

Pitt County Board of Education
Pitt County Office Building
1717 West 5th Street, Third Floor Board Room
May 7, 2018

AGENDA

The Pitt County Board of Education will meet in Regular Session on May 7, 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: Worth Forbes, Board Member
 - C. Moment of Silence
Presenter: Worth Forbes, Board Member
2. Routine Business
 - A. Adjustments to the Agenda - **Board Action is Required**
 - B. Spotlight on Teaching and Learning
 - 1) GR Whitfield Biogen Spark Video Contest - Dr. Adam Philipps, Tracy Gibbs, and Fritz Robinett
 - 2) Ayden Middle STEM Students - Technet Symposium and Exhibition - Anthony Wade and Fritz Robinett
 - 3) John C. Park Award - Shannon Wainwright and Fritz Robinett
Presenter: Dr. Travis Lewis, Director of Community and Student Services
 - C. Public Expression 3
Presenter: Mildred A. Council, Board Chair
3. Consent Items for Approval - **Board Action is Required**
 - A. Board Minutes 4
Presenter: Carol Rankin
 - B. Revised Policy 4316, Student Dress Code and Appearance 15
Presenter: Dr. Ethan Lenker, Superintendent
 - C. Personnel and Substitute Reports for May 7, 2018 - **CONFIDENTIAL** 20
Presenter: Dr. Ve-Lecia Council, Assistant Superintendent of Human Resources
 - D. Annual Personnel Action Report for 2018-2019 - **CONFIDENTIAL** 21
Presenter: Dr. Ve-Lecia Council, Assistant Superintendent of Human Resources
4. Closing Comments
 - A. Comments by the Superintendent
 - B. Comments by the Board Members

C. Comments by the Board Chair

5. Adjourn

PITT COUNTY BOARD OF EDUCATION

DATE: May 7, 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: May 7, 2018

TOPIC: Board Minutes

BACKGROUND:

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

- Emergency Board Meeting held on April 26, 2018
- Joint Board Meeting held on April 16, 2018
- Regular Board meeting held on April 16, 2018
- Closed Board Session held on April 16, 2018- **CONFIDENTIAL**
- Board Work Session held on April 16, 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

Emergency Meeting Minutes

Date: April 26, 2018

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

Attorney: Emma J. Hodson

Time: 8:30 A.M.

Place: Pitt County Office Building, 3rd Floor Boardroom

1) Start of Meeting:

A) Chair Mildred A. Council called the Board of Education Emergency meeting to order on April 26, 2018 at 8:30 A.M.

2) Prioritize School Security Budget Requests

Dr. Lenker, shared the original school security priority list previously approved by the Board members. Dr. Lenker asked the Board members to set a numerical prioritized list as requested by the County Commissioners. After much discussion between the Board members, Dr. Lenker and Senior staff, Worth Forbes made a motion, with a second from Caroline Doherty, to numerically prioritize the School Security list as follows,

1. SRO Positions
2. Secure Corridors
3. School Counselors
4. Internal Cameras
5. Bus Cameras

The motion passed unanimously.

3) Adjourn:

Caroline Doherty made a motion to adjourn with a second by Worth Forbes. The motion to adjourn passed unanimously. Time adjourned was 9:04 A.M.

Respectfully Submitted,

Mildred A. Council, Chair

Dr. Ethan Lenker, Secretary

Minutes Recorded by Carol Rankin

Board Meeting Minutes

DATE: April 16, 2018

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

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

ATTORNEY: Emma J. Hodson

TIME: 6:30 P.M.

PLACE: 3rd Floor Boardroom, Pitt County Office Building, 1717 West 5th Street, Greenville, NC 27834

1) Start of Meeting

A) Chair Council called the Board of Education Regular Board meeting to order at 6:30 P.M.

B) Betsy Flanagan led the Board members in the Pledge of Allegiance and ended with a prayer.

2) Routine Business

A) Adjustments to the Agenda

Robert Moore made a motion, with a second from Caroline Doherty, to approve the Agenda as presented. Motion to approve was unanimous.

