is not a bad thing. Knowing what kind of evidence to collect to demonstrate proficiency is essential and knowing that teachers are being evaluated on factors that aren't clearly always observed in a 30-40 classroom visit are a big difference in using this instrument.

Assistant Superintendent of Human Resources Delilah Jackson commented that the old TPAI Instrument used a check off list for evaluation and transition to the new Teacher Evaluation Instrument began with activities involving our administrators, which was hard. Examples of these activities include: observing related school activities at different times of the day – not just classroom instruction, conferences with teachers in their classrooms lasting from 45 minutes to 1 ½ hours after each observation is done, assessing teachers on items that are not obtained through observation in a classroom. Ms. Jackson commented that there are five standards listed but she focused on standards one and five. In standard one, teacher leadership is discussed in various settings; and this instrument allows for a range, regardless of the grade that someone teaches, that they will be able to contribute to what is necessary for our kids to survive in the 21<sup>st</sup> century. Standard five involves reflective practice which requires the teachers to go back and think about how their lesson went – what was good with the lesson? - did they promote further growth for their students? Mr. Worth Forbes stated that the TPAI needed adjustments, but commented that this new instrument takes too much instructional time away from the students. He feels the person or group who developed this instrument did not work in a classroom daily as it takes too long to complete the evaluation. Ms. Jackson reported that a conference has to be held with the teacher after each observation, and it has to be held in the classroom so that she will have artifacts available for evidence as appropriate. She did inform everyone that March 15<sup>th</sup>; training will be started for an on-line process which will be much faster. Mr. Forbes commented that the system has done a wonderful job at rolling out the new evaluation process. Ms. Jackson stated it has been stressed to implement the evaluation in regular class work, but some teachers still want to make a notebook or crate or whatever their specific method happens to be. Ms. Jill Camnitz asked if help is provided for principals and administrators in getting the evaluations completed when they feel pressure from the time constraint. Ms. Jackson responded yes, retired administrators have been hired and were trained to help when our regular staff feels overwhelmed. She also added that principal fellows are able to participate in peer observations, but cannot do the full observation in the classroom because they are not officially licensed. Ms. Camnitz commented that the principals of Sam Bundy/H. B. Suggs, both Wintergreen schools, A. G. Cox and J. H. Rose have a huge volume of evaluations to complete and need help with Ms. Jackson agreeing to this. Dr. Reep commented that we made a point in our legislative meeting that one of the administrative position cuts being looked at are assistant principals, which we tied back to the evaluation instrument which requires a licensed principal in the state of North Carolina to administer the instrument. With all the demands on a principal, getting these evaluations done without the assistance of an AP would be challenge. Ms. Jackson also reported that when the on-line training is complete, our district and DPI can view the data; and after June

30, the information will be converted to the system's Report Card. She stated when standard six is added onto the instrument, this will deal with growth and a different type of reporting will be coming out of our schools. Ms. Jennifer Little asked with the evaluation being more evidence based and more consistent with our new policy, will this help principals with teacher accountability? Ms. Jackson stated that the information provides more in-depth views which will clearly indicate the areas of concern – how is it tied to assessment, teaching methods for a diverse population, and so on.

Mr. Marc Whichard commented that what might be problematic with the document is that it is very broad and not specific. He feels the document might have been pushed through quickly because of the needs of the Race to the Top Grant. Mr. Whichard feels there needs to be more actual teaching and learning in the classroom and questions seeing a teacher having a global perspective in a 45 minute session. Dr. Reep stated that this is a great point – how does achievement of getting kids reading on appropriate grade levels and having new teachers being able to take assessments and relate them back to instruction compare to global awareness?

Superintendent Reep commented that indicators for principals and teachers will be entered into the on-line system and it is difficult to meet this dates – though they all have to be completed by June 30. She stated that down the road this will be very helpful for accountability, but the timelines have been shoved at them and it's going to be very difficult to accomplish this. Mr. Whichard stated that Edgecombe County has been using the on-line process since the beginning of the school year and though the first round is difficult, but they get easier as you learn the set up.

