

DATE:	January 18, 2011	PRESENT:	Billy Peaden, Chair Jill Camnitz Worth Forbes Benjie Forrest Sean Kenny Jennifer Little Ralph Love, Sr. Barbara Owens Matthew Ward Christine Waters Marc Whichard Mary Williams
TIME:	7:05 P.M.		
PLACE:	Pitt County Office Building		

Chair Peaden called the Board of Education to order in Regular Session at 7:05 P. M.

Mr. Worth Forbes led the Board in the Pledge of Allegiance.

Bishop Ralph Love followed with a Moment of Silence. He shared with the Board recent deaths of people who were associated with the school system: Katrina Nava, student at Wahl-Coates; Ms. Sophie Bryant, counselor at W. H. Robinson and Ayden Elementary Schools; Ms. Erma Carr, former Pitt County Board of Education member; and Ms. Beatrice Maye, former educator and community leader.

There were no Recognitions or Public Expression participants.

Chair Peaden then offered the Agenda for consideration. Mr. Worth Forbes asked that Item “E” be added under New Business – Observance of a Moment of Silence. Mr. Forbes moved, second by Mr. Benjie Forrest, that the Agenda be accepted as presented. Motion carried unanimously.

Regarding the Spotlight on Teaching and Learning, Superintendent Beverly Reep stated that our Executive Director of Student Services Travis Lewis has left and will begin work with Student Services at East Carolina University January 19th. Since our January 10th meeting was changed to tonight due to the weather, Dr. Lewis’ last day with Pitt County Schools was Friday, January 14th, and he is not present. We had hoped to surprise him with recognition for all his hard work given for the students of Pitt County Schools. Dr. Reep stated that Dr. Lewis had begun his employment with us as a counselor at Ayden-Grifton High School followed by counseling with the Health Sciences Academy. He was then promoted to Coordinator of the Health Sciences Academy, and following Ms. Barbara Turcotte’s retirement, was the successful candidate in becoming Student Services Director. In September of 2007, he was promoted to Executive Director of Student Services as his department was reorganized and had additions of Dropout Prevention and Gateway Learning Center as well as supervising nurses, mental health agencies, counselors and social workers working in our school system. Discipline issues were also a big part of his department’s duties. Dr. Lewis implemented MEASURE, the accountability document for counselors and also was instrumental in receiving grants which provide funding for Project Success, Project Equal and the Student Success Academy. More recently, the Student

Services Department has also taken in Safety and Security for Pitt County Schools, as well as dispensing transcripts when requested. We very much appreciate all Dr. Lewis' efforts for the students and staff of Pitt County Schools and wish him well in his new position with East Carolina University.

Under Consent Items, Bishop Ralph Love, second by Mr. Benjie Forrest, motioned that the Board approve the Minutes from Meetings held November 15, 2010 and December 6, 2010, the Personnel Report for January 2010 and the Property to be Declared Surplus. Motion carried unanimously.

Under New Business, Associate Superintendent of Operations Aaron Beaulieu then reviewed the Pitt County Schools 2010-11 Facility Needs Survey with the Board. He stated that GS 115C 521A required this five-year working document be submitted to the State Board of Education with a deadline of January 10th. The Pitt County Commissioners endorsed the survey January 10th. Both the County Commissioners and the Board of Education are asked to certify the needs of the district, but not necessarily constitute endorsement of or commitment to funding the projects. Mr. Beaulieu commented that this data outlines over \$154,000,000 in school construction needs. He also stated that decisions outlined in the proposed projects intend to maximize utilization of the current structures and prepare for increased student enrollment as well as aging facilities. Mr. Beaulieu reported that over the next ten years, we will possibly grow our smaller high schools and propose the building of two new elementary schools. A variable in these numbers is that the data used was obtained from school year 2009-10. Student Information Director Kay Weathington and OREd Representative Mike Miller are in the process of updating the student information and geocoding data. Mr. Beaulieu also mentioned the comparison of seats needed using a 90% capacity versus 100% capacity variant. He stated the largest projected growth over the next ten years is in grades K-5 with a 2,081 student increase, middle school is 563, K-8 is 738 and high schools are expected to grow by 323 students.

