

DATE: April 4, 2011 PRESENT: Billy Peaden, Chair
Jill Camnitz
Worth Forbes
Benjie Forrest
Sean Kenny
Jennifer Little
Ralph Love, Sr.
TIME: 7:00 P.M. Barbara Owens
Matthew Ward
Marc Whichard
Mary Williams
PLACE: South Central High School
ABSENT: Christine Waters

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

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

Chair Peaden asked everyone to remember the James family and particularly Ms. Pat James, a retired principal at Belvoir, who has health issues. Bishop Ralph Love followed with a Moment of Silence asking that we remember anyone who has suffered a tragedy, sickness or loss of a loved one in our Pitt County Schools system.

Several recognitions followed with the first being Athletic Director Ron Butler who introduced and congratulated Coach Mary Bryan Carlyle, her assistant coaches and members of the South Central High School Girls Basketball Team for winning the 2011 NCHSAA 3A Women's State Basketball Championship. Ms. Carlyle thanked everyone for their support and called out the names of team members as Board Member Barbara Owens handed each player a certificate.

D. H. Conley High School Principal Mary Carter then recognized Ms. Susan Purser for her selection as one of two Outstanding 9-12 Educators in Science, Mathematics and Technology Education by the North Carolina Science, Mathematics and Technology Education Center. Ms. Carter stated Ms. Purser had worked previously in a research lab at East Carolina University School of Medicine and understands the importance of hands on and real life experiences as she teaches science at D. H. Conley. She reported that eight of her students have won State awards this year in various science competitions. After Board Member Benjie Forrest had presented her with a certificate, Ms. Purser commented that it humbled her to receive this award as she truly enjoyed teaching students and thanked parents for allowing her to work with their children using "Strategies that Engage the Mind", as stated by Dr. Sam Houston, Director and President of the Science, Mathematics and Technology Center.

Coordinator of Instructional Technology and Media Services Tim DeCresie recognized G. R. Whitfield's Battle of the Books team for winning the Region 1 Middle School Battle of the Books Competition for the second consecutive year. He introduced Media Coordinator Paula Elks who spoke of the hard work these students put forth each year to receive this award and thanked them as Board Member Benjie Forrest presented each participant with a certificate. Co-Coach/AIG Teacher Teresa Stainback was also introduced.

Ayden-Grifton High School Principal Marty Baker recognized Ayden-Grifton's Quiz Bowl Team for their recent win in the East Regional Championship. He introduced the Quiz Bowl Coach Will Tyer, who teaches science at Ayden-Grifton and is also the tennis coach. Mr. Tyer thanked everyone for their support and especially Sheppard Memorial Library, fellow coaches and parents for their extra efforts in getting the students to practices. He also informed the Board that there is no West Regional Championship, so he truly believes these students are North Carolina's State Quiz Bowl Champions as well! As he congratulated team members, Board Member Worth Forbes presented each participant with a certificate.

On behalf of the NC Commission on Volunteerism and Community Services, Ms. Alice Keene recognized Ms. Joanne Haddock for receiving the Governor's Medallion Award for Volunteer Service. Ms. Keene informed the Board that Governor James Hunt established this award in 1978 and stated Ms. Haddock fulfills its guidelines to the limit as she volunteers 25-30 hours a week, assists in the media center, reads with students through the Buddy Reader's Program, performs tasks to help all teachers at Bethel School and makes a tremendous impact on all students and staff at the school. Bethel Principal Jay Jester added that Ms. Haddock is a positive role model for students and staff alike as Board Member Mary Williams presented Ms. Haddock with a certificate.

Director of Career and Technical Education Chena Cayton recognized students from various high schools for placing at the Skills USA Regional Competition held at Pitt Community College in March. She shared that this is a national student organization which helps develop student employability and leadership skills. Ms. Cayton then introduced CTE teachers from D. H. Conley, Farmville Central, North Pitt and South Central High Schools who recognized their respective students winning awards in various fields, i.e. automotive technology, marine mechanics, carpentry and others. A Board Member, who represented a particular attendance area, presented each recipient with a certificate.