B) Spotlight on Teaching and Learning

1) Fritz Robinett, District Specialist - Elementary & Middle Grades Science, introduced Wintergreen Intermediate's 4th Grade Jr. Varsity Science Olympiad Team and stated the JV team won fourteen of the nineteen Science Olympiad events this year. The team members included Hun Lim, Harrison Boardman, Kennedy Bunting, Natalie Dunnigan, Lena Zurface, Bella Cooper, Mary Elizabeth Heritage, Kylie Castro, Brielle Berkowitz, Casey Foeller, Tarika Bharatheswaran, Juliet Howard, Deja Carlos, Kenzie Letchworth, Juliana Holton, Montana Cook, Jessie Curtis, and Griff Brimhall. Caroline Doherty, on behalf of the Board members, presented each team member with a "Creating Excellence in the East" Award.

Mr. Robinett also introduced Wintergreen Intermediate's 5th Grade Varsity Science Olympiad Team and stated the Varsity team won thirteen of the nineteen Science Olympiad events. The team members included Arianna Lee, Elyana Hvastkovs, Melanie Thompson, Jiah Lee, Jiwoo Lee, Cassidy Jagde, Junan Lee, Will Malpass, Camila Vargas, Josie Motsinger, Abraham Ahmad, Stephanie Giurcanu, JT Anderson, Yaseen Sheikh, Elise White, Brooke Bundy, Steven Edwards, and Betsy Birrueta.

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Caroline Doherty, on behalf of the Board members, presented each team member with a “Creating Excellence in the East” Award.

2) Tim DeCresie introduced the students from Creekside Elementary for winning 1st place in the PAM PACK Math Competition. Mr. DeCresie stated this was the fourth year in a row that Creekside has won this competition. Students on the PAM PACK Math team included; Isabela Saenz, Josh Gore, Steven Shearin, Christina Potter, Vivi Smith, Pranab Mitra, Daniel Hinkle, Elina Shearin, Jackson Arriagada, Lucus Lehman, Brady Kurnat, Rex Augustson, Katie Morris, and Kayle Foster. Betsy Flanagan, on behalf of the Board members, presented each Creekside Elementary student with a “Creating Excellence in the East” Award.

Tim DeCresie introduced the students from A.G. Cox for winning the PAM PACK Math Completion. Students on the PAM PACK Math team included Jolin Yang, Emily Grubbs, Kailee Grubbs, Vivek Lanka, Ben Arriagada, Caleb Spruill, Elliott Williams, Sthir Mitra, and Tyler McCarren. Anna Barrett Smith, on behalf of the Board members, presented each A.G. Cox student with a “Creating Excellence in the East” Award.

3) Coach William Knight thanked the administration for their support. Coach Lauren Wasilick introduced the North Pitt High School Basketball Team for winning the State Championship. The team members included Shakyra Bryant, Jakeyria Crawford, Brianna Dillard, Tamia Frizzell, Ashanti Hines, Alyssa Kerns, Nyjanique Langley, Emilee “Gracie” Meeks, Nautika Newton, Cassandra Watson, Tjuanna Williams, and Kyasia Willis. Coaches included Head Coach William Knight, Dwayne Hines, and Lauren Wasilick. Managers included Brianna Kerns, Tiana Parrish, Ashanti Wilson, and trainer Michelle Sanders. Mary Blount Williams, on behalf of the Board members, presented each North Pitt High School Basketball Team member with a “Creating Excellence in the East” Award.

4) J.H. Rose High School Track Coach Dennis Dixon thanked the Board for recognizing Jordan Sales and introduced Ms. Sales for being named the 300 Meter Indoor Track State Champion. Coach Dixon shared that Ms. Sales not only was named the State Champion but also set a new several State records. Ms. Sales addressed the Board members and thank them for recognizing her. Robert Moore, on behalf of the Board members, presented Ms. Sales with a “Creating Excellence in the East” Award.