Mr. Beaulieu reported to the Board that we are not yet sure which attendance area the new elementary school, Lakeforest, will be in as students will be pulled from three different schools to fill this space. He further commented that currently there are 23,267 students enrolled in our school system with a projected membership of 27,000 students over the next ten years. Over the next two-year period, we have three proposed projects: Chicod School, A. G. Cox Middle School and relief for Grifton School. Moving forward on these projects will be decided by the Board of Education at a later time. Mr. Beaulieu briefly mentioned summaries and projections for the 2-5 and 6-10 school years.

Mr. Worth Forbes asked if any decisions have been made in regards to the Third Street Center or the land the building is on. Mr. Beaulieu stated no decision has been made.

Mr. Sean Kenny questioned the drop in membership at the high school level projected beginning with the 2016-17 school year. Mr. Beaulieu explained that there are periods of decreased enrollment for various reasons, i.e. economic crisis or change in kindergarten age appropriate cut-off date. He stated that the ADM year-long figure for each school is obtained on the 20th day of school. Mr. Beaulieu stated the overall number of students has grown, but there are dips in the ADM for various schools at different times. Mr. Kenny commented that the dropout rate is

getting better in some high schools and is this a consideration in looking at capacity numbers. Mr. Beaulieu stated that this is a humanistic factor, not a mathematical factor used in geocoding. Superintendent Reep again stated that the State allows us to use the 20-day number throughout the year when data is requested. She stated students can enroll or drop, but the data number won't change until day twenty of the next school year. Basically Dr. Reep stated the dropout data is a year behind. Mr. Beaulieu stated two years ago there was a large fluctuation in the overall student growth projection which was a state phenomenon and not clearly defined. Ms. Jill Camnitz stated if the total kindergarten class size was small in a particular year, that same class would be low in number when they enter high school.

Mr. Kenny also noticed the cost of renovating a school versus the cost of building a new school. He questioned with a small difference in total cost, would it be best just to build a new school. Mr. Beaulieu stated there would need to be individual school calculation costs which are driven by a State cost work sheet. He gave an example of Chicod School with its oldest section being built in 1929. Its renovation is planned in four phases and its core will essentially be 90% new when construction is complete. Mr. Beaulieu added that the figure provided for construction of a new school is the cost of an elementary school; a middle school or high school would be greater.

Ms. Christine Waters asked regarding A. G. Cox Middle School and the land available for increasing its size. Mr. Beaulieu reported that A. G. Cox is land locked with drop off and pick up of students being accomplished using side streets. He added that there are approximately 1,100 students enrolled at Cox currently and renovations will set enrollment capacity of 800. Superintendent Reep reported that there are sixteen modular units in place at A. G. Cox at the present time.

Ms. Waters then mentioned renovations at South Greenville Elementary costing in the range of \$5,000,000 with Mr. Beaulieu commenting most of that cost would be in adding a multipurpose room space and renovating the cafeteria. He informed the Board that the students currently are using a city recreation center which is adjacent to the school for their physical education classes.

With no further discussion, Mr. Worth Forbes, second by Dr. Matthew Ward, moved that the Pitt County Schools 2010-11 Facility Needs Survey be approved by the Board. Motion passed unanimously.

Superintendent Reep then shared with the Board the third criteria regarding Unitary Status – Facilities. Dr. Reep stated she and the staff have studied case law to see how other school systems received Unitary Status and what criteria they used. She said they had looked at the annual reports made to the community from Charlotte/Mecklenburg Schools after receiving Unitary Status and what factors they used. Dr. Reep reminded everyone that the focus schools are in bold red and everyone can see how their data compares to the district average. Data shared square feet per pupil space for the cafeteria, classroom, gym, media center and school as a whole. She stated from case law, the issue here is equity across the district and access per student, i.e. no gym in a school – how do we provide access in that school for students to have physical activity that will mirror what the rest of the district has. Dr. Reep looked for a 10% margin in comparison with the district average with Chicod, Belvoir and South Greenville showing less than the district margin which will make them vulnerable. Chicod is already a

