

**REGULAR MEETING
NORTHAMPTON COUNTY BOARD OF EDUCATION
Monday, June 3, 2013**

Members Present: Kelvin Edwards, Chair; Erica Smith-Ingram, Vice Chair; Donald Johnson, Marjorie Edwards, Rhonda Taylor, Phil Matthews, Clinton Williams, Dr. Eric Bracy, ex officio
Others Present: Administration, press and interested parties

The Northampton County Board of Education held its regular meeting on June 3, 2013 in the Board Room of the Northampton County Schools administrative building. Vice Chair Erica Smith-Ingram called the meeting to order at 5:10 p.m.

Closed Session

On a MOTION by Ms. M. Edwards, SECONDED by Mr. Johnson and APPROVED, the Board convened closed session at approximately 5:13 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)(3) to consult with the Board's attorney in order to preserve the attorney-client privilege. The motion passed by a vote of 6-0. Mr. Kelvin Edwards was not present for the vote.

Open Session

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram, the Board adjourned closed session. The motion passed by a vote of 7-0. The Board's first closed session ended at approximately 6:38 p.m.

Mission Statement

Chair Kelvin Edwards read the Northampton County Schools' Mission Statement to the audience as follows: To provide each student the opportunity to gain skills, knowledge, and values necessary to function effectively in society through a cooperative effort of school, family, and community in a safe and nurturing environment.

Pledge of Allegiance

Ms. Marjorie Edwards led the Board and audience in the Pledge of Allegiance.

Approval of Board Agenda

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. M. Edwards, the Board APPROVED to amend the agenda to insert a second closed session before item #6 Good News Award pursuant to G. S. 143-318.11(a)(1) and (a)(6), add Student Dress Policy before item #12.09 Personnel and insert a third closed session before item #15 Adjournment pursuant to G. S. 143-318.11(a)(1) and (a)(6). The motion passed by a vote of 6-1. Mr. Donald Johnson voted against.

Closed Session

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams and APPROVED, the Board convened closed session at approximately 7:05 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 5-2. Ms. Rhonda Taylor and Mr. Phil Matthews voted against.

Open Session

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams, the Board adjourned closed session. The motion passed by a vote of 7-0. The Board's second closed session ended at approximately 7:40 p.m.

Good News Award

Mr. Hans Lassiter along with Dr. Eric Bracy and Chair Kelvin Edwards recognized and presented Good News Award Certificates to the following recipients:

2013 Tar-Roanoke Athletic Conference Baseball Coach of the Year – Mr. Dexter Harris, County Athletic Director, announced that **Coach Joseph A. Cobb**, Math Teacher and Head Baseball Coach at Northampton County High School, has been selected the **2013 Tar-Roanoke Athletic Conference Baseball Coach of the Year** and he was presented a Good News Award Certificate for his recognition. Mr. Harris stated that Coach Cobb led the Jaguars in their first year to a 2nd place finish in the conference behind Gates County and a trip to the 1A State Baseball Playoffs. The baseball team has had a really good year overall and their fundamentals have vastly improved.

Mr. Hans Lassiter further elaborated that Coach Cobb played Division 1 Baseball at North Carolina Central University in Durham, NC. He joins three other Jaguar coaches who were named Tar-Roanoke Athletic Conference Coaches of the Year in their first year as the Jaguars for their respective sports in (Football, Men's Basketball and Volleyball) making this quite a year for Northampton Jaguar athletics!

George and Frances London Educational Foundation Scholarship Recognition – A senior at Northampton County High School, **Jeanann Denise Woodard** (absent), was recognized and presented a Good News Award Certificate for receiving the **George and Frances London Educational Foundation Scholarship**. Jeanann is the daughter of Mr. & Mrs. Dennis Woodard. She will receive an award of \$7,500 towards attending an accredited, four-year college or university of her choice. This scholarship may be renewed each year subject to Jeanann maintaining a 3.0 or higher GPA and undergoing a review by the Foundation after which she could receive a scholarship totaling \$30,000 over a four-year period.