5) Larry Donley, Regional Operations Director for Northeast Prosperity Zone, and Brandy Bragg, Northeast NC Career Pathway Facilitator, presented NCWorks Certified Career Pathways for Health Care Careers in the Northeastern Region certificates to Beth Ann Trueblood and Dr. Ethan Lenker. Mr. Donley stated that Pitt County Schools working with Pitt Community College and business partners, including Vidant Health, have earned the NCWorks Certifications. A NCWorks Certified Pathway certificate honors the collaboration among workforce and education partners in the Northeast region for implementing a comprehensive plan to prepare local job seekers for high-demand industries. Lisa Lassiter with Vidant, was also presented with a Health Sciences Academy certificate. Each PCS high school received a certificate that

Minutes Recorder: Carol Rankin

states “This pathway meets the state’s rigorous requirements for certification and demonstrates the importance of employer-led, integrated strategies to connecting talented job seekers to employers.” The importance of being certified ensures that students who follow each path will take courses in high school that will give them college credit for specific Health Science pathways.

C) Public Expression

Myana Mabry, D.H. Conley High School’s SGA President, Kennedy Davis, DH. Conley Sophomore Rielle Zboyovsky, and Senior Class President, came to share many ideas to help make Pitt County Schools safer.

Lisa Reardon, a J.H. Rose High School parent came to address the topic of school security and asked that school officials get parents involved.

Tierney Reardon, a J.H. Rose student, came to address the topic of school security and asked where students can confidentially report information or give suggestions for improving school safety.

3) Consent Agenda

Robert Moore made a motion to approve the consent items as presented, with a second from Betsy Flanagan. The Consent Agenda items included the following:

- March 19, 2018 Board Work Session minutes,
- March 5, 2018 Board Meeting minutes,
- March 5, 2018 Closed Session minutes,
- Personnel Report for April 16, 2018,
- Beginning Teacher Support Program Plan,
- Ayden Elementary School, DOT/Town of Ayden Project,
- 2018 PCS Child Nutrition Procurement Plan,
- Policy 7410, Teacher Contracts,
- 2018-2019 Innovation Early College High School Instructional Calendar, and
- 2018-2019 PCS Early College High School at Pitt Community College Calendar

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

4) New Business

A) 2017-2018 Budget Amendment #2

Debra Baggett, Chief Finance Officer, requested approval for the Budget Amendment #2, which was presented to the Board members at today’s Board Work Session. Worth Forbes made a motion, with a second from Mary Blount Williams, to approve the 2017-2018 Budget Amendment #2 as presented. Motion passed unanimously.

B) 2018-2019 Proposed Local Budget

Debra Baggett, Chief Finance Officer, requested approval for the 2018-2019 Local Budget, which was presented to the Board members at today’s Board Work Session with the requested 6% teacher supplement change. Mary Blount Williams made a motion, with a second from Robert Moore, to approve the 2018-2019 Local Budget. Motion passed unanimously.

5) Closing Comments:

Minutes Recorder: Carol Rankin

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

6) Adjourn:

Mary Blount Williams made a motion to adjourn with a second by Robert Moore. The motion to adjourn passed unanimously. Time adjourned was 7:59 P.M.

Respectfully Submitted,

Mildred A. Council, Chair

Dr. Ethan Lenker, Secretary

DRAFT

**JOINT MEETING OF THE COUNTY COMMISSIONERS AND THE BOARD OF
EDUCATION MEMBERS**

DATE: April 16, 2018

BOARD OF EDUCATION MEMBERS PRESENT: Chair Mildred A. Council, Vice Chair Anna Barrett Smith, Caroline W. Doherty, Melinda Fagundus, Betsy Flanagan, Worth Forbes, Benjie Forrest, Robert Moore, and Mary Blount Williams

PITT COUNTY COMMISSIONERS PRESENT: Chairman Mark W. Owens Jr., Tom Coulson, Charles Farley, Jimmy Garris, Ann Floyd Huggins, Melvin C. McLawhorn, Mary Perkins-Williams, and Beth B. Ward

ALSO PRESENT: Superintendent Dr. Ethan Lenker, In-House Counsel Emma J. Hodson, Chief Finance Officer Debra Baggett, Executive Director of Operations Matt Johnson, Director of Student and Community Services Dr. Travis Lewis, County Manager Scott Elliott, Legal Counsel Janis Gallagher, and Deputy Board Clerk Janna Singleton

ABSENT: County Commissioner Vice Chairman Glen Webb

TIME: 4:03 P.M.