proposed project which we hope we will be able to fund. Belvoir and South Greenville have thus far shown up on all the criteria we have used for measurement, which indicates vulnerability in seeking Unitary Status for the district. Superintendent Reep asked that the Facility Committee consider this data in achieving Unitary Status to see what we need to do in the focus schools. She also posed the question of there being funds available to move on projects discussed. Dr. Reep feels these focus schools should have priority for window replacements, new roofs and other renovations. She also stated in case laws square footage per student would need to be addressed at A. G. Cox, W. H. Robinson, D. H. Conley, Ridgewood and Chicod. In this regard, student reassignment and future construction projects will help us address some of these issues. Superintendent Reep felt no big issues were found with window units and past construction schedules are also provided.

Ms. Jill Camnitz asked could we look at all schools which do not have a gym, not just the focus schools. Ms. Mary Williams asked how can we determine what schools we prioritize. Dr. Reep stated we look at ten years of data on the focus schools and if other schools have issues, we address those too but consider the length of time involved. Mr. Beaulieu commented that a list of what renovations are necessary – windows, paving, roofs and others – will be compiled and presented to the Facilities Committee. Once recommendations are decided, these will be presented to the Board for approval. He reported that some projects may be bumped up to meet the December 1212 deadline given by the Court.

Federal Programs Director Sylvia Mizzelle came forward to request approval from the Board for the 2010-11 Supplemental Educational Services Vendor Contracts – Title I stating we are using ten vendors which are approved by the State Board of Education for the 2010-11 school year. Ms. Mizzelle described this process as part of No Child Left Behind – now changed to the Elementary and Secondary Education Act as it was before - with \$1,224 per child being available for thirty hours of tutoring with two sessions held each year being held at fifteen different school sites. She gave several informational factors involving the ESEA Program as noted below:

What are supplemental educational services?

Supplemental educational services are extra academic services such as tutoring and other academic enrichment services offered outside of the regular school day to help eligible students improve in reading, writing and math.

When must Title I schools offer SES?

Title I schools that haven't met state target goals for Adequate Yearly Progress (AYP) for two or more years in the same subject (reading/language arts or math) enter Title I School Improvement.

Who is eligible to receive SES?

Economically disadvantaged students, those qualified to receive free or reduced-price lunch, are eligible to receive the services regardless of their academic performance. This differs from public school choice which is available to all enrolled students in the school.

How do parents get free tutoring services for their children?

Each year, school districts notify parents of eligible students that free tutoring services are available, identify state-approved area providers, and describe providers' services. Parents respond, within the timeline outlined in the notice, as to whether they are interested in receiving services for their child and indicate a service provider, if a choice is available.

What if parents of eligible students do not want supplemental educational services for their children?

Parents may waive the right for their child to receive services. In this case, parents may be asked to sign a waiver form stating that they decline the services on behalf of their child.

Mr. Worth Forbes commented that the State has done a poor job of eliminating vendors who do not give adequate service for these students. Ms. Mizzelle stated this is true in that it takes two consecutive years of inadequate feedback for a vendor before their name will be removed from the State list. Mr. Forbes stated he hoped if Pitt County has poor service for our students from a vendor that it will indeed be reported with Ms. Mizzelle affirming this action. She further stated that such vendors have been asked to meet with appropriate staff to discuss issues, and that the Department of Public Instruction makes random visits to schools to observe vendors.