Northeast Regional Instructional Management Coordinator of the Year – Ms. Angie Jenkins, Career Development and Instructional Management Coordinator, was recognized and presented a Good News Award Certificate for recently being selected **Northeast Regional Instructional Management Coordinator of the Year!** Ms. Jenkins was also elected President of the Northeast IMC Group for the 2013-2014 school year. She will compete for State IMC of the Year on July 22, 2013 during Summer Conference. Ms. Jenkins is a graduate of North Carolina A&T State University and she has served as Northampton County Schools' Career Development and Instructional Management Coordinator since August 2009. Prior to joining Northampton County, Ms. Jenkins was a CDC & IMC, Business Teacher, Support Coach and Resource Teacher for Bertie County Schools and an adjunct Psychology and Sociology Professor at Shaw University.

Ms. Angie Jenkins addressed the Board and audience as follows: “I thank you all for recognizing me tonight. Thank you all for allowing me to be a part of such a wonderful system and I thank you for allowing me to be here to serve, learn and I look forward to the future.”

Introduction of New Personnel

Mr. Hans Lassiter introduced the following Northampton County Schools’ personnel to the Board and audience:

Shamikah Pyfrom, Administrative Assistant, Curriculum & Instruction Department
Felicia Gray, Substitute Bus Monitor

Consent Agenda

On a MOTION by Ms. Taylor, SECONDED by Ms. M. Edwards, 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 – May 6, 2013 and May 14, 2013

Regular Meeting – April 8, 2013 and April 18, 2013

Business Before the Board for Information

Memorandums from the Department of Instruction – Mr. Joe Holloway presented the following Memorandums from the Department of Instruction regarding the Exceptional Children Program. The memorandums were as follows:

Item 1: Warning Lists for Significant Disproportionality; Item 2: LEA Data Profile and Item 3: Continuous Improvement Performance Plan (CIPP) 2013 – Mr. Holloway stated that this report from DPI warns the school system that LEAs can be found to have significant disproportionality in the areas of discipline, category identification, and placement. For the 2011-2012 school year, Northampton County Schools had a rate of 10.07% in the category of out-of-school suspensions of ten or more days cumulative and the state average is 5.00%. This is more than double what the state’s rate is.

Mr. Williams: I wish to address my concern to Ms. Joyner about the disproportionate number of out-of-school suspensions for that particular population of students and how are we going to move from where we are in that particular category? I have concerns with this particular report. Ms. Tikisha Joyner addressed the Board as follows: After reviewing that report, I have put in place Module I for PBIS that is open to all schools. We now have five (5) persons at each school who are trained in PBIS Module I Training. Those five people are the team members for the school, they will meet monthly with the behavior specialist to look at data and what is going on, look at how many kids are being suspended, and the principals are made aware of what our data looks like. I have also contacted our Regional Consultant for Behavior at DPI and he will be coming next week to communicate classroom management training for our regular education teachers and exceptional teachers. Our Behavior Support Specialist and Behavior Liaison will work harder with teachers to look at the methods we have in place for our students who have behavior issues, write better comprehensive behavior plans, write better intervention plans for our students and make sure those plans are carried out correctly.

Mr. Williams: I am wondering what some of the social issues are that play a role in that formula and about why some of the children may have the behavior problems that they do? Are we considering that and perhaps putting a plan in place for how we look at suspending those particular students? For instance, 1 day versus 10 days.

Ms. Tikisha Joyner: I am looking at hiring a staff psychologist, because we have been contracting in previous years. That psychologist would be here on staff and at the schools where he or she can easily look at our students' psychological testing and help our team come up with better plans for our students.

Mr. Williams: Are you in a position to make any recommendations to Dr. Bracy that may be shared with the principals about how we can approach dealing with this population of students' behavior in terms of discipline?

