

**REGULAR MEETING
NORTHAMPTON COUNTY BOARD OF EDUCATION
Monday, October 3, 2011**

Members Present: Donald Johnson, Chair; Marjorie Edwards, Vice Chair; Bill Little, Erica Smith-Ingram, Lafayette Majette, Kelvin Edwards, Rhonda Taylor, Dr. Eric Bracy, ex officio
Others Present: Administration, press and interested parties

The Northampton County Board of Education held its regular meeting on October 3, 2011 in the Board Room of the Northampton County Schools administrative building. Chair Donald Johnson called the meeting to order at 5:30 p.m.

Closed Session

On a MOTION by Mr. Little, SECONDED by Mr. K. Edwards and APPROVED, the Board convened in closed session at approximately 5:30 p.m. pursuant to General Statute: 143-318.11(a)(1) to prevent the disclosure of confidential personnel files under G.S. 115C-321 or other information that is privileged or confidential pursuant to state or federal law, or not considered a public record; pursuant to General Statute: 143-318.11(a)(3) to consult with the Board's attorney in order to preserve the attorney-client privilege and pursuant to General Statute: 143-318.11(a)(6) to consider matters relating to initial employment of an individual employee or a complaint, charge, or grievance by or against an individual employee. The motion passed by a vote of 6-0. Ms. Erica Smith-Ingram was not present for the vote.

Open Session

On a MOTION by Mr. Little, SECONDED by Ms. M. Edwards, the Board adjourned closed session. The motion passed by a vote of 7-0. The first closed session ended at approximately 6:45 p.m.

Approval of Board Agenda

On a MOTION by Ms. M. Edwards, SECONDED by Mr. Little, the Board unanimously APPROVED the Board Agenda, as recommended by the Superintendent. The motion passed by a vote of 7-0. On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. M. Edwards, the Board APPROVED to amend the Board Agenda to add a closed session after item XVII, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Pledge of Allegiance

Chair Johnson requested that the Board and audience stand and recite the Pledge of Allegiance.

Shining Star Character Education

Ms. Tanya Byrd-Robinson along with Dr. Eric Bracy and Chair Donald Johnson recognized and presented the following students with **Shining Star Award Certificates** for demonstrating the focus of "Respect" for the month of September:

Kashanti Parker (absent), Central Elementary School
Melody Freeman, Squire Elementary School
Stalin Garcia, Willis Hare Elementary School
Deandra Edwards, Northampton County High School-East
Avery Johnson, Northampton West Stem High School
Diamond Haywood, Conway Middle School

ILsah Blunt, Northampton County Alternative School
Trevone Webb, Gaston Elementary School

Good News Award

2011-2012 Teacher of the Year Recognition – Mr. Phil Matthews shared with the Board and audience the purpose of the Teacher of the Year Program. He stated that the Teacher of the Year is a local, state and national program designed to recognize and honor teachers who have demonstrated outstanding leadership and excellence in teaching. They build effective partnerships with all involved in the students' education and model best practices in teaching and citizenship. To be eligible for selection as Teacher of the Year, they must hold a clear teacher license and be employed full-time with at least 70% of their time spent in direct instruction to students. The words used to describe this honor are outstanding and excellence, which are strong descriptive qualities. When you add consistently demonstrated to these qualities, then everyone should know that it is the highest honor to be selected to represent your school as Teacher of the Year. The Teacher of the Year for 2010-2011 was Ms. Marilyn Smith-Thompson and I would like to ask her to stand and be recognized at this time. The Board and audience applauded Ms. Marilyn Smith-Thompson.

Mr. Phil Matthews along with Dr. Eric Bracy and Chair Donald Johnson recognized and introduced the **Teacher of the Year Candidates for the 2011-2012 School Year** to the Board and audience as listed below and each Teacher of the Year Candidate was presented a trophy and a Walmart gift card:

Ms. Sarita Palmer, representing Central Elementary School where she is a third grade teacher, is a graduate of the University of the West Indies in Jamaica with a BA degree in Primary Education. She has received previous awards, such as Class of the Month and Teacher of the Year in Jamaica in 2006-2007. She is described as highly self-motivated, compassionate, professional and an advocate for the teaching profession.

Ms. Monica Davis, representing Northampton County Alternative School where she is a math teacher, is a graduate of Fayetteville State University with a BS degree in Mathematics and she holds a Masters in Engineering Systems from the University of Maryland. She has received a previous award, such as Teacher of the Month. She is described as flexible, professional, a school leader, relationship-builder and one who is constantly looking for ways to improve student learning.

Ms. Alice Hill, representing Northampton County High School-East where she is an English teacher, is a graduate of the University of North Carolina at Wilmington with a BA degree in Political Science. She has received previous awards, such as a member of the Regional Middle School Team of the Year in 1998 and in 2007 she was featured on Education Word.com. She is described as relentless in researching best practices to yield high benefits for her students while utilizing global opportunities in teaching practices.

Mr. Monte` Freeman, representing Northampton West Stem High School where he is Band Director of the "Marching Hurricanes" and choir teacher, is a graduate of Elizabeth City State University with a BA degree in Music Education. He has received previous awards, such as Teacher of the Year of NCHS-West for three previous years. He is described as energetic, clever, inquisitive, diligent, cooperative, and a true master of his craft.

Ms. Faye Young, representing Squire Elementary School where she is a Reading Recovery teacher, is a graduate of North Carolina A&T University with a BS degree in Child Development and she also attended North Carolina Wesleyan College, East Carolina University, Michigan

State University and the University of North Carolina at Wilmington. She has received previous awards, such as Woman of the Year and previously Teacher of the Year at Garysburg Elementary and Squire Elementary Schools. She is described as obligated to give, relationship-builder and a rigorous reading teacher that truly benefits the students.