Chair Peaden then offered the Agenda for consideration. Bishop Ralph Love moved, second by Dr. Matthew Ward, that the Agenda be accepted as presented. Motion passed unanimously.

Two people wished to speak during Public Expression. The first was Mr. Merwan Mehta who represented families involved with PAGE – Partners for the Advancement of Gifted Education. He informed the Board that he and others are paying close attention to decisions being made by the Board, central office, schools, Governor and Legislature. Mr. Mehta stated AIG students met their goals for academic achievement over the last three years despite a 10% cut in staff two years ago. With 865 students in the program last year and 461 students added this year, he feels the program cannot be compromised as these gifted children need to be mentally challenged. Mr. Mehta reported that minority numbers are increasing in the AIG Program with African-American students up 86%, Spanish students up 90%, Asian students up 37% and white students up 51%.

The second speaker was Mr. Dwain Cooper of Carolina Donor Services who came to say "thank you" for the support given to the Ayden-Grifton High School carpentry class that recently completed a playhouse, which will be raffled off and funds used to raise public awareness and education about organ and tissue donation in eastern North Carolina. He invited everyone to a

reception at Community Schools and Recreation on April 28th to say thank you for their support and to say thank you to the students who completed this project. Mr. Cooper also thanked heart recipient Mr. Travis Hardee who donated funds for the playhouse and helped make the public aware of the need for donors.

Regarding the Spotlight on Teaching and Learning, Ayden-Grifton High School Principal Marty Baker stated that we strive to give back to the community we serve and introduced Carpentry Teacher Charles Payne to share information regarding a project his carpentry class students have recently completed. Mr. Payne thanked everyone for their presence and support of his carpentry class building a playhouse to be raffled off with funds being used to provide public awareness and education about organ and tissue donation in eastern North Carolina. He stated that he's just one person, but his students accomplished the work while following the State Curriculum Guide. Mr. Payne then introduced heart recipient Mr. Travis Hardee who donated the money to build the playhouse. Mr. Hardee commented that the students have pride in knowing that they built a building that will save lives and gave back to the community they grew up in. Mr. Payne stated that there is more to education than books as helping your neighbor and giving back to your community in a positive manner are great lessons to be learned. Mr. Payne especially thanked CTE Director Chena Cayton and Principal Marty Baker for their support as he presented slides of the playhouse construction from start to finish accompanied by a song entitled, "The Chain of Love" which tells of doing a kind deed for someone else and expecting nothing in return except passing the kind deed on to another person.

Under Consent Items, Bishop Ralph Love, second by Dr. Matthew Ward, moved that the Board approve the Minutes from the Regular Meeting held March 21, 2011, the Personnel Report for April 2011 and the Property to be Declared Surplus List. Motion carried unanimously.

As the first item listed under New Business, Chair Worth Forbes stated two items were discussed at the Facilities Committee Meeting. He stated the second item will be discussed in Closed Session and asked Associate Superintendent of Operations Aaron Beaulieu to share with the Board the first item presented. Mr. Beaulieu reported that at the Facilities Committee Meeting held March 28, 2011 at Chicod School there was continuation of a discussion regarding the Third Street Center and steps to follow regarding having the Center removed from the Historical Sites List and demolished. He reported that he had contacted Assistant City Attorney Bill Little regarding procedures for removal of a local landmark designation. He stated that the first step to be taken per City Ordinance 9-7-17(a) is the owner of a landmark property would file through the Community Development Department an application for a Certificate of Appropriateness (COA) to be heard by the Historic Preservation Commission to demolish the property. Mr. Beaulieu stated at the Facilities Committee Meeting, Ms. Mary Williams motioned, second by Dr. Matthew Ward, that the Board approve of Mr. Aaron Beaulieu making the first notice of appeal to the Historical Society to demolish the Third Street Center and keep the land. Motion passed unanimously so the motion is now carried to the full Board. Mr. Worth Forbes then moved, second by Mr. Benjie Forrest, that the Board approve of Mr. Aaron Beaulieu making the first notice of appeal to the Historical Society to demolish the Third Street Center and keep the land. Motion carried unanimously.