Ms. Tikisha Joyner: Not at this time, but that is a concern of mine as well. We are diligently researching the areas that we need improvement in.

Mr. Williams: Will any of those plans address the 90-days that is allowed from the time a student is referred for evaluation to determine if they had an ID or not to the time that process is actually completed?

Ms. Tikisha Joyner: Yes. We are going to attend a training this summer for RTI to help us with the process of looking at what interventions we are putting in place for behavior as well as academically to help curtail kids from being referred to the Exceptional Children's Program and to also look at interventions that are put in place for those 90 days.

Mr. Williams: I am not very familiar with RTI.

Ms. Tikisha Joyner: We have a district-level group who has been comprised of a Curriculum & Instruction Team and we will be going for the RTI Training at the end of June.

Chair K. Edwards: Do I hear you saying that we are going to have PBIS and RTI (Response to Intervention)? That will be what we utilize when we talk about children's intervention.

Ms. Tikisha Joyner: That is the language we are now going to use.

Ms. M. Edwards: Does that mean that we will have children more in school so that we won't send them home, deny them of their work and will there be someone there to supervise our children? I would like to see that happen.

Ms. Tikisha Joyner: Yes that is our plan.

Ms. Smith-Ingram: Ms. Joyner, I am interested in any integrated team that your department is looking at to start working. I wish to refer to page 5, 2012-2013 Significant Disproportionality Warning List – Discipline. You know that with the state being at 5%, the counties with the highest poverty level, which are Northampton, Halifax, Warren Counties, Roanoke Rapids and Weldon Cities, are almost double the state. It is alarming to me because not only do we have certain demographics, high poverty and large minority populations, it seems like with a student who needs the most support and resources you are going to need to look at a cross-collaboration of Title I funds, looking at parent and community outreach and some of the programs that Ms. Hoggard is doing. These numbers are alarming considering where we are and how we already are behind the eight ball. If we could get that number down, especially this demographics of students with special needs.

Ms. Tikisha Joyner: We were cited two years ago for having disproportionality in the area classified as Intellectual Disable. We put strategies in place and we are no longer under even one. That is my goal next year the same way we dealt with the classification of ID to look at the behavior, because your are correct you don't expect it be double that of the state's percentage.

Ms. Smith-Ingram: We applaud the growth, but in any way the Board can support or how Dr. Bracy can work with you throughout all of the departments, because we all need to be hands-on about this issue. Please let us know if there is anything that we can do to help that, because we would like to see that number go down.

Ms. M. Edwards: I think that the programs that Ms. Hoggard has in place, such as the Café Day and Parent University, should be a part of that. If there is some way you can incorporate that, because we need the parenting. The parenting might be able to help even the teachers with what is going on at school if you can get them involved.

Ms. Tikisha Joyner: Ms. Hoggard and I have discussed the collaboration with those programs.

Adopt-A-School Mentoring Program – Policy & Procedures Manual – Mr. Holloway informed the Board that the Adopt-A-School Mentoring Program – Policy and Procedures Manual is being shared from Ms. Catina Hoggard, Instructional Practices and Parent Involvement Director. The mission of this program is to provide at-risk students with trained and competent adults who provide consistent support, guidance and concrete assistance in the areas of need. This program is also a mentoring program partnership with faith-based organizations in Northampton County.

Mr. Matthews: This is a comprehensive program if everyone has had the opportunity to look at it. I wish to compliment the staff that put it together. It looks like this program is a church partnership. I am wondering if it is limited to churches or can businesses and civic groups participate as well. I don't have to have an answer tonight, but that is just something to think about.

Ms. M. Edwards: What I saw in the reading stated that a letter would be sent to the churches and if they would agree to be a part of it and help out. I think we are reaching out and if we can get the churches involved and those parents involved I think we could do a better job.

