

DATE: September 13, 2010 PRESENT: Mary Grace Bright, Chair
Jill Camnitz
Benjie Forrest
Jennifer Little
Ralph Love, Sr.
TIME: 7:00 P.M. Barbara Owens
Billy Peaden
Marcy Romary
Dick Tolmie
PLACE: County Commissioners' Auditorium Mary Williams

ABSENT: Roy Peaden

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

Chair Bright stated the first Order of Business was the affirming of our new Board member and called Judge Gwyn Hilburn forward to issue the Oath of Office to new Board member – Dr. Matthew L.Ward, after which he took his seat at the Board table. Dr. Ward's wife was present for the Ceremony.

Ms. Mary Williams led the Board in the Pledge of Allegiance.

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

No one from the audience came forward to speak during Public Expression.

For the Spotlight on Teaching and Learning, Pitt County Schools Art Director Jane Austen Behan drew attention to several art images placed in the auditorium which were on loan to Hope Middle School through funding from the Art of Collaboration Grant and the NC Museum of Art. Ms. Austen Behan stated art is a universal language and speaks to all cultures breaking down barriers and creates better understanding among people. She then introduced four J. H. Rose Theatre students – Ally Rehm, Dora Tyson, Austin Jowers and Jazmyn Powers – who read a Resolution passed by Congress declaring the week beginning the second Sunday of September as Arts in Education Week. Ms. Austen Behan stated the Resolution stated that the arts is a core academic subject and put a balance in education for all students. Ms. Jill Camnitz then moved, second by Mr. Dick Tolmie, that the attached Proclamation for Arts in Education Week endorsing this Resolution be approved by the Pitt County Board of Education. Motion passed unanimously.

Under Consent Items, Bishop Ralph Love motioned, second by Mr. Billy Peaden, that the Board approve the Minutes from August 16, 2010 and August 23, 2010 and the Personnel Report for September 2010. Motion carried unanimously.

Under New Business, Associate Superintendent of Operations Aaron Beaulieu stated there had been a Facility Meeting held September 7, 2010. Upon following up with a presentation to the Pitt County Manager and Finance Officer and concerns related to

funding of capital projects, it was suggested the Pitt County Board of Commissioners and the Pitt County Board of Education have a State of the Union Budget Meeting. The date of September 27 had been considered, but was dropped as schedules of some members were a problem. Ms. Jill Camnitz stated there is some urgency for this meeting with Mr. Beaulieu stating yes, that construction using the interest free funding has to be started by December 31, 2010. He further commented that the bid prices for the Sadie Saulter project would remain constant for sixty days from the bid opening date which would end October 4, 2010. Chair Bright asked Board members to check dates on their calendars that would not work for a meeting with the County Commissioners and notify Board Administrative Assistant Brenda Pippin of these dates. Superintendent Reep then mentioned the date of September 20, which had been held on the Board Calendar for a possible reassignment meeting. Nine of the eleven Board members present could attend a meeting on September 20. All Board members will be contacted regarding the selected date, time and location for the joint meeting.

Superintendent Beverly Reep then began presentation of the third middle school scenario in response to questions raised after the middle ground elementary scenario had been presented. She stated there were moderate changes in the new scenario in that the C. M. Eppes proficiency rose to 51% with many satellites present. Dr. Reep stated boundary review had begun, and it will be very time consuming to adjust all six scenario maps. She commented that there are many similarities for boundary review in ES 2 and ES 5, and MS 2 and MS 4; and acceleration of boundary review would be possible if there were fewer scenarios to research. She welcomes feedback from the Board regarding the number of scenarios that should be reviewed. Dr. Reep stated the goal is to have extensive boundary review information prepared for the October 4, 2010 Board meeting.

Ms. Jill Camnitz stated in looking at the data provided comparing the three middle school scenarios; A. G. Cox had no change between MS 2 and MS 4. Dr. Reep explained that data entered into a computer provided noted results with proficiency not falling below 50%. She feels data entered has exhausted computer generated maps.