PLACE: Pitt County Ag Center Conference Room, 403 Government Circle, Greenville, NC 27834

Chairman Mark W. Owens Jr. called the Joint meeting of the Pitt County Commissioners and the Pitt County Board of Education members to order at 4:03 P.M. in the Pitt County Ag Center Conference Room.

In Glen Webb's absence, County Commissioner Jimmy Garris gave the invocation, followed by the Pledge of Allegiance led by Board of Education's Vice Chair Anna Barrett Smith.

Dr. Lenker, Pitt County Schools Superintendent, shared a presentation titled "School Safety and Security" to the members of both Boards. The presentation included school security measures Pitt County Schools has in place now and security measures that are planned in the near future. Dr. Lenker shared lessons learned from national school attacks as well as information related to the creation of Threat Assessment Management Teams.

Dr. Travis Lewis, Director of Community and Student Services, shared steps PCS is taking to implement the new Threat Assessment Teams. The Threat Assessment Team will assist students and staff with the increasing issues that schools are forced to deal with in today's society.

Board of Education's Chair Council opened the floor for both Boards to give comments and concerns related to school security.

Each Pitt County School Board member shared comments concerning school security with the Board of County Commissioners. Following comments from the Board of

Education members, each Pitt County Commissioner shared comments concerning school security with the Pitt County School Board members.

The next item on the agenda was a Resolution titled 'Joint Resolution Of The Pitt County Board Of Commissioners And The Pitt County Board Of Education Supporting Increased Funding Options For School Facility Capital Needs.'

Commissioner Jimmy Garris requested the resolution be read and voted on during the meeting. Scott Elliott, Pitt County Manager, read the resolution out loud to the Board members and suggested adding the following verbiage:

- "WHEREAS, the Public School Building Bond Act of 2017 (HB 866/SB542) would invest \$1.9 billion to begin addressing these critical needs all across the state; and"
- and also to add 'Pitt County Board of Education' to the following "*NOW, THEREFORE BE IT RESOLVED, the Pitt County Board of Commissioners urge the North Carolina General Assembly increase funding options for school facility capital and security needs by passing Public School Building Bond Act of 2017 (HB 866/SB542) and placing a statewide referendum on the November 2018 ballot; and*". Commissioner Beth Ward made a motion to approve the Resolution with the suggested additions, with a second from Commissioner Jimmy Garris.

Motion to approve the following resolution was unanimous by both Boards.
Time adjourned was 5:50 P.M.

**JOINT RESOLUTION OF THE PITT COUNTY BOARD OF COMMISSIONERS AND
THE PITT COUNTY BOARD OF EDUCATION SUPPORTING INCREASED
FUNDING OPTIONS FOR SCHOOL FACILITY CAPITAL NEEDS**

WHEREAS, the Department of Public Instruction reported in 2016 that North Carolina's public schools need about \$8.1 billion to pay for new school facilities, maintenance and renovations; and

WHEREAS, the 2016 report, also known as the Statewide Facility Needs Survey, found that 118 new schools are needed across North Carolina. Fifty are needed immediately, and sixty-eight are needed in three to five years; and

WHEREAS, besides new construction, 1,560 schools need renovations to comply with safety and building code requirements and to address deferred maintenance, 459 schools need additions for new classrooms; and

WHEREAS, in February of 2018, the General Assembly passed Part II of House Bill 90, which phased in class size reductions for kindergarten through third grade, which will necessitate significant additional classroom space over the next three years to meet the reduced class size mandates; and

WHEREAS, counties in both urban and rural areas are faced with high costs for renovations and repairs to update and make the older buildings safe; and