Superintendent Beverly Reep stated the school district has to enter into renewal of employee contracts by June first, which is before we know what the State budget will be for school year 2011-12. She added that two years ago when faced with a similar reduction, our position was conservative. Dr. Reep commented that we also revised the Reduction in Force Policy – 7.108 by adding the criteria of performance as one of the priority factors for reduction. She stated Policy 7.108 requires that a plan for reduction in force of licensed personnel (teachers, instructional support, administration) be outlined for the Board in anticipation of a reduction mandated by budget cuts. Superintendent Reep wants to focus on under what conditions and how we identify performance as a priority criterion for reduction in force. With the new teacher evaluation instrument in place, Dr. Reep explained that there are three levels of support or plans for teachers who have shown difficulties in and out of the classroom:

1. Monitor Plan – A teacher is placed on this plan with discussion of needed changes and given an opportunity to improve. If they improve, they are taken off the plan. If they don't improve, they are placed on a -
2. Directed Plan - This plan is more serious and specific changes are requested over a longer period of time. In the most severe cases where staff is concerned about future employability of a licensed employee, he/she is placed on an -
3. Action Plan – An employee knows their job is in jeopardy under this plan.

Dr. Reep stated we have approximately 100 employees who are on one of these three levels. She explained that coupled with these plans, we have an evaluation instrument where teachers are rated on levels from developing to proficient to distinguished. In looking at the criteria of performance if we have to do a reduction in force, she stated that teachers who are on an action plan would be looked at first, second would be those on a directed plan and thirdly, those on a monitored plan. Superintendent Reep commented that a Probationary Teacher does not have the right to appeal a decision, nor are their names pooled to wait and see if a position should become available. A Career Teacher, who is not hired due to a reduction in force with no deficiencies, will go into a pool of teachers waiting to be placed in a position where their license is appropriate. She reported that should a position become available and a teacher is offered that position but does not accept it, he/she will be taken out of the pool of teachers hoping to find employment. Dr. Reep stated this year we will be requested by the State of North Carolina to enter the ratings of every teacher on-line in a summary evaluation instrument which allows our Human Resources Department to rank order each teacher. By looking at these two documents, it gives us the fairest way of looking at performance as a tool for reduction in force.

Superintendent Reep also added that areas of licensure are a top priority in looking at criteria.

Superintendent Reep commented that there are possibly 296 total positions distributed across all areas of responsibilities, from custodians to administration, which will have to be eliminated. She stated that 116 of these are teacher positions. Dr. Reep added that after looking at the non-reappoint positions and natural attrition, a reduction in force may be necessary. She added that performance has been added to criteria for reduction in force of non-licensed personnel also with procedures outlined in Policy 7.211. She then asked if there are questions from Board members.

Mr. Sean Kenny thanked Dr. Reep for reviewing the Reduction in Force Policy as he knew it was no small task. He stated he is glad performance is being used and asked after the stated order for performance criteria was exhausted, is there other data that will be used to determine

which teachers will go and which will stay. Dr. Reep responded that this is an excellent question and stated that the principal in the school will make the decision as he/she is closest to the situation and needs of the school. She stated that following the attrition process, there is a struggle with smaller schools middle grade offerings, i.e. Bethel and other particular group settings.