Ms. Camnitz asked could neighborhoods be designated into a segment so that the neighborhood will not be split on the scenario map. Student Assignment Director Kay Weathington stated entering data into the computer uses a planning segment consisting of 25-50 students. She further commented that segments do not follow neighborhood lines. Ms. Weathington stated a neighborhood may contain 215 students within its boundary lines, which would have major effects on capacity for a school.

Mr. Dick Tolmie stated MS 4 still demonstrates splitting of neighborhoods and there needs to be a better balance of excess capacity between E. B. Aycock and C. M. Eppes.

Ms. Mary Williams asked had the expansions of schools been taken into consideration with Dr. Reep responding yes.

Mr. Billy Peaden asked could we hold the vote for redistricting until January when five new Board members would be in place. Superintendent Reep stated first of all, it was

not her decision to make. She stated when the first timeline was presented to the Board, the drop dead date was set for December in order to move students by the fall of the 2011-12 school year. She commented that January would be too late to meet all our goals.

Ms. Barbara Owens stated that eleven Board members present have been through the process from the beginning, and it is our duty to follow through with the vote. She stated the new Board members would not have the knowledge and history of the background work which has been accomplished getting to this point, and asked why should we pass the buck.

Mr. Benjie Forrest stated he would like to postpone the vote until the new Board members are in place, because they are the ones who will have to live with the decisions made.

Ms. Jill Camnitz stated the present members have been on board from the start and are familiar with all aspects of the redistricting process.

Dr. Reep stated she would like involvement of the new Board members as well as those already serving. She wants everyone to visit neighborhoods and realize that redistricting is a hard process in which everyone is not going to be happy with the results. If questions arise, Superintendent Reep asked that folks call us and answers will be sought. Dr. Reep stressed that boundary review will make a big difference in the maps and create options that Board members can support.

Assistant Superintendent of Human Resources Delilah Jackson spoke to the Board regarding the new Teacher Evaluation Instrument. She informed everyone that Pitt County Schools is in Phase III of the statewide roll out which will be implemented in the 2010-11 school year. Ms. Jackson stated that the process began in September 2009 when administrators received the introductory materials – Five Professional Teaching Standards and a Rubric for Evaluating Teachers based on the five standards.

The five standards include:

1. Teachers demonstrate leadership
2. Teachers establish a respectful environment for a diverse population of students
3. Teachers know the content they teach
4. Teachers facilitate learning for their students
5. Teachers reflect on their practice

From October 2009-February 2101 there were monthly staff development sessions for principals at the K-12 principals meetings. In February and March there were classroom visits to validate the language of the Rubric for principals and central office staff followed by state required training in March. Using various models, overviews were conducted in each school during March through June 2010. During June 2010, assistant principal and teacher training was conducted through the Train-the-Trainer model. From June through August 2010, materials were prepared and distributed to each school and on August 20, 2010, there was district-wide staff development at each school. Ms. Jackson stated there will be continuous staff development and monthly updates throughout the school year.

In discussing details of the NC Teacher Evaluation Instrument, Ms. Jackson stated there is a Pre-Conference in which a teacher's self-assessment (kept only by the teacher) and PDP (Professional Development Plan-copy kept by teacher and evaluator) are explained, as well as a written lesson plan and finalization of a date and time for a formal observation given.

She stated there are two types of classifications for teachers, probationary and career. Probationary teachers are those who have not earned tenure, and also those who came from another district even if they had tenure. Probationary teachers are to have four total observations (snapshots) per year – three administrative, one peer and all will be formal (45 minutes or longer). Career teachers have received tenure and will receive a formal evaluation with their renewal cycle every five years. They will have two informal observations (20 minutes- one each semester) completed by an administrator. Ms. Jackson stated this evaluation instrument is much more detailed than the previous evaluation paperwork.