Mr. Billy Peaden asked was all this money spent as some parents did not want their child to participate in the program even though he/she is eligible. Ms. Mizzelle stated there is a list of students waiting and they will select the next child who has the greatest need. Mr. Worth Forbes commented that this is a system-wide program in the fifteen participating Title I schools and not particular to one school. Ms. Mizzelle stated that the End-of-Grade Scores are used when selection of a student is made. Mr. Sean Kenny asked what measures the success of a student using these vendors. Ms. Mizzelle stated the State monitors the program statewide using an outside company who looks at the End-of-Grade scores for a student to see if he/she has made progress. Mr. Kenny asked could the vendors come on school property with Ms. Mizzelle stating yes, as well as some vendors provide on-line services. Mr. Kenny questioned background checks on the vendors who come on campus with Ms. Mizzelle stating the vendors are checked by the State and charged an hourly facility fee to use one of the school classrooms which is handled by Community Schools and Recreation.

Ms. Mary Williams asked about the application for vendors with Ms. Mizzelle explaining that the extensive application is sent to the State who approve or deny the vendor. She stated the vendor states where they want to serve and what resources they have available. Once they are accepted, they set up vendor fairs in a school and parents are given the opportunity to come in and see what resources will be offered to their child during the tutoring sessions. Ms. Williams asked about other resources offered, i.e. students with disabilities, besides academic services. Ms. Mizzelle explained that this program is only associated with instructional services and improving academic achievement for a child. She commented that there are other programs available for specific needs in other areas.

Ms. Sean Kenny asked then if a parent could select the provider they want to help their child with Ms. Mizzelle stating yes. He also asked if the on-line resources have to be used while at school with Ms. Mizzelle stating no, they can be accessed at home.

Ms. Jennifer Little stated that consistently it looks as though about half the children are involved with this program and how can we get more children involved. Ms. Mizzelle reported that her staff and different schools have tried many different methods to appeal to these parents, but still many will not sign their children up to receive these services. She commented that they often start with a larger group, but they eventually drop out and do not finish the session.

With no further questions, Bishop Ralph Love moved, second by Ms. Jennifer Little, that the list of vendors be approved as presented. Motion passed unanimously.

Chair Billy Peaden then asked Superintendent Reep to lead a discussion of current vacancies in light of budget shortfalls for the upcoming 2011-12 school year. Dr. Reep stated the Board had asked for this discussion, and she was not sure about the information they desired. Mr. Worth Forbes asked about the anticipated teaching position cuts in light of conversations regarding the budget from Raleigh. Assistant Superintendent of Finance Michael Cowin reported that according to DPI scenarios, there will be approximately 80 teaching positions eliminated. Mr. Marc Whichard asked will most of these be retiring or fruition positions. Mr. Cowin stated we will lose 80 positions across the district and the future of teacher assistants is unknown. He did state that Job Stimulus money held over this year in anticipation of a lower budget for 2011-12 will help with some reductions. Mr. Whichard asked has a number for administrative/clerical staff been given and Mr. Benjie Forrest asked regarding central office staff. Mr. Cowin stated six or seven assistant principals may be lost as well as one and a half central office administrative positions. He added that these numbers do not include custodial or clerical staff.

Dr. Reep reported that we have two administrative positions which currently need to be filled – the K-8 Director and the Students Services Director. Mr. Forbes commented that he had heard from many teachers who have a fear of losing their jobs and yet central office can hire two administrators. He stated that the teachers are the ones who work closest with the students. Mr. Forbes feels we should hold off on filling these positions until we know what is going to happen with the budget. Mr. Whichard agrees with Mr. Forbes and feels the teachers drive the school system and hopes their fear will not reflect in EOG/EOC scores for students. Mr. Cowin then stated that the Governor, the Senate and the House will all present very different scenarios for the 2011-12 budget as compared to DPI's.

