

Pitt County Board of Education
Pitt County Office Building
1717 West 5th Street, Third Floor Board Room
March 5, 2018

AGENDA

The Pitt County Board of Education will meet in Regular Session on March 5, 2018, at 6:30 PM in the 1717 West 5th Street, Third Floor Board Room, Pitt County Office Building. The following items have been placed on the Agenda:

1. Start of Meeting
 - A. Call to Order
Presenter: Mildred A. Council, Board Chair
 - B. Pledge of Allegiance
Presenter: Melinda Fagundus, Board Member
 - C. Moment of Silence
Presenter: Melinda Fagundus, Board Member
2. Routine Business
 - A. Adjustments to the Agenda - **Board Action is Required**
 - B. Spotlight on Teaching and Learning 3
 - 1) Quill Competition Results - Mary Holloman
 - 2) Civics in Action – Victoria Bridgers
 - 3) NCCSS Outstanding Social Studies Teacher of the Year - Janarde Cannon
 - 4) NCATA Sports Medicine Person of the Year – Dr. Sharon Moore, ECU
 - 5) Green Families Foundation Grant - Jennifer Johnson & Misty Simmons
Presenter: Dr. Travis Lewis, Director of Community and Student Services
 - C. Public Expression 4
Presenter: Mildred A. Council, Board Chair
3. Consent Items for Approval - **Board Action is Required**
 - A. Board Minutes 5
Presenter: Carol Rankin
 - B. Personnel Report - **Confidential** 13
Presenter: Dr. Ve-Lecia Council, Assistant Superintendent of Human Resources
 - C. Summer School Proposal 2017-2018 14
Presenter: Cheryl Olmsted, Assistant Superintendent of Educational Programs and Services
 - D. Extended School Year 2018 Summer Program 16
Presenter: Cheryl Olmsted, Assistant Superintendent of Educational Programs and Services
4. New Business

- A. 1st Reading of Revised Policy 7410 Teacher Contracts 18
Presenter: Mildred A. Council, Chair
- 5. Closing Comments
 - A. Comments by the Superintendent
 - B. Comments by the Board Members
 - C. Comments by the Board Chair
- 6. Closed Session - [Board Action is Required](#) 22
Presenter: Anna Barrett Smith, Vice Chair
- 7. Additional Action Items, if Needed
- 8. Adjourn

PITT COUNTY BOARD OF EDUCATION

DATE: March 5, 2018

TOPIC: Spotlight on Teaching and Learning

BACKGROUND:

Dr. Travis Lewis, Director of Community and Student Services for Pitt County Schools, will recognize Pitt County Schools achievements with the Board members:

- 1) Quill Competition Results – Mary Holloman
- 2) Civics in Action – Victoria Bridges
- 3) NCCSS Outstanding Social Studies Teacher of the Year - Janarde Cannon
- 4) NCATA Sports Medicine Person of the Year – Dr. Sharon Moore, ECU
- 5) Green Families Foundation Grant- Jennifer Johnson & Misty Simmons

SUPERINTENDENT'S RECOMMENDATION:

No Board action is required.

PITT COUNTY BOARD OF EDUCATION

DATE: March 5, 2018

TOPIC: Public Expression

BACKGROUND:

Individuals wishing to make public comment must register prior to the Board of Education meeting and will receive 3 minutes to address the Board members.

Groups wishing to make public comment must register prior to the Board of Education meeting and will receive 5 minutes to address the Board members.

If you wish to provide written materials to the Board members, please provide twelve (12) copies.

Please keep in mind that the Board of Education members will not respond to comments during Public Expression.

SUPERINTENDENT'S RECOMMENDATION:

No Board action is required.

PITT COUNTY BOARD OF EDUCATION

DATE: March 5, 2018

TOPIC: Board Minutes

BACKGROUND:

Please find attached for your review and consideration the minutes from the:

- Regular Board meeting held on February 5, 2018
- Closed Board Session held on February 5, 2018 - **CONFIDENTIAL**
- Board Work Session held on February 19, 2018

Should you have any questions or comments that would require an adjustment please ask the Chair to remove this item from the Consent Agenda.