Ms. Marianna Cotten, representing Willis Hare Elementary School where she is a second grade teacher, is a graduate of East Carolina University with a BS degree in Elementary Education. She is currently enrolled in the Masters in Elementary Education Program at Chowan University. She is described as open, approachable, enthusiastic, innovative and devoted to effective teaching to improve student engagement and learning.

2011-2012 Teacher of the Year First Runner-Up – Mr. Matthews announced that the **first runner-up** for the **2011-2012 Teacher of the Year** is **Ms. Faye Young**.

2011-2012 Teacher of the Year – Mr. Matthews then announced that the **2011-2012 Teacher of the Year** is **Mr. Monte` Freeman** and he will represent Northampton County Schools.

Northampton County Education Foundation Presentation – Mr. Matthews introduced Dr. Al Wentzy, Vice Chairman of the Northampton County Education Foundation and informed the Board that he would be making a presentation at this time.

Dr. Wentzy addressed the Teacher of the Year candidates as follows: “Distinguished Board, staff, ladies and gentlemen, it is indeed an honor to be here this evening to represent Dr. Melvin Broadnax, who is Chairman of the Northampton County Education Foundation. I am the husband of a retired school teacher and the father of an active school teacher and through this association I am well familiar with the sacrifices that each of you make on a daily basis. I cannot thank you enough for your service. There are no occupations I can possibly think, of all of the occupations in the United States, that contributes more to the future of local, state and federal well-being of our students in our nation as being members of the teaching profession. You each certainly represent the very best of what teaching offers and I am here to say “thank you”. Not only that, but the most important part is perhaps knowing that teachers offer a great amount of their own personal wealth. I am here to present a check, but I need to give some advertisement to Georgia Pacific, our very good friend from Conway who helped, in part, along with the Education Foundation to receive a grant that has come back to you. We want to thank you for all that you do, on behalf of the children in Northampton County, our state and our nation. On behalf of the Northampton County Education Foundation and Georgia Pacific, I wish to present a check to Mr. Monte` Freeman, who I remember is quite a dancer, and Ms. Faye Young.”

Introduction of New Personnel

Mr. Phil Matthews introduced the following Northampton County Schools’ new personnel to the Board and audience:

Debra Deloatch, Pre-K Teacher, Squire Elementary School

Kayla Maddox, Social Studies Teacher, Alternative School

Tera Tyson, 5th Grade Teacher, Conway Middle School

Dr. Jose Lobo, Spanish Teacher, Northampton County High School-East

Sona Yeddula, Chemistry/Physics, Northampton County High School-East

Public Comments

The following person addressed the Board during Public Comment:

Mr. Charles Tyner: “Fellow co-workers, I was a part of you and I wish I could sit down and not say anything, but I just cannot do it. I want you to know that I am here because I am concerned

about the children. I served eight years on this Board and had to give it up and just did not have the time. I have committed myself to be here at the Board Meetings at least. I have about three things I want to say to you tonight and I want to make sure they are a part of the minutes.

- 1) Board Members, you are accountable to the people in Northampton County. I served where you serve and I was accountable to the people. When people elect you they elect you to do what is best for children. It is buzzing in Northampton County about our budget. I have asked for the budget and you have passed the budget resolution as a part of your minutes, but the final budget has not been voted on by you, according to your minutes. We would like to see the final budget. As you know, we went to the County Commissioners and they did not allot us all that you had and you went with your first budget. Then you went with a budget resolution to continue the expenditures as we had them last year. We need to see the final Current Expense Budget and Capital Outlay Budget. You must not have your committees anymore because I have been looking to see when you meet. I don't see how you are doing things and I am just reading the paper now, because I am not on the Board. We need to see the Capital Outlay in reference to NCHS-East, because of the fact that the worst schools you have in the county are on the eastern end. That is a fact that Willis Hare School and NCHS-East are our worst schools. We would like to see the budget so that we can make some comments about making sure that children down east are getting what they deserve. Everyone knows that those schools are in bad shape and are in need of repairs. I was on the Board when we talked about a new high school and you know that did not come through. We said we were going to make sure that NCHS-East would at least be presentable and please don't forget my school, Willis Hare. You said you would have that to be presentable. When it rains, there is still water everywhere and children's feet are getting wet. You have not repaired the restrooms and they are the same restrooms I used when I was a student there.
- 2) Where is the Leandro budget? I cannot understand why we hire teachers and we cannot give them bonuses. That is what the money was meant for to retain teachers in Northampton County. I know that teachers who come back to Northampton County want to work in this county. You have to give them an opportunity to work in Northampton County. There is a Leandro budget that is not a part of your Current Expense and not a part of your Capital Outlay. It is a whole new budget that the state allotted to counties like ours so that we can retain teachers, train our teachers and make sure we have the personnel that we need.
- 3) My last and final concern is in reference to our allotment of teachers. I keep hearing some things and I cannot talk facts because I don't have the facts in regards to our teacher allotment. I have been to the meetings, but you haven't given this information. How many students do we have in each school and how many allotted teachers do we have? The word is that some schools have more teachers than others. In some of the elementary schools, the ratio of teachers to students is a lot more than it is in others. I am putting the facts on the table. At Northampton-East, the classrooms are filled up and at West perhaps they don't have the enrollment. Perhaps the Board needs to look at that. I know you already know it, but please share it with us so that we will feel comfortable about what we are doing in our school system. Also, I am so tired of the County Commissioners talking about our supplements. When you have supplements in your budget, please put an explanation down there as to whom the supplement is for, whether is it for teachers or administrators. A Commissioner approached me saying you are paying \$300,000.00 to your administrators for supplements and that is not true. When you do your budget, please put that down there so that everyone will be clear whether it is supplements for 200 teachers or 300 teachers. If you

would do those kinds of things and keep us abreast we would appreciate it. We come to the Board Meeting for public information so please let us leave with information. There is nothing hidden about what we do in Northampton County so let all of us do it together.