A Post-Conference is held after all observations and completion of the Rubric. The conference and signature of the teacher must be in place within ten days of the observation. Review of all data will be carried out with the teacher at the time of the post conference.

A Summary Evaluation Conference will be held at the end of every formal evaluation cycle year and conducted in the teacher's classroom to have access for needed documents and be in a comfortable environment. A final Rubric rating, as well as an overall rating for each standard is necessary.

Every teacher, probationary or career, must have an orientation, self-assessment and PDP completed each year.

The first evaluation change began with principals in 2008. Now there is a new teacher evaluation instrument in place, and before it's over, Ms. Jackson believes there will be a new evaluation for assistant principals, media personnel, central office staff, counselors and possibly the Board of Education in the days ahead.

Ms. Jill Camnitz asked did this new instrument mean a greater time commitment for administrators and teachers with Ms. Jackson responding yes. She stated principals will be out in the building more often and not only doing more comprehensive observations in the classroom, but observing interaction during teacher meetings, at various assigned duties and in all areas of their jobs. Ms. Jackson stated this is a learning year for everyone with a big learning curve used in the process. In going through this involved process, the hope is that there will be better teachers and better students in our schools. Ms. Jackson also stated the Rubric is long but will be used for each observation, and conversations with the teachers take more time. Because of the time involved, Ms. Jackson stated central office staff, assistant principals and even retired administrators are being trained to help principals with the evaluations as needed.

Ms. Camnitz asked were the Departments of Education in universities aware of the new instrument and were students being prepared and trained for this new evaluation method. Ms. Jackson stated yes, they were being trained using a similar rubric.

Bishop Ralph Love asked how are tenured teachers evaluated using this process. Ms. Jackson stated that when a career status teacher has her every fifth year renewal cycle, a formal evaluation using the same Rubric as probationary teachers is carried out. In their off years, two informal evaluations are held along with their orientation, PDP and self-assessment at the beginning of the year. Bishop Love also asked how teachers receive information regarding the teacher evaluation process. Ms. Jackson stated each teacher is given an evaluation calendar. Superintendent Reep stated there are different models involved and a shift in thinking has taken place. She stated everyone works together – not just for evaluation in the classroom, but observations look at teachers outside the classroom also. She stated instruction in the five standards previously stated has been underway and rated during the past year. Dr. Reep commented that communication is vital in this process.

Ms. Jackson stated Train-the-Trainer involved training the principal and one teacher in each school, who then take what they have learned back to their school and share it with other teachers and staff in the school. She feels the teachers are involved and they have a good mind set because teachers go through the same training as their principal.

The new JOBS Bill, which was recently passed in August, was then discussed by Superintendent Reep and Assistant Superintendent of Finance Michael Cowin. Dr. Reep stated when the Bill originally evolved, it was meant to build the economy in the 2010-11 school year by providing more instructional positions in the schools. Now from the US Department of Education, there has been a shift in thinking in that what is not spent in the 2010-11 school year, may be carried over into the 2011-12 school year and even be used until September of 2012. This money may be used for compensation/benefits of any school-based employee – from custodian and clerical to administrators. It cannot be used for central office personnel, contracted personnel, equipment or supplies. Pitt County Schools will receive approximately \$4.6 million. Mr. Cowin stressed that fear of the “Perfect Storm” for the 2011-12 school year is building. He stated talk of a \$3 billion State deficit is being circulated and possibly more with State agencies looking for more news of cuts. He commented that we know we already have over a \$6 million State deficit which has been covered by the Federal Stimulus money – which will end with the present school year. Mr. Cowin informed the Board that 189 clerical and custodian positions have been paid through Stimulus money and if funds from the State are not reinstated, where will this funding come from in 2011-12. In looking at a survey completed by superintendents across the state, State funding uncertainty is evidenced by many superintendents who will carry over the JOBS Bill money into school year 2011-12 to cover large shortfalls in their school budgets.