Career & Technical Education – Mr. Holloway informed the Board that Ms. Geneva Squire is providing a list of industry recognized credentials earned by our Northampton County High School students through the Career-Technical Education (CTE) Program for the 2012-2013 academic year. The students earned certifications in the following courses: Career Readiness Certification (Workkeys), Microsoft Office Specialist Certification, Lead Teacher Equivalency Certification, National Foundation of Professional Certification in Customer Service, CPR and First Aid.

Directors' Updates – Mr. Holloway also shared the Directors' Updates with the Board for the month of May 2013. There were two attachments included with the Director's Updates from the Curriculum & Instruction Department as follows:

District Professional Development Summer 2013 – A schedule of planned professional development for educators to participate in for summer 2013.

School Parent Survey Summaries – The Curriculum & Instruction Department is providing copies of the overall NCS Parent Survey by school for the academic year 2012-2013. This survey was available to parents online via links at the school and district websites.

School Relocation - Chair K. Edwards stated that we would now open the floor for a possible discussion regarding School Relocation.

Ms. Smith-Ingram: Mr. Chair, we have discussed this at great lengths and we voted at the May 6th regular session Board Meeting that we would move forward with the statutory process. The motion was as follows: The Northampton County Board of Education will move forward with the statutory process, which could include the closure of Northampton County High School, Willis Hare Elementary, Squire Elementary and the Northampton County Alternative School. As we move forward with the statutory process, we need to take the next steps as we update our study and look at our June calendar to meet our timeline so that we can make a decision and the staff and community can be informed. I would like to propose that we adhere to the following schedule:

June 11, 2013 @ 4:00 p.m. – Board Briefing on the Updated Study

June 12, 2013 @ 6:30 p.m. – Hold Public Hearing @ Conway Middle School

June 13, 2013 @ 6:30 p.m. – Hold Public Hearing @ Gaston Middle School

June 22, 2013 @ 10:00 a.m. – Complete Superintendent’s Evaluation & Board’s Final Decision on Schools

Board Members, if you cannot be here in person on June 22nd, can you make yourself available by teleconference? Also, because this is going to require a decision that could result in some shifting around as we discussed earlier, Dr. Bracy can you send out a memo to the administrators to relay information to their staff to make sure all classroom items will be boxed up with the teachers’ names on them in case there is a move. Everything should be taken down and boxed up at least for Northampton County High School and the middle schools.

Ms. Rhonda Taylor: I have a problem with this, because we have not made a decision on whether or not we were going to do this. Why are you putting that out there?

Ms. Smith-Ingram: We want to be prepared at any rate. If there is a move, we would want the staff to be able to pack up their classrooms so their boxes can be moved as was done in the past. We are trying to be proactive and prepared. We already know there has been a lot of discussion about what this decision and those schools that could be affected, which could be the high school and the middle schools. The decision has already been made at the May 6, 2013 Board Meeting and it passed by a majority vote that we would move forward with the statutory process to reconfigure our schools, which could result in the closing of Squire Elementary, Willis Hare Elementary, the Northampton County High School and the Northampton County Alternative School. The statutory process requires us to hold hearings, cause to study and look at demographics within the statutes. This is the statutory process, it passed by a unanimous vote and I am going to call for this Chair for the Board to implement those action items that were ratified in previous meetings. We must have follow-through.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams, the Board APPROVED to move forward with the statutory process as ratified at the May 6, 2013 regular scheduled Board Meeting to include the following:

June 11, 2013 @ 4:00 p.m. – Board Briefing on the Updated Study

June 12, 2013 @ 6:30 p.m. – Hold Public Hearing @ Conway Middle School

June 13, 2013 @ 6:30 p.m. – Hold Public Hearing @ Gaston Middle School

June 22, 2013 @ 10:00 a.m. – Complete Superintendent’s Evaluation & Board’s Final Decision to reconfigure the schools

Mr. Matthews: I agree that at the May 6th Board Meeting the Board did pass the statutory process, but it was not a unanimous decision it was a split decision. We are moving forward, but my concern is with the scheduling. I am fine with the scheduling, but if we meet on June 11th at 4:00 p.m. to review the study that would be the time the Board would make a preliminary decision. Then, you would notify the public of the preliminary decision so they will know what to talk about on June 12th and 13th. I am concerned if there is enough time if we make a preliminary decision on June 11th for the public to know what that preliminary decision is on the 12th. I believe if you could move the June 11th date up a little, then that would give you a little more time to inform the public.