- 4) There is no way one guidance counselor can serve 400 students at NCHS-East. Board Members, Superintendent or whomever it will take to look at this. It takes one guidance counselor just to prepare seniors right now for college, such as the SAT, PSAT, applying for scholarships and taking seniors to colleges. If the guidance counselor does not take them in Northampton County, they will not get there. Board, would you please look into that for our students likewise?"

Consent Agenda

On a MOTION by Mr. Little, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED the consent agenda consisting of the following items, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Board Minutes – Closed Session – September 6, 2011

Regular Meeting – June 20, 2011

Request for Fund Raiser

Central Elementary School – School-wide – Student and Teacher Incentives – September 12-21, 2011

Central Elementary School – School-wide – Safety Patrol – September 20, 2011 – October 4, 2011

Central Elementary School – Guidance Club – Dance – October 28, 2011

Central Elementary School – School-wide – School Pictures – November 14-30, 2011

Central Elementary School – Guidance Club – Christmas Gift Shop – December 5-8, 2011

Central Elementary School – School-wide – School Pictures – March 23, 2012 – April 6, 2012

NCHS-East – JROTC – Candy Sale – September 26, 2011 – October 7, 2011

NCHS-East – Civics & Economics – Bracelet Sale – October 7, 2011 – November 18, 2011

NCHS-East – Civics & Economics – Penny War – October 7, 2011 – November 18, 2011

NCHS-East – Civics & Economics – Costume Day for Spirit Week – October 10, 2011

NCHS-East – Civics & Economics – Doughnut Sale – October 10, 2011 – December 4, 2011

NCHS-East – JROTC – Candy Sale – February 6-24, 2012

NCHS-East – Civics & Economics – Bracelet Sale – October 7, 2011 – November 18, 2011

NCHS-West Stem – JROTC – Doughnut Sale – October 6, 2011 – November 14, 2011

Contracted Services

Northampton County Schools and North Carolina Department of Health Human Services

(Division of Child Development) – North Carolina Pre-Kindergarten (NCPK) Funding Services –

Effective: August 4, 2011 through June 30, 2012

Northampton County Schools and Sylvan Learning/Ace It! – Supplemental Educational Services –

Effective: October 4, 2011 through March 22, 2012

Northampton County Schools and 123 Online Learning – Supplemental Educational Services –

Effective: October 4, 2011 through March 22, 2012

Northampton County Schools and Village Learning Solutions, LLC – Supplemental Educational

Service – Effective: October 4, 2011 through March 22, 2012

Northampton County Schools and Choanoke Area Development Association, Inc. Head Start Program –

Early Childhood Services – Effective: September 1, 2011 through June 30, 2012

Northampton County Schools and Brittany Futrell – Speech Therapy Services –

Effective: August 17, 2011 through June 8, 2012

Business Before the Board for Information

Annual Independent Audit – Mr. Phil Matthews informed the Board that each year an audit is required to be performed of the school administrative unit and each individual school. For the fiscal year ending June 30, 2011, the Board of Education has contracted with Anderson, Smith & Wike PLLC of Rockingham, NC. The audit contract was in writing and approved by the Board and the Local Government Commission. They completed their audit in August 2011 and Mr. Dale Smith is here tonight to present the audit report to the Board. Mr. Matthews also informed the Board that Dr. Mark Rumley, District Transformation Coach, will follow Mr. Smith with a few reports.

Mr. Dale Smith, Auditor, thanked the Board for allowing their firm to perform the audit again this year. I wish to report that the audit went well. I will give you a brief summary of the audit results. The audit is separated into two sessions. We perform an audit of the actual finances of the school district and we are also required to perform an audit of the school district's compliance with state and federal laws and regulations with the state and federal grant money that the Board receives. There is a total of four audit Opinion Letters that are included in the booklet, which relate to these two sessions. I am happy to report that all four of these opinion letters are clean, unqualified opinions, which means that we didn't find any areas of concern as a result of our audit procedures. In addition, there were no findings or question costs that were reported, which means we did not identify state or federal grant funds that needed to be repaid to those funding agencies.

Mr. Smith further stated that the financial condition of the Board as of June 30, 2011 is deemed to be sound. The Fund Balances in all of the Board's major funds are considered adequate as of June 30, 2011. I particularly wanted to point out that the Child Nutrition Program had another strong year. They reported an increase in Fund Balance of \$129,000.00, in addition to paying \$130,000.00 of Indirect Cost last year. Ms. Carolyn Williams and the other members of management who took a part in that are to be commended! They have done a good job compared to where you were a few years ago in that program. Again, overall the audit went well and there are no unusual items to report. The controls and procedures in the Finance Department were found to be adequate and there were no audit exceptions!

The Board Members expressed the following comment: "Good job Mr. Holloway!"

District School Transformation – Dr. Mark Rumley addressed the Board as follows regarding the work that has been done thus far relating to District and School Transformation. "You will see there are three items listed on your agenda, but I have rolled them into to one powerpoint. I want you to know that we are here by invitation. Judge Manning did not send a transformation team to your district and no state statute indicated that one needed to come. Quite the opposite, your staff decided that it would be helpful to have some additional hands, eyes and feet and any other kinds of resources that our division might be able to provide for you from the Department of Public Instruction. That really is why we are here, by your invitation.