SUPERINTENDENT'S RECOMMENDATION:

Board action is required

Regular Board Meeting Minutes

Date: February 5, 2018

Present: Vice Chair Anna Barrett Smith, Caroline W. Doherty, Betsy Flanagan, Benjie Forrest, Worth Forbes, Robert Moore, and Mary Blount Williams

Absent: Chair Mildred A. Council and Melinda Fagundus

Attorney: Emma J. Hodson

Time: 6:30 P.M.

Place: Pitt County Office Building, 3rd Floor Boardroom

1) Start of Meeting:

A) Due to Chair Mildred A. Council attending the National School Board Advocacy Institute in Washington, D.C., Vice Chair Anna Barrett Smith served as the Chair.

Vice Chair Smith called the Board of Education meeting to order in Regular Session on February 5, 2018 at 6:30 P.M.

Vice Chair Smith introduced and welcomed Emma J. Hodson our new In-House Counsel.

B) Pledge of Allegiance and Moment of Silence

Mary Blount Williams led the Board members in the Pledge of Allegiance and ended with a Moment of Silence.

2) Routine Business:

Worth Forbes made a motion, with a second from Mary Blount Williams, to approve the Agenda as presented. The motion to approve the Agenda passed unanimously.

3) Special Recognition

Kirby Maness, Athletic Director at J.H. Rose High School, recognized Grant Humphreys, a junior at J. H. Rose High School for saving a life. Mr. Maness shared that during a swim meet on January 13, 2018 an official, due to a medical condition, fell into the 12 foot end of the pool. Even though Grant was not the closest to the official he dove into the pool and rescued him. Many students and staff from J.H. Rose were present to honor Grant as he was being recognized by the Board members. Robert Moore, on behalf of the Board members, presented Grant with a "Creating Excellence in the East" Award.

Next, three Pitt County Schools, Ayden-Grifton High School, Hope Middle School, and E.B. Aycock Middle School recently placed in a regional Twelve Competition. Coach Will Trye shared with the Board members that Ayden-Grifton hosted the competition which consisted of twelve teams answering twelve questions in twelve minutes. The team members from Ayden-Grifton High School were Austin Sutton, Mikayla Cox, Caleb Benson, Mary Francis Lutz, Anna Saulter, Daphne Meyer, Iris Meyer, Lauryn Arnold, John Ascencio, Ryan Baxter, and James Griffin. Worth Forbes, on behalf of

the Board members, recognized each team member and Coach Will Trye with a “Creating Excellence in the East” Award.

Coach Jessica Mullen introduced the team members from Hope Middle School. The team members were Remy Foeller, Matthew Tennant, Emily Fleming, Anna Rosenberg, Caitlyn Kim, Evan Burke, Declan Mullen, Linda Xue, Joshua Mills, Abby Campbell, Swarup Sharma, and Carter Adrias. Benjie Forrest, on behalf of the Board members, recognized each team member and Coach Jessica Mullen with a “Creating Excellence in the East” Award.

The team members from E.B. Aycock were unable to attend. The team members were Cecilia Richardson, Anisha Sadhale, Nikita Sadhale, Maximillian Jones, Stephen Peo, Joseph Sowers, Hetvi Patel, Aaliyah Smith, Will Jenkins, Kayson Garn, Luke Metzger, and Coach Stephanie Woolard.

Dr. Travis Lewis, Director of Student and Community Services, shared with the Board members that 63 schools in the nation received a School of Character Award from Character.org. Pitt County School Ridgewood Elementary and one other North Carolina school were recognized as Schools of Character. Dr. Lewis introduced Leslie Hayes, Ridgewood Elementary School principal, and Olivia Salter, Ridgewood Counselor. Ms. Hayes and Ms. Salter shared the importance that Ridgewood places on character education and how proud they were of their students and staff for receiving this national recognition. Robert Moore, on behalf of the Board members, presented Ms. Salter for Ridgewood Elementary with a “Creating Excellence in the East” Award.

