

DATE: April 19, 2010

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.

Mr. Billy Peaden led the Board in the Pledge of Allegiance.

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

Public Information Officer Heather Mayo then recognized Ms. Glenda Harris, teacher at W. H. Robinson Elementary School, who was honored as the 2009 Outstanding Elementary School Teacher of Mathematics for Pitt County. Ms. Mayo introduced Ms. Tiffany Vincent, Principal of W. H. Robinson, who stated in October the NC Council of Teachers of Mathematics met in Greensboro and awarded Ms. Harris a plaque from the State. She stated Ms. Harris was a very hard working, caring teacher who participated in and/or led many programs including the Math Team, Parent Math Night, grade level math contests, Accelerated Math and presented at the Closing the Gap Conference. She teaches her students math using real life experiences and techniques which are most effective. One hundred percent of the twenty students in her class passed the End of Grade test with thirteen of them making a Level IV. Ms. Harris is also active with staff development for other teachers and serves on the School Improvement Team. Ms. Vincent added that Ms. Harris works 45 minutes each morning before school starts with students who need extra time in grasping math concepts. Due to the death of Ms. Harris' husband during this time period, we are recognizing Ms. Harris tonight for her accomplishments. Mr. Dick Tolmie, Vice-Chair of the Board of Education, presented Ms. Harris with an Excellence in the East Award from the Board and thanked her for all she does for the students of Pitt County Schools. Ms. Harris thanked the Board for this honor and stated she would do all in her power to be worthy of receiving such an award.

During Public Expression, Ms. Nutricia Perkins spoke to the Board regarding her concerns for the uniform policy. She stated at J. H. Rose High School, students wore shirts of many colors, some had logos, some carried chains hanging from their pockets and other discrepancies of the uniform policy were seen. She commented that

members of the Rose staff told students that small logos on shirts were okay when the policy came out, but now they say students cannot have any logos on their shirts.

Ms. Perkins also stated that her daughter had been bullied for two months and felt threatened, but no one from Rose or the Central Office had responded to her repeated contacts. She feels like school administration, teachers and resource officers think communication of threats is a joke. She asked would it take a child being killed at a school before someone in administration takes action.

Chair Bright thanked Ms. Perkins for her attendance and sharing her concerns.

Under Consent Items, Mr. Dick Tolmie motioned, second by Ms. Marcy Romary, that the Board approve the March 15, 2010 Minutes as well as the Personnel Report for April 2010. Motion carried unanimously.

Under New Business, Assistant Superintendent of Human Resources Delilah Jackson discussed a proposed change in the 2010-11 School Calendar due to feedback regarding using the Memorial Day Holiday as a make-up day for dismissal of school because of snow. The proposed adjustment would be designating Friday, June 10, 2011 as a make-up day if needed for inclement weather and keeping May 30, 2011 as the Memorial Day Holiday. This change would comply with the State law that states the school year has to end by June 10, 2010. After some discussion, motion was made by Dr. Ralph Love, second by Mr. Billy Peaden, to approve the calendar change for school year 2010-11 as presented. Motion passed unanimously.

Associate Superintendent of Operations Aaron Beaulieu and Mr. Jimmy Hite of Hite Associates were introduced by Chair of the Facilities Committee Roy Peaden to discuss options for Sadie Saulter School. Mr. Beaulieu commented that options 3 and 4 had been eliminated at an earlier meeting, and a decision by the Board between options 1 and 2 was needed to complete this Phase I project. He reminded Board members that option 2 has wall modifications and renovations, more office space, storage space, additional classrooms at approximately 28,000 square feet and met program needs for the Pre-K program and the Exceptional Children's Program. Mr. Beaulieu also commented that a small parcel of land in the far left corner would be needed for requirements of the City changing entrances and exits to the school. The owner of the land has been contacted and is willing to sell the property at a reasonable fee. Option 1 would have some renovations, office space and approximately 21,000 square feet for additional classrooms. He stated this option gave little growth capacity and would probably need to be addressed again in four to five years. Mr. Beaulieu also informed the Board that there were carry over Pre-K State funds and Stimulus money for EC and Title I available to help with furniture/equipment needs. Costs of both options were discussed.