Ms. Camnitz asked regarding the 100 teachers on some type of plan and these not being evenly distributed in schools. Dr. Reep responded that each school has an allotment of teachers with all having natural attrition and that the reduction in force will be managed as a district to be equitable to all schools. She added that the transfer list will also be looked at when filling these positions. Ms. Camnitz asked what would happen in a school having four reduction in force positions and six teachers on an action plan with Dr. Reep stating that the district will be looked at as a whole, not one particular school.

Ms. Mary Williams asked how much data is on hand or how long will it take to gather data to look at teacher performance obtained from the new teacher cohorts as compared to older methods. Dr. Reep answered that it depends on where a teacher teaches and how long they have been teaching. If a teacher has been in a tested grade and has been in place for five years, there is five years worth of data to study for growth. Right now for qualification to participate in teacher leadership cohort, Dr. Reep stated we are looking at three years of positive growth data. Turnover is a factor, especially in low performing schools, she stated, and there may not be a teacher who has been in one of these schools for three years. Superintendent Reep stated that since the State is moving to growth for teacher performance, data will be more accessible in the future. She did comment that principals have been asked to see how teachers have measured growth this year. Dr. Reep added that test results are not the only way to measure growth, and that growth is not the only factor involved in placing a teacher on an action plan. Ms. Williams stated that we need to weed out employees who do not measure up and are not interested in helping students do their best, but we need to be consistent in our methods of finding these inadequate teachers.

Mr. Worth Forbes stated he struggled with reduction in force as a principal in that student growth reflecting on a teacher's performance should not be the only factor. He feels that we also need to look at the leadership in the school. Mr. Forbes feels that if a teacher in past years had been outstanding in his/her work; and then with a principal change, teachers start to slide in a negative direction - we need to look at the teacher as well as the principal. He feels we don't need to pressure a teacher in settings such as this; nor do we need to discourage a first year teacher, who shows growth during his/her first year but is not fully developed, from teaching. Mr. Forbes stated documentation for the length of employment has to be in place regarding a teacher's performance in order to be fair to that teacher.

Mr. Forbes added that if we are going to cut 116 teachers, we don't need to hire any outside consultants next year and save the money for hiring teachers. He added that in moving administrators from one school to the next, we need to keep them on the State salary schedule and not add in supplemental sources.

Superintendent Reep then asked did the Board want to return to the old policy alternative for reduction in force with the last hired being the first to go. She said it's easy to look at experience; but to quantify performance in trying to be fair and equitable, Human Resources staff meets with folks in every attendance area looking at action plans and evaluation summary ratings before making a decision regarding a teacher. Dr. Reep stated if a teacher is on an action plan and not meeting set goals for improvement, then he/she would not be re-appointed and employment terminated, but this is not considered a reduction in force. As far as having extra money for "frills", Dr. Reep stated that funds from Federal programs or grants have restricted guidelines in place with money spent in designated areas that we have no control over.

Mr. Forbes stated that if an administrator is not successful in his/her position, that person should not be moved to central office or another school but should be dismissed just as a teacher not doing her/his job is cut. Mr. Marc Whichard added that we need to move as quickly as possible to get rid of a teacher not doing his/her job as this is an injustice for our students. This also applies to a principal who is not performing – adding that in six months or less, his/her performance should be indicative of completing job responsibilities appropriately.

Mr. Sean Kenny re-emphasized eliminating all outside consultants and asked could the Board be given the total money spent on consultants this year. Mr. Forbes stated he has requested SIG salaries for all outside consultants or any consultants in the system in the past but has not received the information as yet.

Chair Peaden asked, "What is the pleasure of the Board?"

Ms. Jill Camnitz then moved, second by Ms. Jennifer Little, that the Board approve the recommended reduction in force plan as presented. Those in favor of the plan were: Ms. Jill Camnitz, Dr. Matthew Ward, Bishop Ralph Love, Ms. Barbara Owens and Ms. Jennifer Little. Those opposed to the plan were: Mr. Worth Forbes, Mr. Marc Whichard, Mr. Sean Kenny, Ms. Mary Williams, Mr. Benjie Forrest and Mr. Billy Peaden. Motion failed.