WHEREAS, deteriorating facilities, which distract from learning, impact achievement and it is critical to ensure public school facilities are conducive to study; and

WHEREAS, counties have limited options to raise revenue to pay for school construction and security improvements; and

WHEREAS, because counties lack sufficient sources of funding for school facilities, the state has responded in the past by approving statewide school construction bonds to address these critical needs; and

WHEREAS, a top priority goal of the North Carolina Association of County Commissioners is to support legislation to provide state assistance to meet school construction needs caused by increased enrollment and mandated reduction in class size, through a statewide referendum on a bond issue; and

WHEREAS, a statewide bond is urgently needed to help address the staggering shortfall in funding for construction, repairs, security improvements, and renovations at public school facilities throughout North Carolina because outstanding needs are estimated to exceed \$8.1 billion; and

WHEREAS, Pitt County has projected school capital needs of over \$90 million over the next ten years; and

WHEREAS, the Public School Building Bond Act of 2017 (HB 866/SB542) would invest \$1.9 billion to begin addressing these critical needs all across the state; and

WHEREAS, bonds issued under the Public School Building Bond Act of 2017 would be paid from freed up capacity and not result in increased taxes for residents of North Carolina;

WHEREAS, in addition to statewide bonds, the North Carolina Association of County Commissioners supports increased flexibility in the use of sales tax funds for educational purposes, as well as continued expansion of lottery funds for school capital.

NOW, THEREFORE BE IT RESOLVED, the Pitt County Board of Commissioners and Pitt County Board of Education urge the North Carolina General Assembly increase funding options for school facility capital and security needs by passing Public School Building Bond Act of 2017 (HB 866/SB542) and placing a statewide referendum on the November 2018 ballot; and

BE IT FURTHER RESOLVED, that the Pitt County Board of Commissioners and Pitt County Board of Education support increased flexibility in the use of sales tax for school capital and security needs, as well as continued expansion of lottery funds for school capital and security; and

BE IT FURTHER RESOLVED that copies of this resolution be transmitted to the members of the General Assembly representing Pitt County and to all 100 counties in North Carolina.

Respectfully Submitted,

Mildred A. Council, Chair

Dr. Ethan Lenker, Secretary

Board Work Session Minutes

DATE: April 16, 2018

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

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

ATTORNEY: Emma J. Hodson

TIME: 11:00 A.M.

PLACE: 3rd Floor Boardroom, 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) Closed Session

Anna Barrett Smith made a motion to enter into Closed Session, with a second from Worth Forbes. The purpose of this meeting was pursuant to General Statute 143.318.11 for the following purposes 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, and to consider and give instructions concerning a judicial action titled State v. Ledezma-Belmares, 16CRS058876. The motion passed unanimously.

The Board Work Session resumed at 11:10 A.M.

3) Budget Amendment #2

Debra Baggett, Chief Finance Officer, shared the 2017-2018 Budget Amendment #2 with the Board members. Much discussion occurred between Ms. Baggett and the Board members. Consensus of the Board was to allow the 2017-2018 Budget Amendment #2 to be listed as new business on tonight's Board Agenda.

4) 2018-2019 Proposed Local Budget

Ms. Baggett shared the 2018-2019 Proposed Local Budget with the Board members. Ms. Baggett and Dr. Lenker answered many questions from the Board members. Consensus of the Board members was to request a 6% supplement for teachers instead of a .5% supplement as proposed, from the County Commissioners and to allow the 2018-2019 Local Budget to be listed as new business on tonight's Board Agenda.

Minutes Recorder: Carol Rankin

5) Facilities Update

Matt Johnson, Executive Director of Operations, shared construction photos of the Bus Garage and a LOBS timeline with the Board members. Much discussion occurred between Mr. Johnson and the Board members.

6) Job Fair Information

Dr. Ve-Lecia Council, Assistant of Human Resources, shared a Job Fair list and details of the job fairs that have been attended. Some discussion occurred between Dr. Council and the Board members.

