

DATE: November 1, 2010 PRESENT: Mary Grace Bright, Chair
Jill Camnitz
Benjie Forrest
Jennifer Little
Ralph Love, Sr.
TIME: 7:00 P.M. Barbara Owens
Billy Peaden
Roy Peaden
Marcy Romary
Dick Tolmie
Matthew Ward
PLACE: Wahl-Coates Elementary School
ABSENT: Mary Williams

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

Dr. Matthew Ward led the Board in the Pledge of Allegiance.

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

For Public Expression, Ms. Angie Lowry stated she appreciated the effort and time the Board and Superintendent have spent on redistricting for the children in Pitt County Schools. She spoke regarding the new middle school map dealing with segment 347 as she lives in the Arbor Hills Community. Ms. Lawry stated on the new map, the students would attend C. M. Eppes Middle School instead of Hope Middle School where they presently go. She feels the change to Eppes Middle School is not in the best interest of the children and respectfully requested that these children be allowed to remain in their present feeder pattern – Wintergreen Elementary Schools, Hope Middle School and D. H. Conley High School.

Ms. Mary Robinson, President of the local Pitt County Association of Educators, spoke next encouraging everyone to get out and vote at the polls tomorrow. She commented that the election will have a major impact on education in North Carolina Public Schools. Ms. Robinson also stated that this is a great experience for our students as they hold mock elections in their classrooms, become informed about candidates and discover the election process.

Under Spotlight for Teaching and Learning, Executive Director of Student Services Travis Lewis, Project Equal Coordinator Mike Lutz and Ms. Devinder Culver of the Greenville Police Department shared with the Board the Project Equal Program involving all middle and high school students across the district. This Program is a restitution program for students who would have been given out-of-school suspensions for non-violent offenses. By participating in Project Equal, the students have consequences for their misbehavior as assigned by the school, i.e. scraping gum off desks or cafeteria tables, picking up paper around the school grounds, cleaning out

lockers, etc. They do not miss instructional time nor are they sent home without supervision (as guardians are usually at their work sites). Mr. Lewis stated the Program will decrease the crime rate and dropouts in the schools. Ms. Culver confirmed that the grant supports the governor's crime prevention program and then provided statistics related to juvenile offences, detention, etc. She stated training for principals to custodians in the schools and School Resource Officers is provided. Mr. Lutz stated Project Equal made supplies and transportation possible resulting in a huge reduction (approximately 38%) in out-of-school suspensions and increased instructional time (974 days) with fewer absences. The Program is strictly voluntary for the principal, assistant principal, parents and students – suspension is still an option.

Ms. Jill Camnitz asked regarding the students involved with Project Equal and their attitudes about their designated consequences with Mr. Lutz stating they don't like their job duties and therefore try harder not to exhibit behavior that will send them back to Project Equal. Mr. Lewis informed the Board that it was good to have an alternative to out-of-school suspension when parents ask, "Is there anything else offered for disciplinary action?"

Mr. Roy Peaden asked at what point are students not allowed to participate in extracurricular activities. Mr. Lutz stated those decisions would be for the coach to make. Mr. Lewis reminded Board members that this were non-violent actions, i.e. tobacco use, disrespectful, bad language, uniform issue - not criminal offenses.

Ms. Camnitz asked what is the time frame for the grant with Ms. Culver responding it begins July 1 and ends June 30 of each year. Ms. Camnitz asked could we reapply with Ms. Culver stating the next application was already being processed.

Mr. Dick Tolmie asked about student athletes missing practices with Mr. Lutz stating they do, and coaches also have consequences for students misbehaving.

Under Consent Items, Dr. Ralph Love motioned, second by Ms. Marcy Romary, that the Board approve the Minutes from the Workshop held October 11, 2010 and the Personnel Report for November 2010. Motion carried unanimously.

Under New Business, Superintendent Beverly Reep then began discussion of student reassignment, and reminded everyone of the Public Hearing for Student Reassignment, which will be held at J. H. Rose High School in the Auditorium November 8th at 6:30 p.m., and the Board vote scheduled for November 15th. She thanked everyone who had followed the progress of the challenging and complex process from the beginning, their attendance at community sessions, email responses and personal contacts.