Ms. Chris Waters discussed all the programs that Student Services Executive Director Travis Lewis supervised as mentioned by Dr. Reep earlier tonight. She commented that it will take five or six different people sharing the duties of his job plus their own and will they be compensated for these extra duties. Superintendent Reep stated that administrative personnel were already taking on more responsibilities in their jobs due to previous cuts and have not been compensated in any way. She did state that after the retirement of Colonel Jesse Hinton, Safety and Security was moved to Student Services, Dr. Lewis received no compensation but Ms. Beverly Roberson was promoted to Student Services Specialist and as an hourly employee, was given an increase in pay. Ms. Waters stated that though Dr. Lewis was not a teacher, his position has an impact on the children through nurses, counselors and social workers. Dr. Reep stated that central office has made reductions when everyone else had to make reductions, and she stated we will make reductions in our area this time just as everyone else will. Superintendent Reep did ask the Board that they allow her to make the reductions that she feels will be best for the

system. She mentioned the possibility of hiring part-time replacements until the spring to see what develops with the budget. Dr. Reep mentioned an example of the Crisis Team, which fell under Student Services and has been used many times in recent years with the death of a student, faculty member or other need that occurred. This has been divided amongst senior staff which will not be carried out as efficiently, but will get the job done.

Dr. Matthew Ward asked are other positions open or has a freeze been implemented. Dr. Reep stated there is not a freeze in place at any level. Mr. Benjie Forrest stated that we need to be careful and not hire someone now, and then in July, have to let them go with the new budget in place. Ms. Jill Camnitz referred to Dr. Reep's comment and stated the Board needs to let her run the system efficiently and allow her to use her best judgment in doing so. She commented that we want to say to the State – let us decide where our cuts will be – and we need to allow Dr. Reep to have that authority in her department also. Mr. Marc Whichard shared the same feelings as Mr. Forrest, not hire someone now and then let them go in July. Mr. Worth Forbes asked what message are we sending to teachers – asking them to do more with less and have increased class sizes too. He commented that anything happening at the central office travels quickly through the system and some already feel that the central office is “top heavy”. Mr. Forbes stated he did not say this is true, but we have to be careful of the message we send to others.

Ms. Mary Williams stated Dr. Lewis held an important position and he played a vital role in what happens with our students. She agrees with allowing Dr. Reep and Assistant Superintendent of Human Resources Delilah Jackson deal with the hiring. Ms. Williams commented that it is the era for excitement with cohorts being the tool to help other teachers. She stated that not paying employees for additional work responsibilities and multitasking is not right and our students will suffer in the end. Mr. Sean Kenny commented that he respects what Mr. Forbes has stated, but he also knows that counselors need guidance and it's not our place to micromanage. He feels the Board needs to put their faith in Dr. Reep and allow her to do her job.

Ms. Jennifer Little asked for clarification of the two positions mentioned with Dr. Reep responding they are the K-8 Director and Student Services Director positions.

Dr. Matthew Ward commented that he had been listening to the conversation and understands what Mr. Forbes is saying. He further stated that we are not talking only of teachers, but should be concerned about the total system employees. Any and all may be subject to losing their jobs and have a fear of the budget for the 2011-12 school year. When you have twenty to thirty students in a classroom and a teacher assistant is taken away, that is a lot of students for a teacher to control. Dr. Ward stated we need to recruit staff and offer them incentives to keep them in place. He also stated that some might think he includes all staff because he worked in Quality Control for Pitt County Schools, but that is not the case. Dr. Ward feels every position is necessary to make our school system function as a unit.

Bishop Ralph Love asked Superintendent Reep to please state her position. Dr. Reep responded that she felt the wisest move to make would be to fill the two positions on an interim basis until we know what the budget will be. Possibly hiring part-time employees and using cost-wise judgment is mandatory she stated. Dr. Reep stated everyone's concerns are heard and

commented that the new Reduction in Force Policy allows the option that not necessarily the last one hired will be the first one to go. With adequate documentation that an employee is not doing their job and performance being a key factor for keeping your job, RIF will make a difference in who is let go. Dr. Reep stated that our turnover rate has slowed down. She also informed the Board that with 100 positions previously cut due to budget shortfalls, only two employees actually lost their jobs. Retirement, relocation, changes in professions and other vacancies afford most of our staff an opportunity to remain with Pitt County Schools.

Ms. Barbara Owens asked with Dr. Lewis and Ms. McLawhorn leaving, do we have their positions covered for the remainder of this school year. Dr. Reep stated bringing in several retirees would help us complete the year and afford us the opportunity to see what the budget will be.