Ms. Taylor: My concern is that we are already telling the teachers and principals to box up everything at Squire Elementary, Willis Hare Elementary, the Northampton County High School and the Northampton County Alternative School.

Ms. Smith-Ingram: No, I said pack up at the middle schools and the high school.

Ms. Taylor: I thought we were looking at all four schools, but apparently it is clear that we are just looking at the high school. Our questions should not be about all four schools, we need to talk about the school that everybody has on their minds. We have the principal here who is at Willis Hare and you are not going to mention Willis Hare. Then she should not have to worry about it. We need to lay all of our cards out on the table. If you are going to talk about just the high school and the middle schools, then let's talk about the high school and the middle schools.

Ms. Smith-Ingram: Mr. Chair, when we started out in the fall we said that we would be a Board that listens to the constituents and keep an ear to the community. We also said we would be a Board that is transparent and give people notice of what our deliberations are. I want to thank Ms. Taylor for opening the door. Mr. Matthews, yes there are some concerns about the timeline. What the community needs to see is a Board that is not stalling, a Board that can make a decision in the best interest of this community, the best interest of children and the best interest of being good stewards of their taxpaying dollars. I want to put this on the floor, because this did not just come up in May this came up in the fall. Ms. Taylor had some concerns and made the comment, "I talked about some of the same problems at the high school, but when I said something about it the conditions of the school nobody listened to me." After we were told that the school would be ready to open for students, I visited the school and saw where there was a mold problem. Board Members went there the next day and looked at the facility and confirmed that there was a mold problem. Dr. Bracy brought in a company to perform an air quality study and that is not to mention that we have had some students getting ill, students having to be homebound because of something in the building and we have had staff members who have not felt their best. Beyond that, we have had several incidents to go on in our community and in this nation. For instance let me mention "Sandy Hook". We want to put our students in the safest school design possible. We tried putting the high school in that location and some health issues have developed and we need to move those students away from that building. It is not safe and it is not the best facility that we have for those students. Those of us who get the newspaper and those of us who go to the County Commissioners' briefings know that the county is facing a tough budget crisis. They are going to have to cut departments. We don't have a money tree in Northampton County and we don't have industry coming in to generate more revenue. The County Commissioners met with us in November and presented us with a Way Forward Plan and we were taxed with going back and reconfiguring our schools and optimizing their utilization. Moving forward we have been put on notice since September and October that we need to do something. But yet this Chair has sent out emails upon emails trying to get us to schedule a meeting. There were Board Members at this table that did not respond to the email and within three weeks could not make themselves available so that we could make a final decision on June 3rd. No Mr. Matthews, it was not unanimous; I said it was a majority vote. The vote was 4-3 to move forward with the statutory process and when we have not done that we have not ratified what we sat here and voted on. It upsets me to keep tabling this issue, because I have missed meetings because I have made myself available until 12:00 midnight if that is what it takes. They voted us in here to do a job and we have to make ourselves available. We set a meeting for May 21st and May 29th and there was no discussion in here, but there was discussion out there. To put it all in a nutshell, the high school is not the safest structure, we are interested I believe and if we call for the vote tonight it would be the majority of the Board who wants to move the high school. That move of the high school will cause a great shifting or the reconfiguration of our middle and elementary schools. The feasibility of it is I think that we can't do anything with our elementary schools this year. You can take the elementary schools off the list. The Board Chair sent us an email and