Ms. Barbara Owens asked what do the Board members who voted against the proposed plan want and where do we go from here. Mr. Forbes stated he did not want an administrator that was not performing in a school moved to another school getting the same pay. Ms. Owens asked did the Board not think that the proposed plan will take care of issues like that. Ms. Jennifer Little stated unless specific names are given, how do we know if they continue to be employed. Superintendent Reep stated she needs suggestions regarding performance criteria changes those opposed to the policy have in mind. Chair Peaden asked does the Board desire to have a Called Session for discussion of the plan. Ms. Camnitz stated if anyone has suggestions, to speak now so that other members can hear what they are.

Mr. Marc Whichard stated if a teacher is on the chopping block for non-performance, they are placed on an action plan and not moved to another school or given a second chance. He feels we have principals who are not performing and are given second chances, and we should not accept less than the best. Mr. Whichard commented that some shortcomings of a teacher may be related to poor performance of a principal. He feels that if a teacher who does not meet performance requirements is terminated, then a principal not meeting performance requirements

should likewise be terminated. Mr. Forbes added that administrators in the system not performing should be RIF'd and not placed in another position – teachers are not given this opportunity. He stated he was an administrator and knows how this is done. Mr. Forbes commented that he's not saying not to RIF poor teachers, but poor leadership is a larger problem and poor administrators should not be allowed to get by with things that are not acceptable. Ms. Mary Williams stated that this is why it's important to have appropriate measures in place so that teachers not performing can be removed from the classroom as they are what students see each day. It was stated that action plans need to be used for all teachers, not just in testing grades.

Superintendent Reep commented that this is what the plan states. Reduction in force is very different from non-reappointment or terminating someone. If someone is under contract, termination of employment is also different and more difficult.

Again Chair Peaden asked, "What are the wishes of the Board?"

Dr. Reep stated she still has not heard anything to help her in revision of the plan and she needs Board feedback.

Mr. Whichard commented that he needs assurance that if we shed non-performing teachers in the new plan, we also need to get rid of principals or central office staff who are not performing and not move them around to another location.

Superintendent Reep asked the Board to go into Closed Session to bring out the administrators being discussed and let this information be presented to the full Board. She added that administrators are on contract; but they are evaluated, have documentation and placed on action plans. Dr. Reep stated there was no reduction in force last year for administrators. She feels if there are concerns, these concerns need to be aired and discussion amongst the full Board take place. Dr. Reep added that sometimes our hands are tied due to contract dates.

Ms. Jill Camnitz stated she completely agrees with Mr. Whichard in that if an employee does poorly in one place, he/she does not need to be shuffled somewhere else. RIF does not mean moving around – it means they're gone – but to her, this seems to be a different conversation. Mr. Whichard stated if a teacher is on an action plan and he/she does not show improvement, that person is gone. If leadership in a school shows a pattern of poor performance and they are moved to a different location, that is harsh for our students and teachers.

Mr. Forbes commented that even if the Board goes into Closed Session, he will not name names as he was part of the evaluation process. Mr. Forbes stated that he knows there are folks working in the system that should not be working in the district in a leadership position. He added that everyone should be under the same requirements when it comes to getting rid of an individual and we should treat everyone equally across the board.

Dr. Matthew Ward asked regarding the RIF plan and information being stated now, could this be incorporated into the plan. By incorporating this into the plan, administrators with poor performance would get the "boot". If we are talking about two different things, then add this to the plan or have an amendment without the need of a closed session.

Mr. Forbes stated we should look at three years worth of data and not decide about the performance of a teacher just because test scores were down this year. Dr. Reep stated other data is looked at, i.e. past evaluations. The same process in reduction of force for administrators is used as multiple years of evaluations and data are studied.