7) R3 Framework Evaluation

Seth Brown, Director of Educator Support and Leadership Development, and Tom Feller, Director of Professional Learning & Leadership Development, presented the R3 Framework Evaluation process, including choosing an evaluator to review the R3 program. The evaluation findings, being extremely positive, were shared as well as plans to address the items needing adjustment. Much discussion occurred between Mr. Brown, Mr. Feller and the Board members.

8) Threat Assessment

Dr. Travis Lewis, Director of Students and Community Services, and Matt Johnson, Executive Director of Operations shared a Threat Assessment presentation with the Board members. Much discussion occurred between Dr. Lewis, Mr. Johnson, and the Board members.

9) Policy 4316, Student Dress Code and Appearance

Dr. Lenker, PCS Superintendent, discussed principal and student suggestions concerning Policy 4316, Student Dress Code and Appearance. Dr. Lenker asked the Board members to consider removing the word small as it refers to manufacturing logos and changing the word denim to blue as it pertains to jeans. Consensus of the Board members was to allow these changes to be on the May 7, 2018 Consent Agenda.

Due to time, the following agenda items were tabled until the May Board Work Session; Policy 3450, Class Rankings Review, AVID presentation, Business Advisory Council presentation, and Board training discussion.

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: May 7, 2018

TOPIC: Revised Policy 4316, Student Dress Code and Appearance

BACKGROUND:

The revisions to Policy 4316, Student Dress Code and Appearance were discussed at the April 16, 2018 Board Work Session.

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

The board requests that parents outfit their children in clothing that is conducive to learning. The board prohibits any appearance or clothing that does the following: (1) violates the guidelines in this policy; (2) is substantially disruptive; (3) is provocative or obscene; or (4) endangers the health or safety of the student or others. Student appearance should reflect practices of good hygiene and cleanliness.

A. STUDENT DRESS CODE

Students are expected to be dressed in accordance with this policy at all times school is in session. The principal or designee shall implement this policy in a manner that is age and developmentally appropriate.

Good judgment in considering issues such as age, developmental stages, and body type are expected of all students and parents in the selection of school attire and appearance. Each student's school attire must be neat, clean, properly fitted, age-appropriate, and suitable for the learning environment. Schools may not charge students for wearing clothing approved below.

1. Shirts and Tops
 - a. Shirts and tops must have a collar and be a solid color.
 - b. With the exception of manufacturer's logos or school-approved logos, shirts and tops may not display any insignias, logos, labels, graphics, embroidery, words, or pictures.
 - c. Shirts and tops must be appropriately sized and long enough to cover the midriff when sitting or standing and must also cover the chest and back so the chest and the back of the body are not exposed.
2. Bottoms, Jumpers, Dresses, Pants, Capris, Shorts, Skorts, and Skirts
 - a. Bottoms and dresses must be solid khaki, black, or navy.
 - b. Dresses must have a collar and sleeves.
 - c. Denim bottoms must be black, blue, or khaki with no holes or cuts.
 - d. With the exception of manufacturer's logos or school-approved logos, bottoms and dresses must be free of graphics and embroidery and may not display any insignias, logos, labels, words, or pictures.
 - e. Dresses, shorts, skorts, skirts, and jumpers must be modest and of

sufficient length. The length of these articles of clothing may not be above the student's fingertips when the student's arms are relaxed at his or her sides.

- f. Bottoms must be appropriately sized. No baggy or sagging pants or shorts are allowed. No "low rise" clothing is allowed. Pants and shorts must be worn with the waistband at or above the hipbone.
- g. Footed tights may be worn under pants, capris, shorts, skorts, skirts, dresses, or jumpers. No fishnet stockings are allowed.
- h. If belts are worn, they must not be oversized and must be buckled.

3. Shoes

- a. Shoes must be worn at all times and must conform to requirements for specific classes or activities as necessary, such as P.E. classes, ROTC, science labs, etc.
- b. If the shoes have laces, the shoes must be laced and tied.
- c. No bedroom slippers are allowed.