There are a number of purposes of the work that is known as district and school transformation:

- To coach you and your people based on the things that we know and what we have learned over time.
- To give advice when it is called for and when it is asked for.
- To provide assistance in a variety of ways and to provide resources. All of those things come back to the goals and objectives that you as a district have set, you as a Board and Dr. Bracy as Superintendent has set for this school district.

- To help you create systems and processes to have an ultimate impact to increase student achievement and to cause your students to be globally competitive and successful.
- To develop capacity among your people to continue to improve. Anything that we can do in that regard is something that we are interested in doing.
- To examine the practices; both the district-based practices as well as school-based practices to help you know how to best move forward on your agenda to make your students more successful.

How do we do that based on a structure of this particular agency? It provides you with a number of resources. There are two models now that have been blended together into one agency called the District/School Transformation Model. You are a district's model, which means you have a District Transformation Coach and that is my position, a full-time position allocated to you from the Department of Public Instruction as an education consultant. My role is to work with Dr. Bracy, the Board, senior staff and any other folks in the district such as administrators to talk about district-wide initiatives, priorities and talk about how to get that work done. We also have a School Transformation Coach full-time and you have met Dr. Pascal Mubenga. He is working specifically in the schools and he has an office at Gaston Elementary School, however he is circulating to all of the schools. Then you have three part-time Instructional Coaches. They are at the middle and secondary levels. You have one for mathematics, one for English/Language Arts and one for science. Those persons serve a number of other districts and a number of schools. They have specific times that they are in Northampton County and I am helping to coordinate their work at this point. You will also have one Elementary Coach and that hiring is in the process now. We do anticipate bringing that person in soon.

Briefly, I will talk with you about some of the things we are working on now, such as the projects and tasks. Some of the first things Dr. Mubenga and I worked with your principals and teachers were the following:

- 1) Development of common pacing guides and curriculum maps (posted on the website under Curriculum & Instruction for grades K-12)
- 2) Establishing a comprehensive K-12 Literacy Effort as a district priority (especially early literacy)
- 3) Established and extended Professional Learning Communities (PLC) concepts

Other Projects Continued:

- 1) Facilitate, implement, and monitor NCS' Race to the Top (RttT) grant – status update - (We have had a number of meetings with your personnel and DPI who are continuing to work with approving that document.)
- 2) Establish and implement individual school's daily instructional schedules to maximize teacher, learning, and planning times
- 3) Coach individual school principals and school-based leadership teams to further refine strategic decision-making - (Aimed at the impact of what occurs on student instruction and achievement.)

Our goal is to help you to become even more successful. We would go back and talk about what kind of successes you have had. I would ask you to go back and revisit your 2010-11 academic year data, as Dr. Bracy highlighted at your Convocation in August and all of the wonderful things that have occurred here in this district. I would remind you that in terms of AYP (Adequate Yearly Progress), that federal notion of all or nothing model that we all live by, you had both high schools at 100% of those targets. I would have to tell you that the folks in the surrounding districts are jealous of your work and of your results. Now we have to ask the

question, how do we continue that? Is that a projectory we started and how do we maintain it? Some might say or even the public might say, was that a fluke? It would never happen as a fluke, but it will take careful work to maintain that and to have the growth in student achievement that you want to see. Where students who are scoring at 50% proficiency will continue to move quickly up the scale. That is the kind of work that we want to assist you in doing as part of your work as a Board and as a strategic plan set through this district by your Superintendent.

Highlights From the Two Efforts:

In terms of the early literacy initiative, it is really a K-12 initiative. We are focusing our time, energy, resources and materials around early literacy.

- We have established a Literacy Task Force. We have to have some of the brightest minds and best teachers you have in the school district to oversee, provide the direction and leadership, and also learn together all that we can know about early literacy and its impact upon the later performance of students.
- We have consulted a variety of data points to do that and we are still collecting data even in the K-2 arena. We have looked at quite a bit of data to say is this really an issue in Northampton County as it is in so many places? If so, how do we go about addressing it?
- We have established at this point the beginnings of a Professional Learning Plan for all of your teachers who teach literacy in the elementary schools, grades PreK–5. That will continue to roll out this fall and pick up as we go forward.
- Your staff has been organizing and assessing materials so that students and teachers have access to the very best materials to teach from and teach with.
- We have also begun to talk about how we would align PreK programs and expectations with what actually happens in Kindergarten.
- Studying efforts and possible initiatives to close the gap relative to Birth – PreK (years 0-4). (We inherit the gap on the day of Kindergarten. How can we go back and change that whole scene from years 0-4? How would other agencies partner with us to do that? How would other personnel help us in the years before we would ever get those children? What can we do to minimize the kinds of circumstances and issues that causes that gap to show up on the first day of Kindergarten?)
- Studying trends of the most successful early literacy instruction so that 95+% of your 3rd graders will exit proficient or on-grade level in reading, writing and comprehension. (If that were to happen, what does that mean for other teachers up the line, such as grade 4 up to high school? Think about how that changes the face of whom these teachers are dealing with. Think about the curriculum opportunities that would exist for students. This is the kind of work this Literacy Task Force is engaged in and we will continue to set goals through Dr. Bracy with his permission. We will continue to bring those kinds to things of the Board. I think it is very exciting work, it is hard work, it will not occur overnight, it is something you need to see through for the long term and you need to think of it as a long term project.)

The Gap – How Wide Is It?