Ms. Mary Williams asked since many school employees have had a freeze on salaries for several years, could this money be used to supplement their pay. Mr. Cowin stated yes, it could. Ms. Williams asked about a cost of living raise. Mr. Cowin stated there has been no increase in pay for Pitt County employees in the past two years as has been issued by the State statewide for any state funded employee. He did state that

some school systems that made reductions in employee pay had reinstated their pay to the point it was previously or given a one-time bonus. Ms. Williams asked what was meant by contract employees. Mr. Cowin responded that it would be outside vendors who are contracted for services provided.

Mr. Benjie Forrest asked about flexibility and using some of the money to purchase equipment, supplies or materials that had been removed from the budget. Mr. Cowin stated no, that would be debatable under the guidelines for spending these dollars.

Mr. Cowin stated he had spoken to personnel at DPI regarding preparations for agencies to expect an increase in reductions of State funding ranging from 5-15%. He commented that no clear instructions have been given, but it looks like the budget is moving toward additional reductions.

Mr. Dick Tolmie stated it appears that the more we spend this year, the more people we lay off next year. Mr. Cowin stated yes, that may be the case.

Ms. Jennifer Little asked is there a risk that if we do not spend the money this year, the money be taken back. Mr. Cowin stated no, the money will be carried over.

Ms. Jill Camnitz stated if we are going to have over a \$6 million loss from the State that had been supplemented with Stimulus money, this could be one way to have \$4.6 million saved from that loss.

Mr. Benjie Forrest asked about the \$6.7 million dollar loss and wondered if it had been for instructional salaries/benefits and supplies. Mr. Cowin stated for Pitt County Schools, it had all been used in salaries/benefits. He stated 189 custodial/clerical positions had been funded from the Federal Stimulus Funds to offset reductions in State Allotments. Mr. Cowin stated when Federal dollars are used for instructional supplies, bids have to be sent out for E-procurement, advertisements placed in newspapers and extensive other paper work has to be done.

Superintendent Reep mentioned that during budget season, \$54 million was going to be taken out of the State budget and Federal Stimulus money used for Career and Technical positions, leaving CTE unfunded next year when Stimulus money is gone. Later, the State changed the area of funding from CTE to instructional supplies. Nevertheless, \$54 million of the budget is gone, and Mr. Cowin reminded everyone that this money had been designated to come from the NC university systems, but was instead taken from the NC public schools funding.

Dr. Reep stated she does not like sitting on this JOBS money for a year as it could be a valuable tool for helping more students, but caution for funding next year's overall budget has to be considered - though she feels it will be used against us when someone looks at a \$4.6 million balance and asks why is it sitting there.

Mr. Cowin, in referring to Dr. Reep's earlier statement, stated the original aim for this one time funding was to simulate the economy, but holes are developing for the State in the 2011-12 budget. He asked, do we plug the holes with this funding or let the holes get larger. Mr. Cowin commented that we have been fortunate by implementing

a conservative budget in years past, but even an ultra conservative process cannot keep filling holes that are getting larger and larger.

Chair Bright stated that the conservative skills that Mr. Cowin, our superintendent and other central office staff and school personnel have demonstrated in recent years have been life savers for Pitt County Schools in hard economic times.

Ms. Jill Camnitz asked how can we help to resolve these additional issues.

Dr. Reep asked Board members to share their thoughts regarding this funding. She stated if there are specific needs, especially in low performing schools, we will tap into some of these dollars. Superintendent Reep also enlightened the Board that our enrollment is favorable, which means additional allocation will come from the State for increased membership. This funding may help us not tap into these extra funds. Dr. Reep stated she will keep the Board informed with additional updates as we receive them.

Ms. Camnitz stated there might be small expenditures made if it would support student achievement.