asked us to look at separating the high school issue, but people can't respond or participate in the meeting. When it comes to this matter and because the minority did not support it, now there is an issue. I know it would be passed to close the high school. With that being said, I call for the Orders of the Day for this Board to follow its procedures, follow Roberts Rules of Order and do what is right. It is not safe to keep those kids there another year; move the high school. I say where I am on a mission and I don't have a problem with that. We need to do something to bring this county together. If we are going to bus high school students from the eastern end to the western end then the fairest thing to me is to bus the middle school kids from the western end to the eastern end. Then we would have one high school and one middle school to feed, therefore getting to the point where we are utilizing our four best facilities that are efficient. Then we can put aside the money we need so that we can build a brand new school for whatever that school will be. We cannot do it without a plan so let's stop stalling, stop making an issue out of it and just move forward with a statutory process. I am calling on this Board to follow the law and follow the vote.

Ms. Taylor: When we met there were five plans we were supposed to look at, but it seems like we are not looking at all five plans we are just jumping to the one that is convenient for certain people. In regards to the emails, we respond to whom we are asked to respond to. I don't have to send an email to every Board Member. When I am asked a question to respond to Ms. Harris that is who I respond to and not every other Board Member. That is what you asked us to do as Board Chair. The same students who you said are sick at the current high school are the same people who were sick at NCHS-West, because we asked the principal for a list of people who are sick. You have to realize people are going to get sick. We are so quick to rush and make decisions, this Board, instead of sitting down, analyzing things and getting the best feasibility study that we can get. I have a problem with that, but we sat right here two months ago about Garysburg Elementary School and nothing has been done as of yet, but we are rushing into everything else. The community is split and I feel we need to look at everything.

Ms. Smith-Ingram: Mr. Chair, I call for the question.

Mr. Johnson: Mr. Chair, I would like to correct a statement that Ms. Ingram made. I did state that night that I would not be able to be here on May 21st.

Chair K. Edwards stated that we have a motion on the floor to move the agenda.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams, the Board APPROVED to move the agenda. The motion passed by a vote of 6-1. Mr. Donald Johnson voted against.

Chair K. Edwards: Mr. Matthews, you made a good point that we should look at moving the June 11th date up from being too close to the time of the scheduled Public Hearings.

Ms. Smith-Ingram: When we had the last hearing, MBAJ opened up the hearings by doing a presentation and that is how the public was informed. There was a small Task Force of a few representatives, but for the most part no one in the public was educated about the study until the Town Hall Meeting. We are deliberating about something that is just not relevant. If we have the meetings on June 11th, 12th & 13th, we will all be getting the information at the same time.

Mr. Chair, I call for the question for the dates to remain the same:

June 11, 2013 @ 4:00 p.m. – Board Briefing on the Updated Study

June 12, 2013 @ 6:30 p.m. – Hold Public Hearing @ Conway Middle School

June 13, 2013 @ 6:30 p.m. – Hold Public Hearing @ Gaston Middle School

June 22, 2013 @ 10:00 a.m. – Complete Superintendent's Evaluation & Board's Final Decision to reconfigure the schools

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams, the Board APPROVED to move the agenda. The motion passed by a vote of 7-0.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams, the Board APPROVED to move forward with the statutory process as ratified at the May 6, 2013 regular scheduled Board Meeting to include the following:

June 11, 2013 @ 4:00 p.m. – Board Briefing on the Updated Study

June 12, 2013 @ 6:30 p.m. – Hold Public Hearing @ Conway Middle School

June 13, 2013 @ 6:30 p.m. – Hold Public Hearing @ Gaston Middle School

June 22, 2013 @ 10:00 a.m. – Complete Superintendent's Evaluation & Board's Final Decision to reconfigure the schools

The motion passed by a vote of 4-3. Mr. Donald Johnson, Mr. Phil Matthews and Ms. Taylor by a show of hands voted against.