Kevin Smith, Grifton School principal, and Ms. Amy Hahn, Grifton School Media Coordinator, shared with the Board members that Grifton School recently received a \$10,000 literacy grant from the Dollar General Foundation. Ms. Hahn shared that the school will be purchasing many titles for the K-2 book section, bilingual books for all grade levels, and replacing the much loved Berenstain Bears collection.

Stephanie McLean, Director of Regional Development for Goodwill Community Foundation (GCF), shared that GCF has created packets containing 3 composition books, scissors, crayons, pencils, and hand sanitizer as mid-year school supplies for PCS students. Ms. McLean invited the Board members to join her in delivering the packets to all students at seven schools. The schools receiving the packets are South Greenville Elementary, Belvoir School, Lakeforest Elementary, Northwest Elementary, Pactolus School, Grifton School, Falkland Elementary. GCF will deliver 3300 packets at a cost of \$7.00 each at an approximately total of \$24,000 dollars.

4) Public Expression:

No one requested to participate in Public Expression.

5) Consent Items:

Benjie Forrest made a motion to approve the consent items as presented, with a second from Worth Forbes. Betsy Flanagan objected to the inclusion of the 2018-2019 Open Enrollment School List on the Consent Agenda. Vice Chair Smith removed the 2018-2019 Open Enrollment list from the Consent Agenda and made it item “D” under New Business. Following Ms. Flanagan’s objection, the Consent Agenda items included the following:

- January 22, 2018 Board Work Session minutes,
- December 4, 2017 Board Meeting minutes,
- December 18, 2017 Special Called Board Meeting minutes,
- December 18, 2017 Board Work Session minutes,
- Student Transfer Panel Hearing List,
- Combined Personnel Report for January 8, 2018/February 5, 2018,
- 2017 Annual Comprehensive Audit Report,
- Grifton Restart School Application,
- 2017-2018 Budget Amendment #1, and
- Amended Policy 4150, School Assignment

With no discussion, the motion to approve the amended Consent Agenda passed unanimously.

6) New Business

A) Cheryl Olmsted, Assistant Superintendent of Educational Programs and Services, shared a video presentation titled “2031.” Ms. Olmsted shared that today’s kindergarten students will graduate in the year 2031. Ms. Olmsted explained that Pitt County Schools has to educate students with skills needed to be qualified for employment opportunities in the future. Ms. Olmsted shared that PCS would be creating a Strategic Plan with the students of 2031 in mind. Ms. Olmsted stated PCS would be providing each Board member with a video and flyers for them to use to help educate the community about the educational needs of students in the future. Ms. Olmsted stated that she and Dr. Travis Lewis would be available to attend and assist any Board member’s public forum. Ms. Olmsted gave the Board members a timeline for the strategic planning process. Ms. Olmsted answered several questions from the Board members.

B) Tim DeCresie, Director of Digital Learning, continued the High School Counselors presentation from the recent Board Work Session. Mr. DeCresie introduced Jonathan Delege, Acceleration Advisor for Pitt County Virtual Academy, who shared how Pitt County Virtual Academy is working to open up virtual course opportunities to middle school students and their parents. Mr. Delege answered questions from the Board members.

C) Mary Blount Williams, made a motion to approve the statement affirming the Pitt County Board of Education’s commitment to funding interior bus cameras as presented, with a second from Worth Forbes. The vote to approve the statement was unanimous.

D) 2018-2019 Open Enrollment School List

Betsy Flanagan read a prepared statement justifying her decision to remove the 2018-2019 open enrollment list from the Consent Agenda and accept Dr. Lenker’s original recommendation to remove two schools and add three. Ms. Flanagan made a motion to accept the 2018-2019 Open Enrollment List to include Ayden-Grifton High School, Farmville Central High School, J.H. Rose High School, North Pitt High School, South Central High School, Ayden Middle, C.M. Eppes Middle School, Farmville Middle School, Wellcome Middle School, Ayden Elementary, Belvoir, Bethel School, Elmhurst Elementary, G.R. Whitfield, H.B. Sugg, Northwest Elementary, Pactolus, Sam D. Bundy, South Greenville Elementary, Stokes School, Wahl-Coates, and W.H. Robinson with a second from Robert Moore.