Chair Peaden gave an example of supposing Mr. Forrest is a teacher in a school and a new principal comes in with a grudge against him resulting from an incident years ago. As the principal, he decides he is going to get rid of Mr. Forrest, who is an excellent teacher and students blossom in his class. Chair Peaden asked, "How do we know this type situation does not happen?"

Superintendent Reep stated experience is safe when making reductions in force, but in looking at performance of our employees there are many concerns. She added that we are getting down to the wire and asked does the Board want performance as part of the policy criteria with many Board members responding that they do.

Mr. Forbes, Mr. Forrest and Mr. Whichard all concurred that we need to look at years of data and past evaluations for teachers and principals in the reduction in force process. Dr. Reep commented that the RIF plan had been sent out ahead of time, and she had not heard from anyone regarding the plan until tonight. She informed the Board that she will revise the plan and send it out and asked all if there are questions or concerns, to please contact her before the May 2nd meeting.

Chair Peaden presented an update to the Board regarding the use of the County Commissioners' Auditorium for Board meetings. He stated he had met with the County Manager who stated the County Commissioners had agreed that we can use their Auditorium for Board meetings at no charge if Public Information Office Heather Mayo and Coordinator of Instructional Technology/Media Tim DeCresie are trained to use the equipment, which both had agreed to. Chair Peaden commented that a problem with this is our third Monday night meeting is the same night the Commissioners meet, and we will have to change. He suggested changing our third Monday night meeting to a fourth Monday night meeting. Mr. Benjie Forrest moved that the Board meet in the Auditorium on a trial basis for the month of May changing the third Monday night meeting to the fourth Monday night. Ms. Jill Camnitz stated we may have a problem with the Memorial Day weekend. There was not a second to the motion. Ms. Camnitz added that long term, this will mean back to back meetings and should the Board consider the second and fourth Monday nights for Board meetings. Mr. Forrest stated Memorial Day weekend will be the fifth Monday, so he put his original motion back on the floor with the Board meeting in the County Commissioners' Auditorium on a trial basis for the month of May with the first Board meeting on May 2nd and the proposed second Board meeting being held on the fourth Monday which is May 23rd. Mr. Marc Whichard seconded the motion.

Ms. Camnitz stated that several members have already made plans for May and could we have the trial month later in the year. Dr. Matthew Ward commented that we have the first and third Monday nights in place, and asked why do we need to move the meetings to the County Commissioners' Auditorium. Chair Peaden stated the sound on the follow up broadcast is not

clear in the Board Room and it would cost approximately \$10,000 to update it. Mr. Whichard stated more people are able to sit in the auditorium which is an advantage for the public, and we will be able to build a better relationship with our County Commissioners. Ms. Jennifer Little asked are we going to change just the third Monday night meeting or everything. Ms. Camnitz mentioned the 2nd and 4th Monday nights. Mr. Forbes stated when we begin this in August, the meetings will be based on the dates we choose as a Board. Mr. Whichard stated he has to be at a Board meeting on the second Monday nights related to his job.

Mr. Benjie Forrest stated that he would like to amend his motion to the month of August instead of May for our trial Board meetings in the County Commissioners' Auditorium on the first and fourth Monday nights. Mr. Marc Whichard seconded the motion. Motion for the amendment passed unanimously.

Bishop Ralph Love then motioned to table the present motion until our next meeting, second was given by Mr. Sean Kenny. Motion passed unanimously.

Superintendent Reep shared with the Board a proposed Resolution of Support for the Northeastern AgriScience and Biotechnology Early College High School which was implemented by four school districts. 17 eastern school districts will be able to participate in the project if it passes. She stated that DPI and the Lt. Governor's office have stated there will not be a financial cost for support of the program. Mr. Worth Forbes moved, second by Mr. Marc Whichard, moved that the Resolution be approved as presented. Mr. Benjie Forrest recused himself from voting as he works at the Vernon G. James Research Center. The vote was unanimous.

