

with his faculty regarding methods for monitoring the student dress code. He stated the uniform policy was a topic at each School Improvement Team meeting – implementing, enforcing, and being consistent. Teachers were to monitor students as they came into the classroom and address issues as needed. An administrator was assigned to cover a particular hall and walked into each classroom in the morning and randomly during the day monitoring uniform compliance. Buttons made by EC students were sold to cover logos on shirts making them compliant, a SCHS low fee uniform shop was opened, and parents were contacted and conferences held for students who were non-compliant.

Ms. Mary Williams asked regarding loss of instructional time due to non-compliance of the uniform policy. Mr. Coleman stated there was actually less instructional time lost because there were fewer behavioral problems regarding dress code and teachers were able to start classes earlier as an overall school. He stated there were always a few select students who are going to try to buck the system, but eventually all issues have been worked out.

Mr. Dick Tolmie asked if a student was not conforming to the uniform policy, i.e. shirt not tucked in, was he/she given a chance to tuck in the shirt. Mr. Coleman stated “yes” and if they complied, they were not written up. If it became repetitive, they may find themselves in In-School Suspension as appropriate.

Superintendent Beverly Reep congratulated Mr. Coleman on his leadership and stated his staff is glad to have the same principal for three years now.

Under Consent Items, Ms. Jill Camnitz motioned, second by Ms. Marcy Romary, that the Board approve the September 14, 2009 Minutes and the Personnel Report for October 2009. Motion carried unanimously.

Under New Business, Chair Bright presented an update on Superintendent Reep’s evaluation by members of the Board of Education held September 21, 2009. Chair Bright stated exceptional remarks were presented by Board members with new goals and objections for the 2009-10 school year discussed. Upon motion of Mr. Dick Tolmie, seconded by Ms. Jill Camnitz, the Board was asked to approve a Third Amendment to Dr. Reep’s contract which was extended until June, 2013. There were two negative votes voiced by Mr. Benjie Forrest and Mr. Billy Peaden to the motion.

Assistant Superintendent of Human Resources Delilah Harris updated the Board following the HR Committee Meeting September 22, 2009. She stated of the 223 teacher names who were non-reappointed at the end of school last year, only three have actually been RIF’d due to non-certification in areas of teaching positions or in classes that are not available. Ms. Harris thanked the principals for their hard work and constant communication. Three teacher assistants were actually RIF’d, but their names have been kept on file for future openings. Retired teachers are being hired for part-time positions in remediation, tutoring, etc. Ms. Harris stated several policies/procedures needing to be addressed include: Reduction in Force, Dual-Employment and Employee Dress Code. Two new policies are being discussed: School Volunteer Program and Cell Phone Use.

EPS Committee Chair Barbara Owens asked Associate Superintendent of the Educational Programs and Services Worth Forbes to inform the Board regarding updates following the EPS Committee Meeting September 28, 2009. Mr. Forbes stated the principals felt instructional coaches being placed in the schools is a good idea and will benefit the teachers and students. Instructional strategies are being implemented with the instructional coaches working beside the teachers providing hands on and visual materials supplementing student school work. K-8 Director Marsha McLawhorn further informed the Board that Instructional Coaches had a week of training during the summer and now meet monthly for development of in depth work on five instructional strategies with Ms. McLawhorn and technological strategies with Mr. Tim DeCresie. She stated Teacher Resources were now available on the website providing K-8 pacing and instructional guides implementing curriculum. Goals and objections are available for the Standard Course of Study as well as honors classes, middle school classes, advanced classes and other detailed class level information. Ms. Pat Peoples also helps teachers with supplements for English/language arts preparation as Ms. Connie Cheston works with teachers for math preparation in the schools. Ms. McLawhorn also related to the Board that differentiated lesson plans are available to help all students achieve. All grade levels are included as instructional coaches are working in high schools also. Mr. Forbes stated the website can be viewed not only by school staff, but also by parents which allows them to understand where their child should be in the Standard Course of Study. The websites may be updated immediately with information being dispersed from DPI. Our goal with these higher levels of instruction is to achieve higher test scores. Dr. Reep stated that approximately 35 teachers volunteered their time this summer working with Pat Peoples developing pacing guides in language arts for all teachers. A reception for these teachers will be held later prior to a Board meeting in November.

Mr. Roy Peaden asked about Title II money being used to lower class size. Ms. McLawhorn stated Title II had found that reducing class size had not made any difference in student achievement, but they hoped that employing Instructional Coaches to support teachers in grades K-12 would provide better instructional strategies to help the teachers and students with better testing results.