Overtime, these students come in three groups; low, middle or high for grades elementary through middle school. All groups have to have attention and all instructional levels have to have attention. If we don't attack this in a very systematic process we will likely identify a number of children in the early grades as being exceptional children. When the fact is, they struggle with learning how to read.

What We Know About High Quality Reading Instruction & Student Achievement:

1) quality of instruction, 2) time, 3) level of instruction, 4) impact of direct instruction, 5) professional learning of instructional staff and 6) use of non-proprietary programs. (Build upon things that are already in place.)

A Premise for Literacy as a District Priority:

If a child does not learn to read well, write well, and comprehend well, not much else matters. (Early literacy really should be a prioritized focus.)

Professional Learning Communities (PLC's) Concepts: A framework and structure for accomplishing the adult work required to educate all students at high levels – instructional planning, instructional delivery and assessing the impact, results and outcomes.

I have shared with your principals that the behaviors and conversations that we as adults, professionally trained, enter into getting the job done educating our kids. We have to access the impact of adults working with children. We are talking a lot about collaborative teaming:

- Emphasis on collaborative teaming
- Ownership and group accountability for students' success
- Building the capacity of principals and teachers
- Shifting focus from teaching to learning
- Asking the "so what" question
- Extending and deepening professional learning of all instructional and administrative personnel

In summary, Dr. Rumley informed that Board that our work and projects are intended to strengthen, enhance and promote the work you have already begun or are engaged in to take it to another level. We hope that as human resources and providing other types of resources as we can that will enhance your efforts and speed your progress in doing that. Your role as the Board of Education I would have to say, I would like to see you go into the schools and see what the teachers are doing. How is the instruction being delivered? Talk to the students and ask them questions about what they are learning. Some will be frustrated at times, as you know that. Your role is a very important one and as long as you focus on and make the primary role that of enhancing and guaranteeing that learning is occurring at high levels for all children. Are there any questions or comments at this time?

Ms. Smith-Ingram: Let me share with you first that I am an educator. I like and I am encouraged about what you said about investing in our teachers. I always have a great concern when we hire so many TFA's. We do hire a lot of TFA's and they do a wonderful job for us, but each time we hire a TFA there is a stipend associated with the TFA. This stipend is to offset the training they go through during the year while they are in the TFA program. I have always felt that if we invested in every educator the way that the TFA program invests, we would be able to bring forth the professionalism, the standards and the performance of our teachers. So, thank you for sharing that with us. I think it behooves our Board to do what we have to do. My only concern that I have before I can support what is being done by the transformation team and in order for me to do my part making sure that learning is going on, I want you to know that our teachers have a lot of expectations place upon them. Our teachers have not received a raise going on now five years and our teachers are required to do more with less. The cost of living is increasing, but our teachers' wages are not. Whenever we have a transformational team, a team comes in and not only do I have to teach my students and make sure they are learning, but I have to do all of the bells and whistles and it really stresses an educator out. Some times teachers just want you to leave them alone and let them teach. Because I am a teacher, I don't get to visit the schools often, but you would not be able to tell it by the complaints I am getting from teachers. Some teachers are spending their entire weekend doing lesson plans. You are too tired after

doing lesson plans to teach the lesson plan by the time you get there. If they could do some duty-free planning periods where they can work on their lesson plans or have a professional development day where they could come in and work on lessons plans or pacing guides. I am tired of this district bringing in programs and stressing out our teachers. Then you don't give them the adequate training so they may become proficient at the new things you are teaching them to do. In order for me to support a program, I have to be sure that the teachers who are employed in this district get the adequate time to learn the program and get the adequate resources, including if we need to get some more supplemental pay for them not to have to stay after school and volunteer to do it. What I have shared with you and if I can put it into one caveat, let the program be something that is going to build value, but we don't want to burn out our valuable commodities and those are our teachers. We don't offer them a lot in supplements. It is hard for us to recruit quality teachers and get them to stay here. Thank goodness the economy is what it is and they can't find jobs elsewhere, because some of them are only here for that reason.

Dr. Mark Rumley: I come to you from a district where that was exactly the case and the same business about raises. I am straight out of an LEA where you are exactly right about those things. I guess I would say if I would fall for something that I said to your principals last month, "what are the things that we as a district can do on a—stop doing list. Things that have no impact or have a negative impact in your schools for your teachers and your students?" Can we really identify those and will we stop doing those things in order to engage in practices that give us the most return for student learning. I would suggest to you that there are things that we all do all of the time that are taking away from what our ultimate goal is and many of us don't recognize what they are. You almost have to have a way for an outside group to say, have you thought about this. Ms. Ingram, I do appreciate those comments.

Ms. Smith-Ingram: If you can get some checks and balances along the way. If you have a system that is working, then there needs to be some consistency across the board. I can see you making sure the alignment is consistent across grade levels, but don't take away a teacher's creativity.

Dr. Mark Rumley: I would follow-up with that to say that our TFA's or new teachers probably need a lot more structure and support. Some of our expert teachers, it is second nature to them. So we do have to treat those populations differently. We have to figure out what works for them and that is part of our role, to be supporters.

Mr. K. Edwards: Thank you for that wonderful presentation. I would like for you to touch basis on the Professional Learning Communities concept. I had the pleasure of attending the presentation with some of our school executives last year. How are we doing with that process overall and exactly what does that look like in Northampton County Schools?