Mr. Beaulieu provided a timeline for construction with opening of the new center at the beginning of the 2011-12 school year having an actual build out time period of nine to ten months.

Mr. Roy Peaden stated he felt it would be best to proceed with option 2 for Sadie Saulter and not have to revisit school growth issues in five years with additional

construction needed. He commented that material costs were beginning to rise and we do not know what funding will be like five years from now.

Ms. Jill Camnitz asked do we have to include renovations in option 2 causing additional cost. Mr. Hite stated no, but stated the original heating and air conditioning units were still in place, windows which were not insulated, original plumbing and electrical circuits exist, etc. Mr. Beaulieu commented that alternate prices on isolated pieces of the project could be accomplished which could differentiate some of the costs.

Mr. Tolmie asked would a new heating and air system be beneficial on the operational costs for the school? Mr. Hite stated the newer system would be much more efficient, but the cost may not differ substantially as the window units in place have a lower operational cost. Mr. Tolmie also questioned the \$200,000 cost for electrical and technology changes. Mr. Hite again stated the electrical panels were old and need to be replaced and updated for the new technology being used.

Mr. Michael Dixon stated at the Public Forum held at Sadie Saulter recently, it was stated that option 2 was emphasized and announced that the Board would make a \$5 million investment in this school, which is more than the City has planned for its development of this community. Following this statement, Mr. Michael Dixon moved, second by Mr. Dick Tolmie, that the Board approve option 2 for the Phase I construction project of Sadie Saulter School. Dr. Ralph Love stated that now was the time to complete this project, and it would build confidence and faith for this community. Motion carried unanimously.

Chair of the Finance Committee Michael Dixon and Assistant Superintendent of Finance Michael Cowin then shared with the Board an update from the Finance Committee Meeting held April 15. Mr. Cowin presented the Pitt County Schools Proposed 2010-11 Budget for discussion by the Board with a brief summary for the proposed Local Operating Budget and the Capital Outlay Budget. He explained that the requested increase in County Appropriations for the proposed Local Budget totaled \$896,684.94 with \$562,304.94 being projected fixed costs increases and \$334,380.00 being Career and Technical Education expansion as suggested by the County Commissioners and the Board of Education to keep students in school and provide a variety of vocations after high school. Regarding the proposed Capital Outlay Budget, Mr. Cowin stated there was no increase asked for in Categories I, II or III from the 2009-10 budget for various repairs and equipment throughout the district. In Regular Capital Outlay (1/2 cent sales tax) funding there is a requested \$365,000.00 increase to be used for school roof and window replacements, technology requests, painting and field lights.

Discussion was held among Board members and Mr. Cowin regarding the State mandated increase in the employer's contribution of the retirement percentage rate and health insurance cost per employee.

Upon motion by Mr. Michael Dixon, second by Mr. Billy Peaden, that the Board approve the proposed Pitt County Schools 2010-11 Budget as presented, motion carried unanimously.

Chair Marcy Romary updated the Board following the Community Relations Committee Meeting March 30. She stated that Public Information Officer Heather Mayo had been really busy updating the Pitt County Schools website with a Student Assignment Link providing recent developments, background information, meeting sites and dates, upcoming Board decisions, question and answer capabilities, e-mail updates, etc.

Ms. Romary also stated Ms. Mayo provided to the committee budget communication, and shared that creation of a Transition Guide to Middle School for parents and students has begun which will be similar to that given to high school students and their parents. These have been/will be provided on line in the near future.

K-8 Director Marsha McLawhorn and AIG Coordinator Tim DeCresie presented the revised three- year Academically or Intellectually Gifted (AIG) Plan for the Board's approval. Ms. McLawhorn praised Mr. DeCresie for his tireless work preparing the plan with all the different stakeholders and his involvement with the program. Mr. DeCresie shared with the Board that the State had implemented six new Standards (which calls for practices/objections for each standard) for the AIG Plan including:

1. Student Identification
2. Differentiated Curriculum and Instruction
3. Personnel and Professional Development
4. Comprehensive Programming within a School Community
5. Partnerships
6. Program Accountability.