4. Outerwear

- a. Students may wear solid colored sweatshirts, sweaters, jackets, coats, hoodies, and vests, including lightweight fleece jackets, over school attire but with the exception of manufacturer's logos or school-approved logos, may not display any insignias, logos, labels, words, graphics, embroidery, or pictures.
- b. Hoodies and hooded jackets may not have the hood covering the head while in a school building. Violation of this requirement may result in not being allowed to wear a hoodie at school.

5. Spirit Wear and School Club Wear

In order to promote school and community spirit, principals at their discretion will have the authority to approve school spirit wear and school club wear to be worn on any school day. This includes t-shirts, sweatshirts, fleece jackets, and hoodies.

6. Other Clothing Items or Accessories

- a. Clothing must be worn as intended.

- b. Undergarments may not be visible at any time. Underneath the collared shirts, students may wear t-shirts or camisoles which are solid in color. No see-through or mesh clothing that will reveal the body or will reveal undergarments are allowed.
- c. Students may not wear large pendants or medallions. No adornment is allowed that reasonably could be perceived or used as a weapon (such as chains, spikes, etc.).
- d. No gang-related clothing, accessories, symbols, or intimidating manner of dress are allowed (see policy 4328, Gang-Related Activity). No headwear and no sunglasses may be worn inside school buildings. No bandanas are allowed.
- e. Solid color, patterned, or striped ties may be worn. They may not have any insignias, logos, labels, words, or pictures.
- f. Only school activity buttons, approved by the principal are permitted to be worn on a student's school clothing.

B. EXCEPTIONS TO DRESS AND APPEARANCE REQUIREMENTS

1. Religious or Medical Waivers

Reasonable consideration will be made for those students who, because of sincerely held religious beliefs or medical reasons, request a waiver of a particular requirement for dress or appearance. Written waiver requests must be submitted on an annual basis. In considering a waiver request, the principal or designee has the right to request additional documentation from medical officials and/or religious leaders.

2. Special Activity Accommodations

The principal shall make reasonable accommodations for students involved in special duties, activities, or projects approved by the school. Such special duties, activities, and projects include, but are not be limited to, athletics, P.E. classes, and other activities that require non-conforming dress on a school campus during the school day. Students who are taking classes that require a special dress code (such as JROTC or career and technical education internships) may wear that clothing to other classes.

3. Principal Exceptions

Any exception from these requirements that a principal wants to implement during any school year must be presented to and approved by the Board of Education before the start of any school year.

C. ENFORCEMENT

Each principal shall ensure that this policy is enforced in a manner that is consistent with other Pitt County schools and consistently applied within their school. Before having a disciplinary consequence, a student who is not in compliance with this policy will be given the opportunity within a reasonable period of time to change into acceptable clothing by using available clothes at school or by calling a parent to bring acceptable clothes. Disciplinary consequences for a student who fails to comply after being offered this opportunity will be consistent with Section D of policy 4300, Student Behavior Policies. The superintendent or designee shall list in the Code of Student Conduct the specific range of consequences that may be imposed on a student for violation of the dress code.

Students new to the school system will be given up to one-week grace period from enrollment to obtain and wear the proper school attire.

Legal References: G.S. 115C-47, -390.2

Cross References: Student Behavior Policies (policy 4300), School Plan for Management of Student Behavior (policy 4302), Disruptive Behavior (policy 4315), Gang-Related Activity (policy 4328)

Adopted: August 1, 2016

Revised: June 5, 2017

Revised: May 7, 2018

PITT COUNTY BOARD OF EDUCATION

DATE: May 7, 2018

TOPIC: Personnel and Substitute Reports for May 7, 2018

BACKGROUND:

Please find attached for your review and consideration the Personnel and Substitute Reports for May 7, 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

PITT COUNTY BOARD OF EDUCATION

DATE: May 7, 2018

TOPIC: 2018-2019 Annual Personnel Action Report

BACKGROUND:

Please find attached for your review and consideration the 2018-2019 Annual Personnel Action Report.

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