Dr. Reep stated that she would present one recommendation for elementary reassignment and one recommendation for middle school reassignment. After studying many maps and charts, listening to responses of the Board and the community and tying criteria to policy; she will share maps with the elementary school map based on ES 5Av1 and the middle school map based on MS 2B. Superintendent Reep stated there is not a map provided that is perfect, and we don't have a magical solution for redistricting; but we tried to prepare maps that will be fair and equitable for all students. She commented that in considering proximity as the primary factor,

the middle school map is contiguous. In working with diversity and proficiency, a great deal of humanization has been factored in. In the elementary map charts, it is noted that Wahl-Coates Elementary School has a capacity of 105% which is not desirable. With a Pre-K class and two Exceptional Children classes, we are able to shift these classes to other schools that have available space. Dr. Reep commented that considerable time was spent working for a better balance in capacity between W. H. Robinson and Creekside Elementary Schools. With no major solution found, the higher capacity remains at Creekside Elementary, which is a new school and its core structure is more efficient for adding students than W. H. Robinson.

In looking at proficiency, which is the factor chosen to create diversity in our schools, Dr. Reep commented on how challenging it is to have a legal document stating we cannot use race in assigning students to schools. Superintendent Reep stated for this reason, end-of-grade reading scores were selected as reading is the lower score between math and reading. If math scores were chosen, the results would be deceptive and the proficiency discussion would not be happening. Again Dr. Reep stressed that specific strategies will be implemented in all schools, not just those impacted with redistricting, with a performance composite score below 60%. Some of these strategies include:

1. Strong principals with high teacher expectations.
2. Leadership teacher cohorts.
3. READ 3D.
4. Grades K-2 students will have additional instructional time.
5. Grades 3-5 will have three additional one-hour instructional periods each week.

Superintendent Reep stated that many statistical reports on student achievement demonstrated extension of the student day having positive results. She further stated that in the summer of 2012, kindergarten students not prepared for entering kindergarten will begin two weeks prior to other students to have a jump start in their readiness. After examining the READ 3D assessment, second grade students not fully prepared for third grade will attend two weeks before other students begin in August. Dr. Reep stated additional technology/software resources will be used in after-school programs and sent home with children so that parents may assist in the learning process.

Superintendent Reep stated recently the staff has heard why can't we leave everyone as they are and only move students to populate Lakeforest and the addition to Eastern. She stated Lakeforest Elementary has a capacity of 742 students and approximately 300 will be added at Eastern Elementary – how do you decide what children move and tie the move with criteria in our policies. Some say use diversity, but we cannot use race so pulling in segments to make racial diversity better is not an option. By moving most children to the school closest to where they live, parents will become engaged in the school and better support their children. Dr. Reep stated this is not an easy process, but our goal is to have the major part of the impact area reach stability and not have to visit reassignment for a long time. She also emphasized that legal counsel affirmed that reassignment is not the only criteria to be used by the Court in determining if we meet Unitary Status. In schools that do not have a diverse population, we as a district will have to work hard to demonstrate that the strategies discussed will be provided to ensure that these students will achieve. She stated that of the twelve current schools involved, ten have the academic proficiency maintained or improved with this recommendation.

Chair Bright then asked Board members for questions.

Ms. Marcy Romary asked on the Superintendent's Recommendation data information, how was proficiency projected. Dr. Reep stated information was geocoded relative to where students will attend school.

Ms. Jill Camnitz stated two schools dropped considerably in their academic proficiency score. She also asked if the data sheets could be placed on the screen for the audience to see. Dr. Reep stated hard copies of the information have been provided for the audience.

Mr. Roy Peaden asked about Wahl-Coates with a capacity of 105%. He also asked about segment 292, Carriage Apartments. Director Kay Weathington informed him that these students will remain at Eastern Elementary as it did not have a negative impact for proficiency or diversity at Elmhurst or Wahl-Cates plus the capacity factor involved.

Mr. Dick Tolmie commented that there are no perfect answers. He stated in looking at the recommended map, there is one map which better meets the criteria in our attendance policy. A Board member suggested this map (which Mr. Tolmie called ES 5Av3) as it has better capacity balance (102%) with the diversity and proficiency ranges lessened. He stated it does not measure stability or proximity. With the Superintendent's recommendation moving 2,077 students, Mr. Tolmie asked that a comparison be made of how many students will be moved using the ES 5Av3 data. He also asked if proximity could be retrieved by comparing segments of students on the two maps. Mr. Tolmie stated that finding the best balance of all factors will help him feel more comfortable when it's time for the Board's vote. Ms. Camnitz stated she agreed with Mr. Tolmie's statements.

Superintendent Reep asked if anyone had questions regarding the recommendation, to please ask them.