After much discussion, Benjie Forrest made a motion to amend the motion to add Eastern and D.H. Conley High School to the Open Enrollment list with a second from Worth Forbes. After much more discussion, the amended motion to include Eastern Elementary and D.H. Conley on the 2018-2019 Open Enrollment list failed 3 to 4 with Mary Blount Williams, Benjie Forrest, and Worth Forbes voting in favor and Robert Moore, Caroline Doherty, Betsy Flanagan, and Anna Barrett Smith voting against.

Betsy Flanagan's original motion to include Ayden-Grifton High School, Farmville Central High School, J.H. Rose High School, North Pitt High School, South Central High School, Ayden Middle, C.M. Eppes Middle School, Farmville Middle School, Wellcome Middle School, Ayden Elementary, Belvoir, Bethel School, Elmhurst Elementary, G.R. Whitfield, H.B. Sugg, Northwest Elementary, Pactolus, Sam D. Bundy, South Greenville Elementary, Stokes School, Wahl-Coates, and W.H. Robinson on the 2018-2019 Open Enrollment List passed 4 to 3 with Robert Moore, Betsy Flanagan, Caroline Doherty, and Anna Barrett Smith voting in favor and Mary Blount Williams, Benjie Forrest, and Worth Forbes voting against.

Closing Comments:

Closing comments were made by Dr. Lenker, Board Members, and Vice Chair Smith.

6) Closed Session 8:49P.M.

Benjie Forrest made a motion to go into Closed Session pursuant to General Statute 143.318.11 for the following purposes: under subsection (a)(1) to prevent the disclosure of privileged or confidential personnel information. (G.S. 115C-319 et.seq.) and under subsection (a)(3) to consult with our attorney: to preserve the attorney-client privilege and to consider and give instructions concerning a judicial action titled Billy Walls v. Pitt County Schools.

Adjourn:

Worth Forbes made a motion to adjourn with a second by Caroline Doherty. The motion to adjourn passed unanimously. Time adjourned was 9:09 P.M.

Respectfully Submitted,

Anna Barrett Smith, Vice Chair

Dr. Ethan Lenker, Secretary

Minutes Recorded by Carol Rankin

Board Work Session Minutes

DATE: February 19, 2018

PRESENT: Chair Mildred A. Council, Vice Chair Anna Barrett Smith, Caroline W. Doherty, Melinda Fagundus, Betsy Flanagan, Worth Forbes, Benjie Forrest, and Robert Moore

ALSO PRESENT: Dr. Ethan Lenker, Cheryl Olmsted, Dr. Ve-Lecia Council, Debra Baggett, Matt Johnson, Dr. Travis Lewis, Tim DeCresie, Steven Hill, and Media

ATTORNEY: Emma J. Hodson

ABSENT: Mary Blount Williams

TIME: 11:00 A.M.

PLACE: Pitt County Office Building, 1717 West 5th Street, Greenville, NC 27834

1) Welcome

Chair Council called the Board of Education Work Session to order at 11:00 A.M.

2) Facility Service Staffing

Matt Johnson, Executive Director of Operations, shared with the Board members his department has 18 open staff positions. Mr. Johnson said to help recruit and retain employees he is considering to offer an increase in salary to current employees and to new hires. He plans to use money in his budget by cutting 5 of the currently opened positions.

Other items Mr. Johnson shared included the following:

- PCS is exploring contracting custodial and/or facility services positions
- Allen Road Training Building Draft Contract to purchase paperwork is moving forward
- Chicod Ribbon Cutting is scheduled for Thursday, February 22 at 10:00 A.M.