He stated under the new AIG Plan, more students will qualify for services in this Program because a student now may qualify and be served in one area alone and not both areas of Reading and Math – unless identified in both areas. In grades K-3, the State did not change the Standards, but Mr. DeCresie stated there will now be five tiers of service in grades 4 and 5. In middle school, there are two tier levels with Tier 2 students receiving direct services by the AIG Specialist for the AIG Middle School Curriculum with resource support, and Tier 1 students will receive resource support and/or course placement as needed. Students in grades 9-12 with differentiated needs will be provided a variety of advanced courses and learning opportunities which they might select developing their four-year gifted plan.

Goals set during the process of revising, updating and adding to the AIG curriculum are:

1. Create a standard syllabus that all AIG programs are required to teach to maintain consistency across the district
2. Update curriculum to meet the needs of the 21<sup>st</sup> Century learner
3. Bring in a classic novel rich in vocabulary that compliments the curriculum
4. Embed Latin (or a foreign language) as a strand taught as part of the AIG curriculum
5. Infuse the curriculum with lessons using the SMARTBoard and the interactive software.

Mr. DeCresie also stated an AIG parent survey had been completed with helpful feedback in evaluating the AIG Plan and passed out a handout depicting proposed AIG student totals based on the new identification methods and possible school schedules

for students. Consistency of the program in all schools is vital based on the parent survey.

Board members asked questions regarding staff for the proposed AIG Plan, the foreign language concept and available on-line classes for the Program. Mr. DeCresie and Ms. McLawhorn responded to their questions as appropriate. Ms. Camnitz stated the AIG parents had positive comments regarding the Plan and commented some of the suggestions in the survey could be used in the Program.

Ms. Jill Camnitz then moved, second by Mr. Benjie Forrest, that the proposed three-year AIG Plan be accepted as presented. Motion carried unanimously.

Superintendent Beverly Reep shared with the Board events of the Twilight Academy Open House held at 4:30 p.m. at South Central High School today. She thanked everyone for their attendance and commented on how moving the students' stories were with several brief examples. Ms. Jennifer Little asked that students in the Academy share their experiences with other students who need support stating it would have so much more meaning to these students than hearing it from an adult.

Mr. Roy Peaden stated these students previously had two options regarding school – dropout or linger in school for years longer than necessary to receive credits to graduate. Now with the Twilight Academy, the students can earn required credits in various ways, have individual support and graduate with their peers. He concurred with sharing the program with all students to make them aware of what is available.

Chair Mary Grace Bright thinks it would be advantageous to run the dropout video on television stations for parents and the community to see. She feels a majority of the community does not understand that many of these students are smart kids who ran into hurdles in their lives, fell behind in their studies and gave up. Ms. Mary Williams agreed with Chair Bright and stated several of the students at Open House commented that they thought about giving up many times, but for most, dropping out was not an option for their parents. For those students who don't have this parental support, dropping out is the easiest option and they take it. She stated the histories that the students shared were “chill-bump” moments and their success in making right decisions was evident. Mr. Roy Peaden stated he liked what one young man commented - that when he spoke to his parents about dropping out of school, they said – “You drop out, you move out”.

Dr. Reep thanked the Board for their positive support and felt this new venture could possibly bring about the end of summer school. Projects like the Twilight Academy, on-line classes and Credit Recovery seem to be much more effective in helping students earn their credits than a summer school setting.

Ms. Jennifer Little asked if transportation was a problem with Dr. Reep replying yes, it is. She feels if the State continues to fund remediation monies in the upcoming school year and summer school is dropped, this money could provide transportation for students who attend the Twilight Academy or other similar programs; and with a way to get back and forth from home to school, more students would enroll in the programs.