Dr. Mark Rumley: You would find, and I can confirm if there are any principals in this room, that there are a variety of ways that folks are going about creating a PLC. Some have fully implemented collaborative teams such that they are all meeting on a given schedule. They have a scheduled time to meet. What do those team meetings look like? What is actually going on there? How are those team meetings different from grade level meetings? I think you would find a variety of responses at this point. By the end of the year, I would hope that you would see some uniformity and consistency along the lines of specific components that must be present for a true Professional Learning Community to exist. At this point, we are doing some assessing as we go, which will be part of our conversation with the principals tomorrow. We felt like the collaborative teaming was the first thing that needed to be established. Getting those persons

working together, becoming accountable for those kids, learning together and solving problems. Those teams meet from an interdependent standpoint, as they are pursuing a goal and the goal cannot be achieved without every person who is there. If one person drops out or doesn't show, the goal cannot be achieved. That is kind of a vision by the end of this school year of where we are going. Then, how do we take some funds from Race to the Top, which was earmarked for that purpose and train your teachers from a very formal standpoint just like your administrators have been. We will continue to keep you updated on this.

Directors' Updates – Mr. Matthews shared the Directors' Updates with the Board for the month of September 2011.

Mr. Majette: I would like to know why some directors have dates recorded for different school visits and activities and others do not.

Mr. Matthews: I guess we need a format for the directors to follow so that everyone would be consistent. At this point, I don't think a format exists.

Chair Johnson: At the direction of the Board, will the administration come up with a format for all directors to follow so that you would not have this kind of lack of information?

Ms. M. Edwards: Mr. Matthews, I wanted to check with you and Mr. Tillery because NCHS-East has had some problems with their air conditioning I would like to know if the heat is going to be right when the time comes to turn it on? Is the unit straightened out so that when the time comes to turn the heat on is it going to be workable? Is the unit ready?

Mr. Matthews: I will refer that question to Mr. Tillery because I would have to ask him for the update on the boiler. The air conditioning was working last Friday at 100%, but as far as the boiler preparation I will refer to Mr. Tillery.

Mr. James Tillery, Maintenance/Transportation Director: In regards to the unit at NCHS-East, it was the compressor that went bad and it was operating at 50%. The company did replace the compressor at East and we found out that all three of the compressors were bad from the company. They actually sent a representative here from the company to make sure that they were installing the compressors correctly. They found out that they were installed correctly and the company made arrangements to get us replacement compressors for East. The air conditioning should be working now. The company stated that since we had a boiler at East that we have not had long that they want to work with us when we decide to change over to heat and they would be there to turn it on first.

Business Before the Board for Approval

Mr. Matthews informed the Board that Senate Bill 415 eliminated funding for the State Kindergarten Breakfast Program and replaced it with Elimination of the Cost of Reduced-Price School Breakfast Meals. Funds have been allocated to all eligible SFA based on reduced meal status numbers as of September 2010. Allocation funding for Northampton County will be in the amount of \$3,619.00. In short, the reduced-price breakfasts will become free breakfasts.

Ms. M. Edwards: I just want to reiterate what I said the other night that if a child does not have the money, I don't want to know that a child did not get fed. I just want to be sure that if a child does not have the money, they are not asked to put their plate back. Maybe their parents didn't have it or maybe the child may have lost it or whatever. If the child does not have it and the person at the register should tell them to go ahead and we log it and call the parent. The parent would be notified regarding what they owe.

Ms. Smith-Ingram: Kids cannot function when they are hungry.

Mr. K. Edwards: Just for clarity, I know we spoke about this at the Work Session, is it correct that this program will provide breakfast for all students?

Mr. Matthews: Paid students would still pay full price for breakfast.

Mr. K. Edwards: That is not what I heard the other day.

Mr. Matthews: I think you might be right on that, but I have been educated since the Work Session.

Mr. K. Edwards: In that case, I would like to address that question to Ms. Carolyn Williams. A child who currently pays for their breakfast will still have to pay for their breakfast is that correct?

Ms. Carolyn Williams: Yes, they will have to pay for their breakfast.

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. Taylor, the Board unanimously APPROVED to utilize a portion of the State Revenue Child Nutrition match if the current allocation is inadequate to cover additional Reduced-Price School Breakfast Meal costs, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Mr. K. Edwards: In reference to this year's calendar, when does first semester end for the high schools?

Ms. Matthews: The semester ends on January 20, 2012.

On a MOTION by Ms. M. Edwards, SECONDED by Mr. Majette, the Board unanimously APPROVED the following make-up days due to student days missed for "Hurricane Irene" on August 29-31, 2011 and September 1-2, 2011, as recommended by the Superintendent. The motion passed by a vote of 7-0:

October 13, 2011 for August 29th

October 14, 2011 for August 30th

December 9, 2011 for August 31st

November 23, 2011 for September 1st

January 20, 2012 for September 2nd

On a MOTION by Mr. Little, SECONDED by Ms. Taylor, the Board APPROVED the personnel list below as discussed and recommended by the Superintendent. The motion passed by a vote of 7-0.

Personnel

Certified Recommendations:

Rodney Anderson, JROTC, NCHS-West Stem, 9/19/11

Meta Stratton, School Guidance Counselor, NCHS-East, 10/6/11

Hattie Hunter, SES After School Facilitator (Title I), Gaston Elementary, 10/3/11

Margaret Nicholson, SES After School Facilitator (Title I), Squire Elementary, 10/3/11

Goldie Gilmore, Part-time Mentor for Beginning Teacher Program, Gaston Elementary, Central Elementary and NCHS-West Stem, 10/6/11

Mary Harrell-Sessoms, Part-time Mentor for Beginning Teacher Program, Squire Elementary, Willis Hare Elementary, Conway Middle School, Northampton Alternative and NCHS-East, 10/6/11

Classified Recommendations:

Peggy Cary, Youth Career/Education Advisor, Rich Square/W.S. Creecy Training & Community Center, 8/23/11

Antoine Graham, Interim Custodian, Willis Hare Elementary, 10/10/11

Bill Person, Interim Custodian, Northampton Alternative School, 9/23/11

Resignations:

Sonia Johnson, Pre-K Teacher, Central Elementary School, 10/20/11

Louella Manlegro, Exceptional Children Teacher, NCHS-East, 8/17/11

Freida Lee, High School Counselor, NCHS-East, 10/25/11

Retirement:

Teresa Warren, Kindergarten Teacher, Willis Hare Elementary School, 12/1/11

Dismissal:

Shameqwa Walker, Mentor, Rich Square/W.S. Creecy Training & Community Center, 8/17/11

Leave of Absence:

Charles Edwards, Custodian, Willis Hare Elementary School, 9/15/11

Tutors:

Bernice Carter, Tutor, Willis Hare Elementary School, 9/12/11

Cynthia Lloyd, Tutor, Willis Hare Elementary School, 9/12/11

Minerva Phillips, Tutor, Willis Hare Elementary School, 9/12/11

Amy Moran, Tutor, Willis Hare Elementary School, 9/12/11

Stephanie Rawls-Riddick, Tutor, Gaston Elementary School, 9/13/11

Coaches:

Terry Williams, Junior Varsity/Assistant Boy's Basketball Coach, NCHS-East, Fall 2011

Colin Sneed, Assistant Football Coach, NCHS-East, Fall 2011

Greg Palmer, Head Football/Head Basketball Coach, Conway Middle School, Fall 2011

Tyrone Powell, Assistant Football Coach, Conway Middle School, Fall 2011

The Board and the Board Attorney held the following discussion regarding students who don't bring lunch money to school:

Attorney Rod Malone: Chair Johnson, I would like to clarify a question from Ms. Marjorie Edwards earlier. I will need to talk further about this with Dr. Bracy, but we have been given the question on school lunches from various other school systems. I know a little bit more than I did two months ago. What a lot of school districts are struggling with is kids who don't bring lunch money and the school system has been covering that and it has been costing them a bit of their own personal money to cover it. The only thing I need to clarify is that if the Board is going to officially have a policy for a kid who does not have lunch money and they are to be fed anyway, I do think the Board needs to get that in the minutes to adequately cover staff or anyone else. When you have school systems spending \$10,000 to \$15,000 per year to feed kids, where in some instances the principals say the kids have the money and they just choose not to spend it. I feel if you are going to adopt a policy, not necessarily a policy, that you need to have something in the minutes to make sure you are covered. I do know that Bertie County just implemented a policy where if a kid does not have lunch money they don't get a regular lunch instead they get a different lunch that the school is providing. They get food, but they are not getting the regular lunch. I have surveyed throughout our office regarding other systems and how they are tackling this problem. It is apparently a bigger problem than I realized. Child Nutrition offices are dealing with this. I just wanted to point this out to you.

Ms. M. Edwards: The reason that I brought it up was because a parent brought it up to us that her child was told in front of other people that you don't have enough money for lunch. I believe the child was short 19 cents. I am not talking about every child coming without lunch money, because I don't think we have that kind of problem. This particular thing really bothered other people, the parent and me.

Attorney Rod Malone: I am not suggesting that you not be concerned for isolated cases. I do think that the Board should do something by a motion if you are going to have a certain expectation to take care of confusion.

Ms. Smith-Ingram: We did have several things to come up where we asked for a survey to be done. At this time, if we could have Ms. Williams and her staff and Mr. Matthews to look into finding out what procedures are being followed by each of our school food service managers and find out if we could come up with a system that would work. This is a tough time for many of our families and we want to be respectful of our children, because peer pressure is hard on a student. Remember, we don't want to develop a pattern like Mr. Malone alluded to. At no point should a child be told, "no put your plate back you can't eat."

Attorney Rod Malone: I think that is a totally different issue. An occasional trip through the line is certainly a different problem than what others are complaining about. Again, I just think that we need something more than an understanding between the Board and the administration.

Ms. Taylor: Last month, Ms. Williams stood before us and explained the federal guidelines. She talked about the lunch price increase and students not being able to eat without lunch money.

Chair Johnson asked Ms. Williams to address the Board's concern.

Ms. Carolyn Williams: We don't have a written policy or procedure as to what is to be done. In our previous years, there was an alternative meal being given if a student did not have their money. But when our state consultants and auditors came down they told us that was free food and that Child Nutrition could not give away free food. I went to some of our PTA's and ask if they would set aside a fund or some money so that when students came to school without money that we could draw money from them. We cannot have any money owed to Child Nutrition federally at the end of the school year. Two years ago, Ms. Barbara Stephenson paid \$90.00 on one day for students who did not have money and \$60.00 the next day for students who did not have money. Believe me, we hurt as much as you do. I put the Child Nutrition managers in a very bad situation when I tell them that we cannot have any charges. Ms. Edwards you are right, 19 cents is a very little bit of money, but when you have 2,400 students, we don't have the money to pay it. We have to have some source of money to reimburse what we are not being paid. We will do anything that the Board directs, but we do have to have some procedure and some funding for reimbursement for any child who does not have the money even if it is as small as 5 cents.

Mr. Majette: We have to be careful about what we say and what we do, because they will use it as a crutch. Therefore, if you allow children to do that in the school, if the word gets out, they will use it.

Ms. Smith-Ingram made a motion and it was seconded by Mr. Little to defer the item of (students who don't bring lunch money) to the administration, Ms. Carolyn Williams and staff to come back with a survey of what is being generally practiced as well as a written policy to address this situation.