Mr. Johnson also shared general details concerning school security with the Board members. Mr. Johnson stated that Pitt County Schools uses every event that occurs as a learning experience to improve safety and security for students and staff. Security items and needs were discussed.

Mr. Johnson stated plans are to complete the installation of access control, increase hours for retired GPD officer, and continue to review and revise the PCS crisis manual. Once additional funds are secured plans include the completions of front entrance secure corridors for the remaining schools, and upgrade camera systems and servers.

Worth Forbes requested a Closed Session to discuss security, stating security for students and staff was a responsibility of the Board. Much discussion was had among

Minutes Recorder: Carol Rankin

the Board members. Mr. Johnson and Dr. Lenker answered many questions from the Board members.

3) PCS History

Steven Hill, J.H. Rose history teacher and historian, gave the Board members an overview of his research into the history of Pitt County Schools and shared a PCS history website that he and Dr. Travis Lewis created. Mr. Hill shared many historical photos and stories with the Board members.

4) Update on Restart plans for Northwest and Falkland

Cheryl Olmsted, Assistant Superintendent of EPS, shared a refresher and review of the process involving the Restart program for Northwest and Falkland schools. Ms. Olmsted has met with the staff at Northwest but not at Falkland. She discussed Northwest's budget, staffing, expenses, and programming with the Board members. Information for Northwest included elements of the program and program details, related to staffing and other expenses, including:

- 42 teacher positions
- 10 teacher assistant positions
- 2 admin staff positions
- 3 instructional support staff positions
- Increase supplement by 3.25%
- School year will be 2 weeks longer with June 21, 2018 being the last day for students and June 24-26 being teacher workdays
- Go-Grow site
- Coding curriculum

Information related to Falkland included:

- Falkland has a larger more experienced staff
- Goal is to get Falkland on the same calendar as Northwest
- Same increase to supplement

Ms. Olmsted also shared that planning for Restart at Grifton will begin next year.

Ms. Olmsted gave the Board members a summary of the summer school program plan for 5th and 8th grade students who qualify based on EVAAS data and summer twilight extended school year plan for high school students. Ms. Olmsted stated Board approval would be needed for both plans.

5) Teacher Contracts – July 2018 and beyond

Dr. Ve-Lecia Council, Assistant of Human Resources, shared information concerning discussions and recommendations for the upcoming state guided revisions to Policy 7140, Teacher Contracts. Dr. Council shared the steps Pitt County schools has taken to be competitive in recruiting and retaining qualified teachers with surrounding countries. Dr. Council plans to have the first reading for revised Policy 7140, Teacher Contracts on the March 5, 2018 Board meeting agenda and the second reading on the April 16, 2018 Board meeting agenda.

6) Preliminary Budget Discussion

Debra Baggett, Chief Finance Officer, shared a preliminary budget with the Board members. Items reviewed included the following.

- DPI has not released Planning Allotments for 2018-2019
- Do not have the impact of Low Wealth funding yet
- Adjustments for Charter Schools and ECU Lab School growth
- Adjustments to budget for Traffic Violation Implementation
- Reduction in Central Office funding
- Loss of AIG funding flexibility
- Average increase in teacher pay of 5%
- Health Insurance Rates increase 4%
- Retirement rate increase 7.65%
- Increase of Assistant Principal pay 2%
- Fixed Cost Increase
- New Money Requests
- Capital Appropriations
- House Bill 90

Ms. Baggett and Dr. Lenker answered many questions from the Board members.

The Board members discussed a date to hold a Closed Session for the purposes of discussing security needs.

7) Board Training Updates

Chair Council shared upcoming NCSBA Webinar schedule with the Board members. The Board members discussed participating in the North Carolina School Boards Action Center (NCSBAC). Consensus of the Board was not enough information had been shared to make a decision at this time.

The Work Session adjourned at 2:29 P.M.