Policy Committee Chair Jill Camnitz and In-House Attorney Rob Sonnenberg. Attorney Sonnenberg discussed the Second Readings of the following revised Board Policies:

1. Policy 10.207 – Student Substance Abuse Policy (Alcohol/Drugs)
2. Policy 5.102 – Fire Drills and Inspections
3. Policy 10.604 – Immunizations
4. Policy 9.613 – Student Recognition – Honor Roll and Principal’s List

With no questions or comments regarding the revised policies, Ms. Camnitz moved, second by Ms. Barbara Owens, that the policies as stated above be approved. Motion carried unanimously.

Superintendent Beverly Reep reported to the Board that Sophomore Nigel Cox from Farmville Central High School was selected as one of ten students across the country to serve on the 2009-10 National SAVE (Students Against Violence for Everyone) Youth Advisory Board. Congratulations Nigel!

Dr. Reep also stated that in partnership with East Carolina University College of Education, a \$5 million grant spread over five years (with a possibility of up to \$9 million being available) had been approved. This funding will be used by the Department of Education in implementing the 28 Strategies in methods courses providing student teachers the ability to walk in classrooms prepared to start working – not just sitting around observing.

Superintendent Reep also informed the Board that Exceptional Children's Director Cathy Keeter had received grant funding for Math Foundations (very similar to the Reading Foundations already in use) to supplement training for teachers.

Lastly, Dr. Reep thanked the Board for their support during her recent evaluation with renewal of her contract for an additional three years. She stated she loves Pitt County and looks forward to meeting set goals for Pitt County Schools and the challenges involved.

Chair Mary Grace Bright encouraged Board members to attend the breakfast sessions each month with County Manager Scott Elliott and a mix of County Commissioners. Ms. Jill Camnitz stated she attended the last breakfast meeting, and told Board members it was a good way to get to know each other and discuss issues.

Ms. Camnitz also asked regarding the twenty-day numbers, could Board members have those numbers broken down into different factors for a better understanding of subgroups? This information will be provided.

Mr. Benjie Forrest spoke regarding the sacrifice teachers and staff members make to support students in various areas – sports, driver's education, mentoring, clubs, etc. He also mentioned Ayden-Grifton High School's Horticulture Class and their arboretum making Facebook and the school paper.

Mr. Dick Tolmie stated he made motion to approve the Superintendent's contract, but he was sorry that the contract did not include a salary increase. He stated when it was finally possible to have an increase in her salary, the community will have something to say about her raise forgetting that there had been no increase over the past years. In looking at the salaries of superintendents in surrounding counties and for superintendents employed by the same size district as Pitt, Dr Reep is underpaid.

Mr. Tolmie also stated it would be good to get a breakdown of the percentage of teacher absences per school with consideration to school size.

Ms. Barbara Owens stated she appreciates Dr. Reep's work and feels she "stands tall" in her profession.

Mr. Billy Peaden discussed building the new school with the 20-day numbers being lower. Superintendent Reep stated there would be a discussion regarding the 20-day numbers at the Facility Meeting and encouraged all Board members to attend October 13 if possible as action will be taken at the Regular School Board Meeting October 19.

Mr. Peaden also mentioned that a staff member at North Pitt High School had contacted him regarding all the starchy foods served in the cafeteria. Dr. Reep suggested the staff member contact the principal of the school regarding his/her complaint.

Ms. Mary Williams stated she was glad Dr. Reep will keep her position. As a new Board member, she felt the evaluation process was interesting. Ms. Williams also reminded everyone that October is Breast Cancer Awareness month and stated the NPHS Girls' Volleyball Team would be dressed as Pink Panthers. She also stated October 13th is the week that local and national PTAs have designated as Safe School's Week. In closing, she reported that South Greenville students set up a lemonade stand to help students have uniforms earning \$605 for their school.

With no further business to discuss, Mr. Dick Tolmie moved, second by Ms. Jill Camnitz, that the Board enter Closed Session to *(1) consider and give instructions concerning a judicial action titled Rhonda Everett, et. al. v. Juvenile Female 1, et. al. v. The Pitt County Board of Education, et. al.* [N.C.G.S. §143-318.11(a) (3)] Motion carried unanimously.

Upon returning to Open Session, Mr. Benjie Forrest moved, second by Ms. Barbara Owens, that the Board adjourn at 8:57 p.m. Mr. Dick Tolmie voiced a "nay" to the adjournment. Motion carried.

Respectively Submitted,

Ms. Mary Grace Bright, Chair

Dr. Beverly B. Reep, Superintendent