Mr. Tolmie commented on the initiatives Dr. Reep discussed stating they are excellent and he strongly supports the plan. Ms. Camnitz stated Race-to-the-Top will provide funding for the extra resources, and wanted to know how long will we have access to this funding. Superintendent Reep stated this money will be spread over a four-year period. She further stated that the goal of Race-to-the-Top is to have no composite scores below 60%. Moving quickly to implement these initiatives is strongly encouraged. Dr. Reep stated there is also Title I funding available when necessary. Ms. Camnitz stated that there will be a constant need to have funding available to support kindergarten students with these initiatives. Superintendent Reep commented that if our goal is reached, we will not need remediation funding, and this money will be transferred for extra resources to provide better academic opportunities for our kindergarten students as well as preschool initiatives.

Ms. Camnitz asked once we hear from the community and adjustments need to be made, how do we implement these changes for the public to see. Dr. Reep asked does the community support the recommendation of the administration and if not, what do they suggest. She again stated that the superintendent will bring one

recommendation for middle school reassignment and one recommendation for elementary school reassignment. Superintendent stated this is her job, and we will see if there is support for her recommendations or not.

Ms. Camnitz stated there may be minor suggestions with Dr. Reep responding that discussion will follow with the Board as a whole. Ms. Camnitz commented that there will be no time to implement suggestions. Superintendent Reep stated the administration has been listening to the community and the Board and has provided what has been suggested. Ms. Camnitz asked about one or two possible segment changes with Dr. Reep stating it will be up to the full Board to decide what happens next.

Mr. Tolmie stated that after the public hearing and possible comments regarding individual segment changes – even his request regarding ES 5Av3 – could we get statistics and see what they demonstrate. He said a map has not been provided to allow the public to see what ES 5Av3 will look like. Mr. Tolmie stated if administration has studied this scenario and it will not work, let the public know.

Superintendent Reep stated Club Pines and Westhaven students have been moved three times already and it is not fair to move them again. She further stated that the Moyewood community voiced their desire to attend Lakeforest Elementary School. For these reasons, Dr. Reep stated she could not recommend ES 5Av3. Mr. Tolmie stated he is sorry if any neighborhood has to move if they don't want to. He commented that we need to look at the number of students who will be moved. Mr. Tolmie stated that Ridgewood Elementary has over 1,000 students and moving 350 students will bring them to a reasonable capacity. Brief discussion followed regarding Moyewood's school assignment.

Chair Bright then asked Mr. Tolmie if he would like to make a motion in that regard.

Mr. Dick Tolmie then moved, second by Ms. Jill Camnitz, that we get further statistics to have better balance in capacity and lessen the ranges for proficiency and diversity, and create a map for scenario ES 5Av3 to provide the public with another option. Members of the Board who voted "Yea" for this motion include: Mr. Dick Tolmie, Ms. Jennifer Little and Ms. Jill Camnitz. Those Board members voting "Nay" include: Ms. Marcy Romary, Bishop Ralph Love, Dr. Matthew Ward, Ms. Mary Williams, Mr. Benjie Forrest, Ms. Barbara Owens, Mr. Roy Peaden and Mr. Billy Peaden.

Ms. Jill Camnitz asked could the Board have discussion after the public hearing if needed. Chair Bright stated if needed, she will call the full Board into Regular Session after the hearing. Ms. Marcy Romary agreed with Ms. Camnitz that discussion may be needed after the hearing. In-House Attorney Rob Sonnenberg stated there will be public notice regarding this. Chair Bright asked for a motion regarding the possibility of a Board meeting following the public hearing. Mr. Benjie Forrest stated if there are additional comments during the hearing requiring discussion by the full Board; make the decision at that time. Chair Bright stated we have to move on this decision.

Mr. Roy Peaden moved, second by Ms. Marcy Romary, that if needed, the Board will go into Regular Session following the public hearing to discuss comments made during the hearing. The motion was approved unanimously.

Public Information Officer Heather Mayo stated she would advertise that the Public Hearing will begin at 6:30 p.m. and the Board will go directly into Regular Session following the Hearing.

Assistant Superintendent of Finance Michael Cowin stated that the Finance Committee and Human Resources Committee had met in a joint meeting and discussed employee benefits. He stated four providers had been evaluated by the Employee Benefits Committee: Young Group, Mark III, Pierce Group and Wellington Benefits. Vendor presentations were set for October 13th and following a second interview, the Committee voted unanimously to recommend Mark III as Pitt County Schools' plan provider of section 125 benefit services for employees beginning with the 2011-12 school year extending over a three-year period. Upon discussing these details with the Human Resources Committee, both committees recommend Mark III, as noted above, to the Board for approval.