Respectfully Submitted,

Mildred A. Council, Chair

Dr. Ethan Lenker, Secretary

PITT COUNTY BOARD OF EDUCATION

DATE: March 5, 2018

TOPIC: Personnel Report

BACKGROUND:

The Personnel Report for March was available, prior to the Board meeting, to be reviewed confidentially by the Board members for consideration.

Should you have questions or comments requiring an adjustment, please ask the Chair to remove this item from the Consent Agenda.

SUPERINTENDENT'S RECOMMENDATION:

Board action is required

PITT COUNTY BOARD OF EDUCATION

DATE: March 5, 2018

TOPIC: Summer School Program Proposal 2017-2018

BACKGROUND:

Cheryl Olmsted, Assistant Superintendent of Programs and Services, will request approval from the Board members for the Summer School Program Proposal 2017-2018.

SUPERINTENDENT'S RECOMMENDATION:
Board action is required

**Pitt County Schools
February 2018**

**Office of Elementary and Middle School Education
Transition Plan Year 2018**

Target Students: 5th and 8th grade students who qualify based on EVAAS data

In an effort to provide a quality education to the elementary and middle school students of Pitt County, the following school year plan is submitted.

1. Provide an educational opportunity for remediation and enrichment.
2. Help boost achievement in both reading and math.
3. Assist students so they may enter school the following year on the equivalent level that they exited the preceding year. Research shows that students can drop two to three levels of learning over the summer.

Summer School Program for Elementary and Middle School Students

| | | | |
|-----------------------|---|--|---|
| Dates | June 11-14 June 18-21 | 6 Instructional Days 2 Testing Days | Student: 3-hour day Teacher: 4-hour day |
| Locations | 12 sites (see below) | 45 teachers | |
| Subjects | Reading and Math | | |
| Testing | End of Grade Math and Reading | | |
| Estimated Cost | 4-hr teacher day x 8 days = 32 hours | 32 hours x \$25 = \$800 | Cost per teacher = \$800 (excluding benefits) |

Possible Sites:

1. AMS/Grifton/AES
2. Bundy/FMS/Falkland
3. Belvoir/NW
4. Wellcome/Stokes/Bethel
5. Pactolus/GRW
6. Chicod/Hope /WI
7. CSE/WHR/AGC/RES
8. EBA/CME
9. Elmhurst/Wahl-Coates/Eastern
10. Lakeforest/SGE

PITT COUNTY BOARD OF EDUCATION

DATE: March 5, 2018

TOPIC: Extended School Year 2018 Summer Program

BACKGROUND:

Cheryl Olmsted, Assistant Superintendent of Programs and Services, will request approval from the Board members for the Extended School Year 2018 Summer Program.

SUPERINTENDENT'S RECOMMENDATION:
Board action is required

Pitt County Schools
February 2018

Office of Secondary Education
Summer Twilight Extended School Year for High Schools

Target students: Credit Recovery; Remediation

In an effort to provide a quality education to the high school students of Pitt County the following summer school extended school year plan is submitted. The purpose of the plan is to accomplish the following:

1. Credit Recovery (students who failed a course and are repeating a subset of the Standard Course of Study for the original course. The original grade remains and the recovered course is pass/fail)
2. Remediation (students who have passed a course but are seeking to improve functional skills by repeating elements of the original course)

Elements of the program:

- ❖ Provide an opportunity for those students who are one or two credits short of graduating with their cohort the opportunity to finish by June 30, 2018. This opportunity will also help to lower the dropout rate.
- ❖ Provide an opportunity for students to stay on track toward graduation with their cohort by recovering credits during the summer extended school year. This option would be for students who **failed a course**. For example this opportunity will allow students taking Math I credit recovery to then take Math II in the next school year. Likewise, students taking English II credit recovery will allow them to then take English III the following school year. Students will be afforded the opportunity to recover credits for a variety of high school courses utilizing Odyssey Ware, an online credit recovery program.
- ❖ Provide opportunity for students to improve functional skills by repeating elements of a course. This option would be for students who **passed a course**.
- ❖ Preference will be given to students who have failed a course and are completing credit recovery, based upon availability of seating and need as determined by school counselor (in regards to graduating on time with their cohort).
- ❖ If the course taken in Summer Twilight Extended School year has an associated EOC, and the student made a level 1 or 2 during the first administration, the student would retake the EOC at the end of the program.