The Pitt County Association of Educators President Mary Robinson presented a Resolution for Board approval from the PCAE asking for reinstatement of the 2008-09 funding level by the State of North Carolina for public schools. Ms. Robinson stated the State keeps cutting funding but continues to increase standards for students and staff to meet. The PCAE asks that the teacher allotment formula used in school year 2008-09 be used to staff the schools to better balance the ratio of teachers/students for academic success of their students. Ms. Robinson invited all Board members and educators to the Fund Schools First Rally at Rose High School in the gym on April 27 at 4:30 p.m. to support the PCAE and their goal.

Upon motion by Mr. Michael Dixon, second by Ms. Jill Camnitz, that the Board approve the Resolution as presented, motion carried unanimously. (Due to a Human Resources Committee Meeting scheduled at 4:00 p.m. on the date of the rally, the meeting will be changed to another time and Board members will be notified accordingly.) Mr. Roy Peaden stated May 4, Election Day, is a great time to solicit support for education. Ms. Robinson stated letters were going to all current members and those candidates running for office inviting them to the Rally.

Several legislators have sent letters to Board and staff members in appreciation for contacting them in regards to the proposed budget and the hardship additional cuts will pose for Pitt County Schools and the districts across the state.

Policy Committee Chair Jill Camnitz and In-House Attorney Rob Sonnenberg then presented three revised policies/by-laws for First Reading:

1. Policy 1.003 – Code of Ethics for School Board Members
2. By-Laws 1.111 – Board Member Training and Conduct
3. Policy 2.301 – Public Records Requests

Ms. Camnitz explained that the changes in Policy 1.003 and By-Laws 1.111 were mandated State law changes. She stated the changes in Policy 2.301 were to simplify the Policy and then asked Public Information Office Heather Mayo to go into more detail regarding the Procedure 2.301-P – Public Records Requests for informational purposes.

Ms. Camnitz and Attorney Sonnenberg then presented revised policies – Policy 7.204 Two-Fold Classified Positions and Policy 7.108 Certified Personnel Reduction in Force for Second Reading. A new policy-Policy 7.211 Classified Personnel Reduction in Force was also presented for Second Reading.

Ms. Jill Camnitz moved, second by Mr. Dick Tolmie, that Policy 7.204 Two-Fold Classified Positions be approved after this Second Reading.

Much discussion followed presentation of the Two-Fold Classified Positions - Policy 7.204 for dual job employees driving a bus regarding doctor's notes, medical conditions, employees grandfathered in and retaining the second job of their contract. Assistant Superintendent of Human Resources Delilah Jackson answered questions and gave background for the changes discussed. Dr. Reep informed the Board that dual job requirements for classified employees, namely child nutrition, custodians, and teacher assistants, had been in effect since 1991. Employees hired prior to 1991 have been grandfathered in and do not have to acquire a bus driver's license. Ms.

Jackson stated employees who had doctor's notes regarding driving a bus would have to get a new note from a doctor certifying their existing condition with recertification every thirty days for up to ninety days. The goal in this is that employees with truly identified health issues will be identified, as well as having bus drivers pass Department of Motor Vehicle physicals so that impairments will also appear on their regular driver's license. Ms. Jackson also commented that if the policy is approved, a new job description will be written for all new and old employees to sign verifying their notification of the change. She also stated regarding an employee who has a specific issue that presents, each case will be reviewed individually and appropriate action taken.

At this point, Mr. Benjie Forrest made an amended motion, second by Mr. Billy Peaden, that this Policy be referred back to the Human Resources Committee for further discussion regarding grandfathering in all existing bus drivers.

Ms. Jennifer Little asked did this change in policy mean an employee would lose their total job. Ms. Barbara Owens stated they could not fulfill the job description if they could not drive a bus; therefore they would lose their job. Ms. Jackson informed the Board that many principals and assistant principals were left short-handed for bus drivers and could not meet school needs due to classified employees not wanting to drive a bus. Dr. Ralph Love stated that this issue had previously been discussed thoroughly by the Human Resources Committee. Ms. Mary Williams also backed up Dr. Love's comment and stated Committee Minutes revealing these discussions had been sent in Board packets for months. Ms. Jill Camnitz also voiced Policy Committee Members had discussed this information thoroughly.