Mr. Worth Forbes commented that he wanted to be on record that his concern was not only for teachers, but all employees of the Pitt County School system.

Mr. Forbes then made a motion that the Policy Committee draft a policy requiring Observance of a Moment of Silence daily for students and staff that follows the announcements and Pledge of Allegiance beginning with the 2011-2012 school year. Mr. Benjie Forrest gave a second to this motion. For discussion, Mr. Forbes quoted N.C.G.S. §115C-47. Powers and duties generally; G.S. 115C-36 Local boards of education shall have the power or duty: Item (29) Local boards of education have the authority to authorize the observance of a moment of silence, not to exceed one minute, at the start of class each morning. This action will afford students and teachers a moment of quiet reflection at the beginning of each day in the public schools, to create a boundary between school time and non-school time and to set a tone of decorum in the classroom that will be conducive to discipline and learning. Such period of silence shall be totally and completely unstructured and free of guidance or influence of any kind from any sources. Mr. Forbes commented that the students will remain seated and silent with no other activities occurring, but this time period shall not be conducted as a religious exercise.

Ms. Jennifer Little stated she needed to hear from her constituents before making a decision regarding this suggestion. Ms. Jill Camnitz asked could a survey be placed on the Pitt County Schools website so the community could give their response to this suggestion and also poll the teachers for their response. Ms. Christine Waters stated she worked the last ten days of school last year in a classroom and it was an interesting experience. The first day she was in place, students would not even stand for the Pledge of Allegiance to the flag, but sat around talking to other students. Following the incident, she took appropriate action to correct the class behavior. She stated she supported the suggestion personally, but she feels she cannot ask her colleagues to be responsible for trying to keep students quiet. Ms. Waters commented that this is one more thing we are asking teachers to do, and she doesn't think Mr. Forbes realizes what he is asking of our teachers. Mr. Forbes quickly responded that he definitely knows what he's asking as he's been in education for thirty years. He commented that if we can't keep students quiet at the beginning of the day for one minute, then we have a problem in the system regarding discipline. He's heard that suspensions are down and everything is looking good regarding behavior; but now he's hearing that a teacher can't control his/her students for the Pledge of Allegiance. As a Board member, Mr. Forbes stated he will not make decisions based on what the parents and

students that he represents would like, but will make his decision based on what he feels is best for the students. This is the reason he is recommending this policy – he feels for the student at a school who never has anyone speak to him and needs a minute for quiet reflection.

Ms. Barbara Owens asked where all this is coming from. She wanted to know how we can ask folks to do this and then enforce it. Ms. Owens stated she has a problem making this into a policy and feels the survey will give others a chance for input regarding the suggestion.

Mr. Sean Kenny asked was this a request for the Policy Committee to draft a policy regarding Observance of a Moment of Silence, not setting this plan in stone tonight. Mr. Forbes responded yes, this is only a request for the Policy Committee to draft such a policy. Mr. Kenny stated he also would prefer to hear from his constituents before making a decision.

Mr. Benjie Forrest then “called for the question”. Ms. Jennifer Little then asked do we need a motion to consider a survey first. In-House Attorney Rob Sonnenberg stated that we have a motion on the floor with a second and a vote from the Board is needed regarding that motion.

For clarification, Mr. Worth Forbes, second by Mr. Benjie Forrest, moved that the Policy Committee draft a policy that requires each school to have a Moment of Silence daily for students and staff that follows the announcements and Pledge of Allegiance beginning with the 2011-2012 school year. Those in favor of the motion were: Mr. Benjie Forrest, Dr. Matthew Ward, Mr. Worth Forbes, Ms. Mary Williams, Bishop Ralph Love, Mr. Billy Peaden, Mr. Sean Kenny and Mr. Marc Whichard. Those opposed were: Ms. Barbara Owens, Ms. Jennifer Little, Ms. Jill Camnitz and Ms. Christine Waters. Motion passed. Attorney Sonnenberg stated the Policy Committee will begin work on drafting said policy.