Summer Twilight Extended School Year Program Details:

| | | |
|-----------------|--|--|
| Dates | June 11 - 30 | 9:00-12:00 or 12:00 - 3:00 |
| Location | All Pitt County High Schools | |
| Subjects | All courses available for credit recovery through Odyssey Ware | |
| Testing | June 28 and/or 29 | <ol style="list-style-type: none"> 1. Any student who is completing credit recovery for an EOC course, and previously scored a level 1 or 2 2. Any student participating in repeating the elements of a course for the purpose of improving functional skill (remediation), and previously scored a level 1 or 2 |

PITT COUNTY BOARD OF EDUCATION

DATE: March 5, 2018

TOPIC: 1st Reading of Revised Policy 7410, Teacher Contracts

BACKGROUND:

Mildred A. Council will present the 1st Reading of Revised Policy 7410, Teacher Contracts to the Board Members.

SUPERINTENDENT'S RECOMMENDATION:
Board action is not required

The board recognizes the importance of establishing a clear contractual relationship with teachers employed by the school district. All teacher employment contracts entered into by the board will meet the requirements of state law and State Board of Education policy. Nothing in this policy is intended to grant or confer any employment rights beyond those existing in law.

For the purposes of this policy, the term “teacher” is defined as a person who meets the requirements of G.S. 115C-325.1(6). An individual who is employed under a part-time teacher contract does not meet this definition of teacher; however, the board’s performance expectations established in this policy apply to such individuals.

A. Teacher Performance Expectations

The board expects teachers are to facilitate student learning and effectively carry out the responsibilities of providing a safe and orderly environment in which students become college and career ready. Teachers ~~should~~ must be familiar with the current statewide instructional standards for their teaching assignment and able to teach the curriculum effectively. The board further expects teachers to meet all performance standards established by the board, state law, and State Board of Education policy, and pursue professional development as provided in policy 1610/7800, Professional and Staff Development. Employment contracts for teaching will be granted or renewed only for individuals of proven ability who strive for excellence.

B. Superintendent’s Recommendation

The board will employ teachers upon the recommendation of the superintendent. The superintendent is expected to be able to substantiate any new contract or renewed contract recommendation with data from the selection process for an applicant (see policy 7100, Recruitment and Selection of Personnel) and with evaluation data for a current teacher (see policy 7810, Evaluation of Licensed Employees). The superintendent’s recommendation for a new or renewed contract must include the length of the term of the contract, which must be consistent with state law and board requirements as described in Section C, below. The board will follow a recommendation of the superintendent regarding the length of the contract that is consistent with law and this policy unless specific circumstances justify offering the teacher a contract of a different term. If the board or designee is not satisfied that an applicant or employee has met the standards established by the board, initial or continued employment will be denied, following any statutorily prescribed procedures. In considering the superintendent’s recommendation, the board may review any information that was in the teacher’s personnel file at the time of the superintendent’s recommendation. ~~For more information regarding a decision by the Superintendent not to recommend that the board offer a teacher a renewed contract, see policy 7950, Non-Career Status Teachers: Nonrenewal.~~

C. Determination of Contract Length

This section applies when the superintendent has decided to recommend that the board offer a teacher a new or renewed contract. For information regarding a decision by the superintendent not to recommend that the board offer a teacher a renewed contract, see policy 7950, Non-Career

Status Teachers: Nonrenewal.

A new or renewed contract will be for a term of one school year for teachers who have been employed by the board as a teacher for less than three consecutive years. For teachers who have been employed by the board as a teacher for three or more consecutive years and who are in good standing, a new or renewed contract will be for a term of two school years. After a teacher has completed a two-year contract, subsequent contracts will be for a term of four school years if the teacher is in good standing at the time of the contract offer. Non-career status teachers who started work on or before December 19, 2013, who have remained employed by the board since that date, and who are in good standing at the end of the 2017-2018 academic year are eligible for contracts for a term of four school years.