Mr. Roy Peaden stated it was obvious that this impacts our ability to furnish bus drivers, and what is presented is the Committee's solution to resolve this issue. Ms. Jackson commented that several schools had been hurt by a lack of bus drivers, and this revision in policy was to find a procedure where bus drivers will be in place in all circumstances.

Chair Bright asked for a vote on the second motion proposed by Mr. Forrest (send the policy change back to the Human Resources Committee for further discussion) – two Board members were in favor of the policy (Forrest and Billy Peaden), nine Board members opposed the motion. Motion did not carry.

Chair Bright then asked for a vote of the Board on the first motion of Ms. Camnitz (approval of Policy 7.204 Two-Fold Classified Positions as presented) two opposed the motion (Mr. Forrest and Mr. Billy Peaden) while nine were in favor of the policy. Motion carried.

Ms. Jill Camnitz then presented revised Policy 7.108 – Certified Personnel Reduction in Force for Second Reading and discussion. Ms. Jackson stated this revision did not apply to the General Statute already in place regarding non-renewal of a teacher because of poor performance. When a reduction in force is necessary because of a reduction in enrollment, reduction in funding or loss of a program in a particular school or area, Ms. Jackson informed the Board that the superintendent would first reduce certified staff through natural attrition. Criteria included a variety of factors in determining which employees will be included in the reduction in force are:

1. Performance ratings;
2. Areas of licensure;
3. Highly qualified status;
4. Program enrollment;
5. Service in extra duty positions and ability to fill such positions;
6. Length of service, with higher priority given to service in this school system;  
and
7. Degree level.

Mr. Billy Peaden asked who determines that a teacher is not qualified to teach anymore. Ms. Jackson stated performance ratings apply to teachers who have shown deficiencies in their teaching and poor job performance which is thoroughly documented. Mr. Roy Peaden asked about #3 highly qualified status, which Ms. Jackson stated involved the teacher's licensure and meeting the criteria in the area that you teach – it has nothing to do with their evaluation. He also asked about a teacher who sought National Board Certification having preference over another teacher with Ms. Jackson explaining that National Board Certification does not have any connection to a teacher being highly qualified.

Ms. Jill Camnitz moved, second by Ms. Marcy Romary, that the Board approve revisions of Policy 7.108 – Certified Personnel Reduction in Force for Second Reading as presented. Motion carried unanimously.

Ms. Jill Camnitz then asked for discussion regarding the Second Reading of the new Policy 7.211 – Classified Personnel Reduction in Force. Ms. Jackson stated job performance has also been included in this new reduction in force policy for classified employees similar to the addition for certified employees. Mr. Michael asked about seniority of an employee – would that include an employee who had been in two different positions, i.e. ten years in child nutrition and nine years as a teacher assistant. Ms. Jackson stated the total years of the employee would be considered first, and then a breakdown of years in specific areas would be looked at.

Mr. Michael Dixon moved, second by Dr. Ralph Love, that the Board approve Policy 7.211 – Classified Personnel Reduction in Force as presented. Motion carried unanimously.

Superintendent Beverly Reep thanked the Culinary Class and Apparel Class at Rose High for their respective wonderful refreshments served and aprons worn during the Twilight Academy Open House. She commented that those attending could see what great talents these students are developing in their classes. Dr. Reep also informed the Board that CTE enrollment is up and hopefully in the 2010-11 school year, a masonry class will be started at North Pitt High School.

Dr. Reep thanked Ms. Mary Robinson and the PCAE for their relentless endeavors; Mr. Tim DeCresie, teachers and support groups for their hard work on revising the three-year AIG Plan and Ms. Connie Cheston for being selected as Outstanding Administrator in Science, Mathematics, and Technology Education as determined by the North Carolina Science, Mathematics, and Technology Education Committee.