Ms. M. Edwards: We had a whole lot of money left over in Child Nutrition for two years straight. I know we will not have all of these children coming all of the time with no lunch money. I don't agree with not giving them some food at lunchtime. We don't know the situations some of our children go home to. I will not vote for not to feed any children.

Mr. K. Edwards: Ms. Williams, when a child goes through the line, the Child Nutrition manager or designated personnel takes their student number. Don't they get a weekly printout of what they have on their account?

Ms. Carolyn Williams: For the full paid students, we have a directive and I have asked the managers to send home a printout at the end of each month, the history or a bill, showing the parent how much money they have on the account. Within the next two weeks, they will be able to go online and pay for their meals online and or to see what their children have eaten, what times they ate and how much money they have left or do not have on the account. We have already received the software in to begin and implement lunch pre-pay and that will be online.

Ms. M. Edwards: When you talked to the PTA's, what was their response?

Ms. Carolyn Williams: They did not want to do it. We had one PTA to put in \$50.00 and the \$50.00 was used, but was never reimbursed.

Mr. K. Edwards: At the end of a school year there is a balance in Child Nutrition, how has that been paid in the past?

Ms. Carolyn Williams: We are not allowed to pay it. We have not had the problem and that is why our audit came out good.

Mr. K. Edwards: The reason I asked you is because in some school districts, the school itself has paid the difference in an excess sum of \$700.00 plus.

Mr. Rod Malone: Either the school pays or the Central Office picks up that difference, because you can't take the Child Nutrition money to pay it. What the Child Nutrition Manager is saying is that you have not had this as a problem. It may just be the 19 cents.

Mr. Majette: Can't you set it up that if a child does not have the money you have a designated place for them go to get a slip with their name written on it. When they go through the line, they give the slip and it would be just like money. Then you would keep that child's name and contact the parent informing them that they owe money.

Chair Johnson: We have a directive for Ms. Williams and a second. She has the instructions on what to do and get back to the Board.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Little, the Board unanimously APPROVED to defer the item of (students who don't bring lunch money) to the administration, Ms. Carolyn Williams and staff to come back with a survey of what is being generally practiced as well as a written policy to address this situation, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Superintendent's Information

Dr. Bracy addressed the Board and audience as follows:

- I commend Ms. Pamela Chamblee and Ms. Felisha Wyche for their SAT participation rate increasing drastically 79.5% up from 58% the year before. Those figures compare to 64% of North Carolina and 50% of students nationally who took the test as well. NCHS-East had 69.2 % of the students take the SAT and NCHS-West Stem had 98.4% of their students take it. Ms. Chamblee and Ms. Wyche we commend you, your counseling and teaching staff for that. We all know what participating in the SAT test means for our students and how important it is to their education to go on to college.
- I attended the N.C. High School Athletic Association Meeting on Thursday and I commend NCHS-West for being awarded the Ejection Free Award. Coach Jerry Adams was there to accept the award as she is also Athletic Director and she accepted the award from the N.C. High School Athletic Association Commissioner David Whitfield. This award is given to schools that do not have any athletic competition ejections by student athletes or athletic personnel for that year.
- We also received some important information at that meeting regarding realignment. I am going to ask Mr. Dexter Harris to come forward to talk about that information.

Mr. Harris addressed the Board stating that the information that you are reviewing is the Realignment Timeline provided by the N.C. High School Athletic Association for 2013-2017. A couple of things have happened already in that our schools have received a declaration of intent. With this intent, the question is basically being asked about whether we wish to maintain membership in the N.C. High School Athletic Association and also being asked are we participating in this realignment? With the realignment, what should we expect for Northampton County. We shouldn't have to expect anything for Northampton County because our numbers won't change a whole lot. Our numbers won't change enough that it is going to change our classification. Basically, are we going to go above the 750 to go up to a 2A classification? No. Are we going to dropout? We can't. We should be okay as far as our classification and maintaining our classification as to where we are right now. The realignment is set up to start in August 2013. They are putting together a panel or committee to discuss classification and where they want everyone to be realigned with the classification. This realignment that is going to be for year 2013 through 2017.

We go through these alignments pretty much every four years so the next realignment is scheduled for 2013.

Ms. Smith-Ingram: I think that is wonderful as we move towards one high school and what we talked about. It will be perfect timing for our consolidation of schools.

Public Comments

Chair Johnson announced that no one signed up for the second Public Comments.

Board Information

- October Calendar of Events
- NCSBA Annual Fall Law Conference – October 19-21, 2011 – Asheville, NC
- Next Regular Board Meeting – November 7, 2011 – Board Room – 5:30 p.m. (Closed Session) – Open Session beginning at approximately 6:30 p.m.
- NCSBA Annual Conference – November 14-16, 2011 – Greensboro, NC

Closed Session

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. M. Edwards and APPROVED, the Board convened in a second closed session at approximately 8:35 p.m. pursuant to General Statute: 143-318.11(a)(1) to prevent the disclosure of confidential personnel files under G.S. 115C-321 or other information that is privileged or confidential pursuant to state or federal law, or not considered a public record and pursuant to General Statute: 143-318.11(a)(6) to consider matters relating to initial employment of an individual employee or a complaint, charge, or grievance by or against an individual employee. The motion passed by a vote of 7-0.

Open Session

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. K. Edwards, the Board adjourned closed session. The motion passed by a vote of 7-0. The second closed session ended at approximately 10:15 p.m.

Adjournment

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Little, the Board adjourned the meeting at 10:20 p.m.

Approved: February 6, 2012

Dr. Eric C. Bracy, Superintendent