Ms. Jennifer Little then moved, second by Mr. Sean Kenny, that a survey be implemented to hear from constituents using all means possible regarding a proposed policy requiring Observance of a Moment of Silence in all schools. She asked that the survey be placed on the Pitt County Schools website, in the Daily Reflector and other places to get the information out to the public for their input. Bishop Ralph Love asked how do you know you will hear from all your constituents. Ms. Christine Waters stated all will not respond, but at least you will hear how some of your constituents feel regarding the proposal. Ms. Barbara Owens commented when you ask your constituents for their comments, we have involvement from the public to help us make our decision. Mr. Sean Kenny asked could we survey our faculty separately with Dr. Reep responding that we will find a way.

With no further discussion, the Board voted on the motion of sending a survey for constituents to respond regarding a proposed policy requiring a Moment of Silence be observed in all Pitt County Schools. Those in favor of the motion were: Dr. Matthew Ward, Ms. Jill Camnitz, Mr. Marc Whichard, Ms. Barbara Owens, Mr. Sean Kenny, Ms. Christine Waters, Ms. Jennifer Little and Bishop Ralph Love. Those opposed were: Mr. Worth Forbes, Mr. Benjie Forrest, Ms. Mary Williams and Mr. Billy Peaden. Motion carried.

Under Old Business, Superintendent Reep informed the Board that Administrative Assistant Brenda Pippin has tried diligently to try to find a date that our five Pitt County Legislators and

our Pitt County Board of Education members could meet to discuss our priorities for the 2011-12 school year. Only two responses were received before the planned meeting date of January 18th. Eventually we did hear from four of the five and it was stated that perhaps better success would occur if we take a delegation to Raleigh after the General Assembly is called into session January 26, 2011. Representative Marian McLawhorn has stated she will work with us in contacting the other legislators and will set up a conference room for our combined meeting. We will work on a date and time to proceed with this meeting and contact you with further information.

Under comments by the superintendent, Dr. Reep presented Board members with thank you cards from the AIG students for Physics Day held earlier in the year. She also stated she appreciated the support from the public and the Board regarding weather decisions made and exams were implemented as scheduled. In this regard, she thanked the custodial and maintenance staff for the excellent preparations made for the ice and snow to keep our students and staff safe throughout the system.

Superintendent Reep stated the Reassignment Transition Plan for August 2011 is being developed, and she will send this to the Board in the next few days. She discussed Federal tax dollars being used for No Child Left Behind and commented that parts of the plan have not had much accountability attached to them. Dr. Reep stated we might want to contact someone we voted for and let them know how we feel as IDEA is up for reauthorization and changes could be implemented to make this more successful and accountable.

In closing, Superintendent Reep stated Chair Peaden has started calling her “Mama” over the last few weeks; and she wants to inform every Board member that though the staff puts the Agenda for Board meetings together, any or all Board members may place an item on the Agenda by letting us know in advance and we are here to help with preparations. In doing so, everyone will have the opportunity to know when they receive their Agenda book what items are going to be discussed.

Chair Peaden told everyone that a central office employee had stopped by to see him one morning at 4:45 a.m. as he was out and about checking the roads, and it was a big surprise to see him out and about that early. He also reminded everyone of the Finance Committee meeting on Wednesday, January 19, at 5:00 p.m.

Mr. Benjie Forrest also stated he was going to remind everyone of the Finance Committee meeting and asked all to come and listen to what Assistant Superintendent of Finance will share regarding the budget. He also informed everyone that the Future Farmers of America Alumni Meeting had been canceled due to the weather and was changed to February 15 at 7:00 at the Pig Palace with Mr. Norris Tulsan speaking on biotechnology.