Dr. Reep then shared the great news of a 25% decrease in the dropout rate for Pitt County Schools with the Board as stated in the headlines of the Daily Reflector. She thanked students, parents, staff, churches, businesses, the community and in particular, the high school principals and counselors for all their hard work and personal contacts in reaching out to students and bringing them back to school. Superintendent Reep commented that this huge percentage drop makes you want to dance and celebrate, but we have to realize that Pitt County is still a full point above the state average dropout rate. She also reported that she and Chair Peaden attended a meeting of the Chamber Education Cabinet where a chart entitled "Pitt County High Schools EOC Composite Test Results" was used and talked about the drop in achievement. Dr. Reep feels that some clarity is needed and will explain the fairly dramatic drop in our scores during 2006-07. She stated that some had even commented that this may have been affected by the size of the Board but feels that has no relevance. Though she may sound defensive, Superintendent Reep stated up until 2007, a score of 35% on the test questions gave a student a III (or be proficient in math) on the End of Course (high school) or End of Grade (3-8) tests in math. In 2007, the State raised the standard to 65% on the test questions to be proficient or get a III. She asked, "Did the scores drop?" and answered, "Yes, they did." In 2008, reading and English went from a score of 35% previously to a score of 63%-70% to receive a III on the End of Course/End of Grade tests. She stated that she wished the standard had been 75%-80% when the tests were implemented in 1999, then the baseline would be the same and actual yearly comparisons could be made. Our scores have risen since the higher percentages have been instituted, but we are still below the state average and need to continue working on achievement to be above the state average.

Mr. Marc Whichard asked during the early release days that the district has, as an example, do the Farmville Central teachers have adequate time to PLC for benchmarks and other common formative assessments where they can say obviously you're getting some mileage at Conley in a specific area – what are you doing to do that? Do teachers have time to get together to create common assessments and share their data on a monthly basis? Dr. Reep stated this has just been started at the high school level. She feels this has been carried out well at the K-8 level. In working with the SIG Grants, Dr. Reep stated they have actually brought departments from the three high schools together and say let's look at your benchmark data. She stated this has not been an easy task with high schools teachers in getting them to accept that in one department we are going to give the same benchmark assessment. Conley led this last year. After drilling proficiency at the high school level for so many years, Dr. Reep states the shift to growth and understanding predictor scores, EVAS and teacher effectiveness is challenging at the high school level. In implementing the TLC process, we have found that some teachers are not aware of their own growth when compared to their school or within the district. Mr. Sean Kenny stated you cannot build a house without a good foundation, and the trend in test scores from 2007 to 2010 is now rising while the dropout rate is going down – this is very good. Mr. Worth Forbes informed the Board that the AYP bar is going to be raised to 76%, and we need to get the word out to the public early on. He also feels it would have been better if the higher numbers were in place from the beginning. Mr. Whichard commented that folks need to know that we are not lowering expectations. Dr. Reep stated this would have helped us in explaining test results instead of looking defensive or making excuses like we did tonight – the higher numbers represent higher expectations of our students.

Under Old Business, Policy 7.112 – Teacher Dismissal, Demotion and Nonrenewal was presented for Second Reading. With no questions asked or further discussion, Mr. Worth Forbes moved, second by Mr. Benjie Forrest, that the Board approve Policy 7.112 as presented. Motion passed unanimously.

Due to a conflict in meetings, Chair Forbes asked that the time for the next Policy Committee Meeting on March 14 be changed to 4:00 in the Board Room.

As Comments, Superintendent Reep congratulated the South Central High School Girls and Boys Basketball Teams for going to the State playoffs. She stated the games will be played Saturday, March 12<sup>th</sup> at 5:00 p.m. and 7:00 p.m. respectfully at Reynolds Coliseum in Raleigh.

Dr. Reep also congratulated D.H. Conley High School Teacher Kurt Garner for being selected as the Pitt County Schools' Teacher of the Year. She wished him well in competition for the regional and state titles. Superintendent Reep also gave a special thanks to Farm Bureau for their \$5000 donation to sponsor the Principal of the Year and Teacher of the Year Ceremonies. Without their contribution, Dr. Reep stated these events would not have taken place on the scale that they occurred. She also expressed to the Human Resources Department that they did a great job preparing for the event and thanked the many sponsors who supported our schools.

Superintendent Reep invited all Board members to visit the Brain Matter/Arts Matter Art Exhibit at the Greenville Mall. She spoke about the impact the student art work will have on those who view the selections and thanked the school counselors for their input.



Lastly, Dr. Reep mentioned the North Carolina School Boards Association and their encouragement to send a Resolution regarding Senate Bill 8 dealing with the Charter Schools Cap. She stated that we will send out a draft copy of a Resolution and get Board input.

Chair Peaden asked did any Board member have a conflict for March 28<sup>th</sup> at 6:00 p.m. He then invited everyone to attend a Social event where members can relax and enjoy some entertainment without a meeting taking place. The Social will take place at the Pig Palace.

Mr. Worth Forbes also congratulated South Central and stated he is proud of the teams. He then congratulated G. R. Whitfield for winning the Battle of the Books competition. Mr. Forbes stated he attended their P.T.A.'s Pizza/Bingo event recently and saw great parent participation. In closing, he commended the system for the TOY selection process.