Chair Bright congratulated G. R. Whitefield on their being the Regional Winner for Battle of the Books and wished them good luck as they go to State competition the end of April. She also attended the ribbon cutting for the Ayden Boys and Girls Club and mentioned the partnership between the Town of Ayden and Pitt County Schools. Chair Bright reminded Board members of the many invitations to various programs throughout the district as the school year draws to an end and encouraged attendance.

Mr. Roy Peaden reminded everyone of the Facilities Committee Meeting April 20 at 4:30 p.m. in the Board Room. He also thanked Ms. Perkins, who spoke during Public Expression, for her interest in the students of Pitt County Schools and stated we need to look further into the bullying complaints in our school district.

Ms. Jennifer Little and Ms. Marcy Romary shared the upcoming production of *You're a Good Man Charlie Brown* on April 22 by the Rose Theater and invited everyone to attend.

Mr. Michael Dixon thanked Mr. Cowin for his concise summary of the proposed budget. He also asked about Urinary Status and where we stand. Dr. Reep responded that we would place this subject on an upcoming Board Agenda.

Ms. Jill Camnitz wondered if the new plans for the AIG Program would stretch our teachers too far. She also asked about Board members attending the workshop/meeting for the Board of Education candidates. Chair Bright stated it was open to any Board member who would like to attend.

Mr. Benjie Forrest stated ten months ago the Governor supported State Superintendent June Atkinson implemented the Career Ready Commission with approximately 43 members made up of superintendents, business and industry leaders and State personnel. Their focus was on retooling to be prepared for the 21<sup>st</sup> Century. The Committee devised six goals where Career and Technical Classes would be a valuable high school experience and use it to help prepare them for post secondary education and/or training for career success. They also want drive, innovation and creativity in high schools by developing skills in entrepreneurialism to accelerate their career interests. Mr. Forrest feels the Board tonight took steps to further develop these goals and have a positive impact on the dropout rates.

Mr. Dick Tolmie stated on the revised Code of Ethics Policy, it was stated that each Board member would receive twelve hours of training each year and had a signature space provided. Finding twelve hours of beneficial training is hard, and he just wanted all Board members to be aware of this. Mr. Billy Peaden asked could these credit hours be provided locally making it possible for Board members to receive these twelve credits. Dr. Reep stated we would check on this being an option.

Ms. Barbara Owens mentioned an article in the April 19<sup>th</sup> issue of TIME that advocates a stipend be given to a child who reaches a certain level.

Ms. Marcy Romary congratulated all students who were selected to attend Governor's School this summer and also those seniors who are recipients of the NC Teaching

Fellows. She commented that it would be good to have students who had received awards to come in and be recognized for their achievements.

Dr. Ralph Love thanked everyone for their prayers and concern during his recent illness.

Ms. Mary Williams told everyone about the great performance of the Rose High Spring Orchestra Concert on March 18. She also shared that the North Pitt High School Boys Step Team performed at East Carolina University. The Step Team is a mentoring program supported by the Kappa Alpha Kappa Fraternity, Inc. She also congratulated the North Pitt Girls Step Team who also performed at ECU under a mentoring program, and thanked the Fraternity for their support of students and the mentoring program at North Pitt High School.

Mr. Dick Tolmie then moved, second by Ms. Marcy Romary, that the Board go into Closed Session to: consult with our attorney to establish or instruct the staff or agent concerning the negotiations of the amount of compensation or other terms of an employment contract. [N.C.G.S. §143-318.11(a)(5)]

Upon returning to Open Session, Ms. Marcy Romary moved, second by Ms. Jill Camnitz, that the Board approve Associate Superintendent Aaron Beaulieu's contract as presented. Three opposed the contract presented, eight approved – thus the motion passed.

Mr. Michael Dixon moved, second by Ms. Barbara Owens, that the Board adjourn at 9:30 p.m. Motion carried unanimously.

Respectively Submitted,

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Ms. Mary Grace Bright, Chair

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Dr. Beverly B. Reep, Superintendent