Ms. Jennifer Little congratulated the seniors for completing their senior projects and the South Central High School Cheerleaders for receiving the State title. She also spoke of the National Board Teachers receiving their awards and their hard work in accomplishing this. Ms. Little acknowledged E. B. Aycock student, Ms. Maxine Ford, for her performance at the Community Breakfast and thanked Pitt Community College staff, Dr. Dennis Massey and the Trustees for the nice reception for the Board of Education held earlier in the month. In closing, Ms. Little asked

the Chair that the Policy Committee address the Tardy Policy for revisions and that reduction in size, time to serve and election terms of the Board of Education be addressed as an Agenda item in February since the General Assembly will be meeting in long session during the current year.

Dr. Matthew Ward stated he is glad to be present on the Board and thanked Dr. Reep for speaking at a Celebration in Winterville last Sunday and stated he liked her style. He commented that she just didn't go there to speak, she went there to be a part of the celebration.

Ms. Jill Camnitz stated she agreed with Ms. Little on discussing the terms of the Board of Education members while the General Assembly will meet in long session. She also asked Dr. Reep for clarification of the numbers being revised by OREd and Director Kay Weathington and where that data stood.

Mr. Marc Whichard commented that this Board meeting was much better and more congenial than the last which is a very positive thing. He stated that everyone was respectful and listened to each other. Mr. Whichard also mentioned two outstanding educators in the audience, Ms. Sarah Davenport and Ms. Barbara Rouse and thanked them for coming.

Ms. Barbara Owens also stated that indeed it was a different meeting tonight and asked others to follow and work together for the school board. She wanted to look up the term leadership but couldn't find her dictionary after having moved, so she came up with the following thoughts. Leadership - one who leads. One who succeeds in leading others to lead. One who inspires a working relationship between all those with whom the leader works. One who leads in a manner that is never negative but always positive, even when dealing with negative and profound topics. One who trusts and respects and is accountable for their actions. Ms. Owens stated she said this to herself as well sharing it with the twelve of us, let's do this. We can do it and we will.

Mr. Sean Kenny commented that all Christmas performances he attended related to the schools were great. He also mentioned the enthusiasm exhibited by the Conley Crazies during the recent 40th year anniversary D. H. Conley celebration and the outstanding ovation given for Ms. Pearl Frizzell and her many years of service to the students and staff of Pitt County Schools. Mr. Kenny informed everyone that he, Ms. Waters and Dr. Ward will be attending the 101 New Board Member Training this week. He invited everyone to attend and see the excellent PAGE math and science project exhibits with active participation which will be held at C. M. Eppes Middle School on Monday, the 24th. Mr. Kenny stated he has also discovered what it is like being on the Board regarding recent weather phone calls with many agreeing with the school administrative decisions made and many not agreeing with the decisions made. He commented that he thought the Moment of Silence is a good suggestion for our Board meetings which he has previously expressed to Chair Peaden. He then stated that the Policy Committee is set to meet on Valentine's Day and there will be a moment of silence in his house regarding this!!

Ms. Mary Williams wished everyone a Happy New Year!! She thanked all the support staff and the bus drivers during the past inclement weather. Ms. Williams commented on the excellent Christmas plays she saw at Pactolus and Bethel Schools, and closed by stating that she, staff, parents and students will miss Dr. Travis Lewis' support.

Ms. Christine Waters stated most of her thoughts have already been expressed by other Board members. She did thank everyone who has given her rides to different functions since her leg injury over Christmas. Ms. Waters feels it's important that each individual Board member work with all Board members as a team.

Mr. Worth Forbes thanked Mr. Beaulieu, Dr. Reep and all others involved in make decisions regarding the weather and also expressed a big thank you to all custodians, bus drivers and others who made our schools safe for our students. He too mentioned the 40th year celebration at D. H. Conley and shared a story involving himself and a friend and the way Ms. Pearl came to their rescue many years ago when he was a student. Mr. Forbes also congratulated the teachers who have received their National Board certification.

Bishop Ralph Love then moved, second by Mr. Benjie Forrest, 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 that the Board adjourn at 10:20 p.m.

Respectively Submitted,

Mr. Billy Peaden, Chair

Dr. Beverly B. Reep, Superintendent