Upon motion of Bishop Ralph Love, second by Ms. Jennifer Little, for approval of Mark III as Section 125 Plan Provider for a three-year period starting with the 2011-12 school year, motion passed unanimously.

Mr. Cowin then reviewed a 2010-11 Budget Resolution with the Board regarding revenues and appropriations from Local, State, Federal, Special Revenue, School Food Services, and Capital Funds with recommendation for approval by the Board. He did state that approximately \$3 billion funding had been provided by Stimulus money, which will end this school year with major holes left in the budget.

The last item Mr. Cowin presented for approval by the Board was Pitt County Schools' Budget Calendar 2011-12.

Mr. Benjie Forrest, second by Ms. Barbara Owens, then moved that the Board approve the 2010-11 Budget Resolution and the 2011-12 Budget Calendar as presented. Motion passed unanimously.

Assistant Superintendent of Human Resources Delilah Jackson shared with the Board the process by which the make-up day for G. R. Whitfield School was decided due to inclement weather October 1, 2010. She explained after surveying staff and parents, it was decided that November 13th would be chosen as the make-up day as there were only four days of school this week due to the Veterans Holiday. It is State Law that students can attend school only five days in a week's time period. Ms. Jackson informed the Board that students will be dismissed at 11:30 a.m. She stated that Board approval is not necessary for this action.

Superintendent Beverly Reep then shared information with the Board regarding the "Race-to-the-Top" Grant stating the team is working on completing the application to forward to the State. Dr. Reep informed the Board that the State is spending part of their funding from this grant in implementing an "Instructional Improvement System", which is a state-wide data management system that will deliver benchmarks and assessment data and is linked to NC WISE and the NC Data Warehouse. She stated because we do have low performing schools, we are able to use this grant in funding strategies to improve achievement as has been mentioned earlier in tonight's meeting.

Use of the Race-to-the Top Educational Cloud Computer System (the cost of which is paid for from a portion of funds allocated to Pitt County Schools-approximately \$700,000) will allow us to pull resources across the state and be more cost effective managing infrastructure technology. A great deal of the dollars for professional development required by the State will help our teachers and administrators learn the IIS System and help them to manage the new common core standards across our state as well as 38 other states across the nation.

Teachers will be trained and prepared for what is to come - in that a teacher's evaluation will have a component that will be tied to student growth in his/her classroom. Dr. Reep stated the Federal government has given North Carolina a waiver, and this will not go into effect until school year 2011-12. Though it will not be used in the teacher's evaluation for school year 2010-11, Superintendent Reep stated Pitt County is still going to implement this objective and will ask teachers to collect and share data to demonstrate student growth (EOG/EOC test scores, video tape, portfolio, etc.), which will be discussed at their summative conference with their principal. During the summer, we will bring teachers together and have them share and create methods for monitoring student growth. In the 11-12 school year, we will be required to have the student growth component tied to a teacher's evaluation, but the State has not provided guidance for what that will look like - thus each LEA will work toward that objective. Thus, we feel it's important to keep the process active in Pitt County Schools. During the 2012-13 school year, the State will share their measures for all subject areas.

Dr. Reep stated another component required is recruitment for high needs schools in partnership with colleges/universities and to develop success and equity plans for all schools. Teacher Leadership Cohorts are one step in this plan but do not necessarily look at high need areas like math and science. In working with the SIG Grant in three of our high schools, we have found it critically important to look at what kind of incentives we have to attract teachers, especially in high school positions. Dr. Reep stated they have found there is not a readily available pool of candidates in some of the high needs areas. She also added that this coincided with one of our district goals as well. Dr. Reep also stated teacher, principal and assistant principal evaluation factors will be reported, and the school and district report cards will be monitored by the Department of Public Instruction. Superintendent Reep stated focus will be on low performing schools - one middle school and four elementary schools. A comprehensive needs' assessment will be completed with extensive instructional coach development and an aggressive improve-ment plan put in place. She stated that if we do not enforce what is needed, the State can come in and take over a low performing school. Dr. Reep stated we want to place students in rigorous math and science courses and encourage our students to take harder courses, not the easiest ones. She also informed the Board that money for dual enrollment classes at Pitt Community College may be in jeopardy for the 2011-12 school year. Superintendent Reep commented that the State average is 15% for students who scored a 3 or higher on AP exams with Pitt County Schools having a 17.6% average.

Dr. Reep stated Pitt County Schools has invested heavily in training and technology costs, but we still don't have a straight answer regarding the Computer Educational Cloud.

Under Comments from the Superintendent and Board members, Superintendent Reep thanked the Board and community for their involvement in the reassignment process. She stated many present have attended all listening sessions and Board meetings during the process.