A teacher will be considered in good standing for purposes of this policy if: (1) the teacher received a rating of at least “proficient” on all standards of the teacher evaluation instrument on the two most recent annual evaluations; (2) the teacher is not currently on a Monitored, Direct, or Mandatory Improvement Plan and has not been on any such plan at any time during the current or previous school year; (3) the teacher has not received a written reprimand, demotion, suspension without pay, or other documented disciplinary action during the current or previous school year; (4) there is no other relevant performance information in the personnel file that would support a decision to disqualify the teacher from a multi-year contract; and (5) based on the teacher’s overall performance, the principal recommends the teacher for a multi-year contract.

Additionally, if a teacher leaves the board’s employment, the teacher’s prior years of service will not be considered in determining the length of the teacher’s contract should the teacher be rehired by the board.

A contract for a teacher who is not in good standing may be for a term of one year only.

A.D. Dismissal and Nonrenewal

This policy is not intended to limit the superintendent’s discretion to recommend dismissal, demotion, or nonrenewal of any teacher in accordance with law and board policy. ~~Any employee who is unable or unwilling to meet reasonable standards of the board, the standards of state law or the State Board of Education, or the terms of the employment contract may be subject to demotion or dismissal, as provided in policy 7930, Professional Employees: Demotion and Dismissal.~~ Any employee who does not meet the performance or other standards of the board, the standards of state law or the State Board of Education, or the terms of the employment contract may be subject to demotion or dismissal, as provided in policy 7930, Professional Employees: Demotion and Dismissal, or to nonrenewal, as provided in policy 7950, Non-Career Status Teachers: Nonrenewal.

Legal References: G.S. 115C-36, -47(18), -325.1, -325.3 through -325.13; S.L. 2013-360; State Board of Education Policy BENF-0009

Cross References: Professional and Staff Development (policy 1610/7800), Hearings Before the Board (policy 2500), Recruitment and Selection of Personnel (policy 7100), Evaluation of Licensed Employees (policy 7810), Professional Employees - Demotion and Dismissal (policy 7930), Non-Career Status Teachers: Nonrenewal (policy 7950)

Adopted: November 7, 2016

Revised: September 25, 2017 (*technical corrections only*)

PITT COUNTY BOARD OF EDUCATION

DATE: March 5, 2018

TOPIC: Motion to go into Closed Session

I move that we go into Closed Session pursuant to General Statute 143.318.11 for the following purposes:

- under subsection (a)(1) to prevent the disclosure of privileged or confidential student information. *(G.S. 115C-402; 20 U.S.C. §1232g (FERPA))*
- under subsection (a)(1) to prevent the disclosure of privileged or confidential personnel information. *(G.S. 115C-319 et.seq.)*
- under subsection (a)(3) to consult with our attorney:
 - to preserve the attorney-client privilege.
 - to consider and give instructions concerning a potential or actual claim, administrative procedure, or judicial action.
 - to consider and give instructions concerning a judicial action titled Kozel v. City of Greenville, Pitt County Board of Education, and other defendants.
- under subsection (a)(5) to establish or instruct the staff or agent concerning the negotiation of the price and material terms of a contract concerning the acquisition of real property.
- under subsection (a)(5) to establish or instruct the staff or agent concerning the negotiation of the amount of compensation and other material terms of an employment contract or proposed employment contract.
- under subsection (a)(6) to consider the qualifications, competence, performance, character, fitness, conditions of appointment or initial employment of a public officer or employee or a prospective public officer or employee.
- under subsection (a)(6) to hear or investigate a complaint, charge, or grievance by or against a public officer or employee.
- under subsection (a)(8) to formulate plans relating to emergency response to incidents of school violence or to formulate and adopt the school safety components of school improvement plans.