Ms. Christine Waters stated she will be judging at the Math Fair at E.C.U. Friday.

Mr. Sean Kenny stated on February 25 he visited South Central during Tolerance Week. He stated that the Student Leader Lela Kumah and event were extremely impressive. Mr. Kenny also commented on the great performance by the step team. He stated that he was extremely proud of the TOY nominees. Mr. Kenny commented that here was one disenchantment in his week and that was the editorial in the Daily Reflector discussing the Board meeting last Monday night and the arrogance shown by Board members. Mr. Kenny stated he hated bullying and the use of the word arrogance. He felt that none of the twelve members used arrogance in running for the Board of Education and invited this person to come to a Board meeting and speak to the Board openly.

Ms. Barbara Owens also felt that no one was arrogant. She stated that we make our decisions when we vote. Ms. Owens praised Ms. Jackson and her staff for the TOY celebration and also to Dr. Reep and Mr. Cowin for their great representation of Pitt County Schools when our group met with the legislators in Raleigh.

Mr. Marc Whichard stated that he agrees with Mr. Kenny's statement and commented that he didn't know how he would vote until the night of the vote. He stated there are lots of facets to consider, and many folks do not realize how multi-faceted a decision may be. Mr. Whichard stated he pre-registered his child in Ridgewood Elementary and enjoyed the warm and inviting process. He mentioned the front office staff and several teachers who took parents and students on a tour of the clean school, were very organized and made everyone comfortable.

Ms. Jill Camnitz also congratulated the South Central teams and G. R. Whitfield Battle of the Books winners. She stated that Public Information Office Heather Mayo had done a good job with the "Points of Pride" information that was sent out. Ms. Camnitz also commented that she had been by the great Art Exhibit and stated the integration between art and science in the displays just shined. She asked that once we find out the scores next summer from all the end of the year test data, that we recognize schools/teachers appropriately if money is available. Ms. Camnitz stated that the staff has done a phenomenal job in recent years with all the budget cuts that have been made, and it's now time to let folks know we are going to see and feel cuts this year with a 15% reduction. She also asked regarding uniform changes in the redistricting plan if

had parents been notified. Dr. Reep responded that letters are being printed to help parents understand reassignment, and welcome letters are coming from principals of the respective schools. She added that open houses will be held for discussion of various topics. Ms. Camnitz asked about grandfathering in uniforms with Dr. Reep responding that several general colors apply to all schools which can be carried over and that schools have closets with uniforms available to any student with a possible token ticket idea used. The last item Ms. Camnitz asked for was the final number of students that will be assigned to schools due to reassignment, which Dr. Reep stated would be obtained and sent to Board members.

Ms. Jennifer Little informed everyone that radio station 103.7 will air the SCHS games live if anyone is not able to travel to Raleigh. She also wants us to start informing the public now regarding the projections for budget cuts as we're going to get the blame when people lose their jobs or funding is cut in a program.

Mr. Benjie Forrest commented on the tremendous TOY ceremony. He stated he is proud of Farm Bureau and the great job we have done in thanking them. He also congratulated Kurt Garner, a CTE teacher at D.H. Conley, as being the Teacher of the Year recipient for Pitt County. Mr. Forrest also commented on the editorial stating that the only other office with a term length of six years was the Senate and didn't mention the Judges who serve eight years.

Dr. Matthew Ward congratulated South Central's basketball teams and G. R. Whitfield's Battle of the Books team, on which his granddaughter was a participant. He too stated he was impressed with Dr. Reep and Mr. Cowin at the legislative meeting and takes his hat off to them for their presentation. Dr. Ward commented that he was proud to be among the group who met. He also appreciated Ms. Barbara Owens who stayed by him the whole time they were away.

Chair Peaden stated the North Pitt High School Carpentry/Electrical classes won first place when competing at Pitt Community College – Mr. Forrest added that Mr. Peaden's son is in the Carpentry class!

Ms. Barbara Owens then moved, second by Mr. Marc Whichard, that the Board go into Closed Session to establish or instruct the staff or agent concerning the negotiation of the amount of compensation or other terms of an employment contract. [N.C.G.S. §143-318.11(a) (5)] Motion passed unanimously. Time was 8:47 pm

Upon returning to Open Session and with no further items for discussion, Mr. Marc Whichard moved, second by Ms. Jill Camnitz, that the meeting be adjourned at 9:06 p.m. Motion was unanimous.

Respectively Submitted,

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Mr. Billy Peaden, Chair

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Dr. Beverly B. Reep, Superintendent