As Comments, Superintendent Reep thanked South Central High School Principal Julie Cary for hosting the Board meeting tonight. She stated it was wonderful to see all the students and their families here tonight to be recognized in so many different areas. Dr. Reep commented that having seven seniors on the girls basketball team with all receiving either academic or athletic scholarships to further their education in the fall is awesome.

Dr. Reep also informed the Board that ASMO had donated \$5,000 to Pitt County Schools so that transportation is available to take high school students taking math, science or technology classes into businesses in Pitt County so they may actually see what jobs are available and what they involve once students enter the work force. She also shared that just before leaving the office, she received an e-mail from a local foundation granting \$100,000.00 to Pitt County Schools for SmartBoards to be placed in classrooms.

Chair Peaden and many Board members present stated how great it was to see all these students from different attendance areas receive recognitions tonight in various programs and to have their families supporting them. He also explained for future reference that Board members representing each attendance area will present awards/certificates to students or staff being recognized in that particular attendance area.

Mr. Benjie Forrest added that tonight's recognitions demonstrated excellence in education, and we evidenced what committed teachers and administrators produce. Ms. Mary Williams

commented that seeing all these students, their families and staff out tonight is what it's all about.

Mr. Forrest also thanked the County Commissioners for their offer of use of the auditorium for our Board meetings and in the long term, feels it will be of benefit to the Board.

Ms. Jill Camnitz reported that she appreciated the comparison enrollment/capacity chart received in their Board packet and stated she would like to discuss and better understand some shifts she had seen possibly in a Facilities Committee Meeting.

Mr. Sean Kenny stated that in the Board packet this past week, he received data regarding the AIG Program which confirmed 461 new students this year. As a member of the Diversity Task Force, he also commented that it was exciting to see the minority numbers rising noticeably in the statistical print out. Mr. Kenny stated he very much enjoyed meeting at the Pig Palace on March 28th – the food and the fellowship. He also asked that everyone support the One Voice Rally taking place May 3rd as North Carolina ranks 45th in teacher pay and 46th in per pupil spending. In closing, Mr. Kenny congratulated Ms. LaVette Ford as the new Principal of Lakeforest Elementary School. He stated it was bittersweet for him as he has a child in South Greenville Elementary where Ms. Ford led the school in discipline and was very visible in the hallway and classrooms.

Ms. Barbara Owens stated that Farmville Central High School Teacher Rodney Smith was selected as the March Employee of the Month. She quoted one of the people who nominated Mr. Smith as saying, "He works hard to give students encouragement and success. He always has a positive attitude and seeks to make beneficial changes at our school." Ms. Owens stated that this year those changes include Mr. Smith aiding the school in implementing a new "pilot exam schedule" to address the high number of student failures during the first and second six weeks. "Hats off" to Mr. Rodney Smith!!

Mr. Worth Forbes spoke of the emotional presentation by the Ayden-Grifton High School Carpentry students. He further stated that the experience of these recognitions tonight will be an event these students will remember long after graduating from high school. Mr. Forbes also commented on the minority increase in AIG students Mr. Kenny mentioned earlier and said it was good to see the strengthened curriculum.

Mr. Marc Whichard stated Mr. Payne at Ayden-Grifton has touched his students by getting them involved in looking after people in our community. He further added that CTE classes provide hands on courses and keep students engaged.

Bishop Ralph Love then moved, second by Mr. Marc Whichard, that the Board go into Closed Session to prevent the premature disclosure of an honorary award or scholarship. [N.C.G.S. §143-318.11(a) (2)] Motion passed unanimously. Time was 9:20 p.m.

Upon returning to Open Session and with no further items for discussion, Mr. Benjie Forrest moved, second by Mr. Sean Kenny, that the meeting be adjourned at 9:28 p.m. Motion was unanimous.

Respectively Submitted,

Mr. Billy Peaden, Chair

Dr. Beverly B. Reep, Superintendent