Superintendent Reep stated at the Board meeting scheduled for October 4th, Unitary Status will be discussed and a pilot program to be placed in a low performing school will be shared. Our goal is to provide extra support in these schools to help students achieve.

It was also stated that the November elections will provide a political statewide statement regarding additional insight into the 2011-12 school year.

Mr. Dick Tolmie commented that hiring personnel for a specified one to two years and not long-term will be necessary.

Under Comments from the Superintendent and Board members, Superintendent Reep welcomed everyone back to school and stated it had been a great start. She stated except for a few bumps (literally speaking), the opening of school had been outstanding. Very few reports of uniform infractions have been mentioned in our third year of uniform dress code – even in our high schools. Dr. Reep stated that the new Principal of Ridgewood Elementary Ferdonia Stewart has an enrollment of 1,022 students with a school capacity of 740. She stated she walked in the school the first day approximately one hour after opening and there was one student with parents in the office waiting to be enrolled. As she met Ms. Stewart in the hall with a clip board in her hand, she asked was she taking numbers. Ms. Stewart replied no, she was checking lesson plans. Dr. Reep stated this was the report from other central office personnel who visited other schools on opening day – like they had already been in school for a month and things were running smoothly.

Dr. Reep thanked Associate Superintendent of Operations Aaron Beaulieu and all the Facility Services Staff for the outstanding work that has been completed this summer – from putting in new windows to taking out old radiators in some schools - besides the basic summer work that is always completed when students and teachers are away.

Superintendent Reep also shared with the Board copies of the book, Teaching with Poverty in Mind, which is being shared with all administrators this year. In preparing to reach Unitary Status and collecting multiple data regarding staff and students, diversification is mentioned often. As another means of honoring past Board member Michael Dixon, who always believed that teachers need to better understand the different backgrounds our students come from, reviewing this book will help us achieve that goal.

In closing, Dr. Reep asked the Board if everyone will agree to start the October 4 meeting an hour earlier as the Boundary Review for the Redistricting Scenarios will be discussed. Also, in working toward Unitary Status, licensed personnel criteria will be presented as strategies are being put in place for December of 2012.

Chair Bright mentioned September 20th as a date that had been set aside for a redistricting meeting and would that work to meet with the County Commissioners, as the possible September 27th date had been cancelled. Board members were reminded to report other possible dates in case the 20th was not selected.

She also mentioned the Board Standing Committee and Hearing Panel changes that will be in effect through December.

Chair Bright, as well as other Board members, welcomed Dr. Matthew Ward as a new Board member.

In closing, she made the statement that the timeline for redistricting had been agreed to and voted on by the Board many months ago, and the reasons for the timeline have not changed. Chair Bright feels it is not in the best interest for the school system to change the timeline at this time, and it's her hope that the Board will not continue to have that discussion.

Ms. Marcy Romary thanked Ms. Jane Austen Behan and the Rose High students for their presentation supporting Arts in Education Week.

Mr. Billy Peaden stated the North Pitt High School Football Team had won against D. H. Conley and Ayden-Grifton. He also commented that it was great to see the new Principal Mike King out on the student parking lot after school directing traffic!

Ms. Jill Camnitz stated she is glad to have a neighbor at the Board table, and Bishop Ralph Love commented that he appreciated Dr. Ward wanting to run beside him representing District 1.

Ms. Barbara Owens welcomed Dr. Ward, but offered her condolences to his family.

Ms. Mary Williams also thanked Ms. Austen Behan and stated she took pictures of them with her new cell phone. She reminded everyone of the current dangerous season with active hurricanes and asked all to check on their neighbors, keep documents dry and have a stock supply ready in case a hurricane should come inland.

With no further business to discuss, Bishop Ralph Love moved, second by Mr. Benjie Forrest that the Board adjourn. Motion carried unanimously. Time 8:22 p.m.

Respectively Submitted,

Ms. Mary Grace Bright, Chair

Dr. Beverly B. Reep, Superintendent