Dr. Reep congratulated Ms. Robin Dailey for her hard work in applying for a dropout prevention grant and stated the Student Success Academy has been awarded \$175,000 due to her efforts. She also congratulated the volleyball teams who have excelled and stated D. H. Conley's cross country will be going to a State championship. After thanking Farm Bureau for their contribution to Pitt County Schools allowing us to celebrate the Principal of the Year and Teacher of the Year, she congratulated Ms. Mary Carter as Principal of the Year and Ms. Shawnda Cherry as Assistant Principal of the Year.

Chair Mary Grace Bright also stated she appreciated the donation from Farm Bureau and congratulated Ms. Carter and Ms. Cherry on their awards. She further stated that there are tremendous accomplishments occurring in all Pitt County Schools and thanked everyone for their hard work. Chair Bright thanked central office staff for their extra effort in setting up for different meetings across the district.

Bishop Ralph Love also thanked the superintendent and staff for all the work regarding redistricting.

Ms. Barbara Owens dittoed what Ralph had expressed. She also questioned two articles in the Thursday Board packet - the e-mail from Valerie Lindsey regarding cafeteria prices and the breakdown of surplus materials. Chair Bright responded that Ms. Lindsey's e-mail was sent regarding a previous question asked by a Board member. Associate Superintendent of Operations Aaron Beaulieu responded that the data provided regarding surplus materials was a summary of funds received for materials sold.

Mr. Dick Tolmie also commented on the Principal/Assistant Principal of the Year Ceremony last week. He also reminded everyone to vote November 2nd.

Mr. Benjie Forrest also encouraged everyone to vote November 2nd. He also commented on the use of Race-to-the-Top funding and linking teacher evaluations to student growth, and hopes that other processes will be used to evaluate a teacher as well as student test scores.

Ms. Jill Camnitz stated that not only the winning candidate for the Principal of the Year Ceremony be recognized, but all five nominated principals are great and should be recognized. She feels that sometimes they get lost in the excitement of the winner and stated Superintendent Reep did a great job of personally lifting up all five candidates.

Ms. Camnitz also asked would those involved with Race-to-the-Top training be paid for their time with Superintendent Reep stating yes.

Dr. Matthew Ward commented that he had known Dr. Reep for a short time, but wonders if she ever has a chance to relax with all she's been through with

redistricting. He stated he's come to the conclusion that someone has to say "this is the map" as there will always be someone who wants another map or one more segment change. His concern is for children who have to go all the way across town to go to school when they pass by schools closer to home that they could attend. Dr. Ward stated he was thinking of the children in Moyewood and feels they would be better attending Lakeforest as its closer and the parents want to be involved in their children's school. He also stated the Board hired Dr. Reep to do a job and she's brought us her recommendation, then we need to take time to really study her recommendation and not keep asking for maps. Everyone is not going to be satisfied, and we need to come to a conclusion by the deadline that has been set.

Mr. Roy Peaden stated we can't have it all on any particular map. He's concerned about children who have to ride a bus all the way across town. He stated that Moyewood students are better located at Lakeforest as parents are closer and could check on their children and become involved with P.T.A. activities. Mr. Peaden stated that perhaps some area churches would provide transportation for these parents in helping them become involved in the school.

Mr. Peaden stated the Board hired Dr. Reep to do a job and she's made a recommendation. He commented that the Board needs to consider her recommendation strongly. While sitting back, listening and comprehending the details, he feels we have all the maps we need.

Ms. Jennifer Little also congratulated the Principal of the Year and Assistant Principal of the Year and thanked all those nominated who are helping to educate our children. She congratulated several schools in their advancement toward athletic goals in district and state competitions.

Ms. Little also asked parents to come to the Public Hearing and speak as the Board listens with an open mind.

She also discussed Project Equal and its great success with helping kids get back into the classroom.

With no further business to discuss, Mr. Dick Tolmie moved, second by Ms. Barbara Owens, that the Board go into Closed Session to consider the qualifications, competence, performance, condition of appointment of a public officer or employee or prospective public officer or employee; or hear or investigate a complaint, charge, or grievance by or against a public officer or employee. [N.C.G.S. §143-318.11(a) (6)]

Upon returning to Open Session with no further business to discuss, Mr. Benjie Forrest moved, second by Ms. Barbara Owens, that the Board adjourn. Motion carried unanimously. Time 8:58 p.m.

Respectively Submitted,

Ms. Mary Grace Bright, Chair

Dr. Beverly B. Reep, Superintendent