Chair K. Edwards stated that we would be looking at the feasibility study for the possibility of the relocation of schools. I want it to be clear here tonight that no one is saying that a school is closing, because there has to be a feasibility study done and the Public Hearings have to be held. No decision is being made here tonight.

Feasibility Study

Chair K. Edwards informed the Board that there is a document before them where a feasibility study can be performed by FSLA. This will meet the guidelines that we have just approved.

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. M. Edwards, the Board APPROVED to direct the Superintendent and the administration to work with SFLA for the agreed upon amount to negotiate if he can for a lesser amount.

Ms. M. Edwards: Does that include checking the other three facilities, because the other three facilities that we were talking about before were the Alternative School, Willis Hare and Squire.

Ms. Smith-Ingram: He will be looking at all of the schools.

Dr. Bracy: What if he is not available on those dates? My concern was the timeline that he gave, which was May 29th.

Ms. Smith-Ingram: I believe he wants this contract and he said he could do it. If he cannot do it just have him designate another staff person.

Ms. Taylor: What happened to the vote we made last week in regards to MBAJ when we said we were going with the other study?

Chair K. Edwards: The vote was to go with the Independent Study or Guided Study. This will be an Independent Study. We had four proposals before us, which were MB Kahn, Ihrie, MBAJ and SFLA and the Board voted to go with the Independent Study. Also, that vote was before Dr. Bracy investigated other firms.

Mr. Johnson: I have a concern with the things that are being requested by the firm and it is going to put all of the responsibility on the administration with the limited resources and the limited people. I don't see how they are going to be able to meet the obligations that you are putting them under by taking this firm to do the study.

Ms. Smith-Ingram: Based on the bullets that I see, we already have this information in our MBAJ Study. Mr. Chair, I call for the question.

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. M. Edwards, the Board APPROVED to move the agenda. The motion passed by a vote of 6-1. Mr. Donald Johnson voted against.

The motion to direct the Superintendent and the administration to contract with SFLA to perform a feasibility study passed by a vote of 4-3. Mr. Donald Johnson, Ms. Rhonda Taylor and Mr. Phil Matthews by a show of hands voted against.

Business Before the Board for Approval

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram, the Board APPROVED that additional budget amendments may approved by the Superintendent for FY 2013 as required to move any funds into the appropriate purpose code based on reversion adjustments, receipt of additional funds, or as part of the cleanup process, as recommended by the Superintendent. The motion passed by a vote of 7-0. A report of these adjustments must be made to the Board of Education at its next regularly scheduled meeting.

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram, the Board APPROVED the FY 2014 Continuing Resolution Authorization until a new budget is adopted, as recommended by the Superintendent. The motion passed by a vote of 7-0. Prudent spending will not exceed one-fourth the amount in each fund code without prior consultation with the Superintendent.

On a MOTION by Ms. M. Edwards, SECONDED by Mr. Johnson, the Board APPROVED the following bids to supply food supplies and services to Northampton County Schools' Child Nutrition Program from July 1, 2013 through June 30, 2014, as recommended by the Superintendent. The motion passed by a vote of 7-0. The request for quotes followed procedures as outlined in the approved Child Nutrition Procurement Plan and the NC Child Nutrition Purchasing Alliance.

| Vendor | Bid Amount | Recommendation of Administration |
|--|-------------------|--|
| LOTS 1-3 (RENEWAL) through NC Child Nutrition Purchasing Alliance | | |
| Lot 1-3 | | |
| Sysco | \$258,396.67 | Renewal Sysco |
| (Snacks Lot 2) | | |
| Sysco | \$ 35,428.00 | Sysco |
| (Supply Lot 3) | | |
| Sysco | \$ 42,125.17 | Sysco |
| Water & Beverages | | |
| W5 | | |
| Sysco | \$0.18 | |
| Coca Cola | \$ 0.26 | Sysco |
| JU 1 | | |
| Sysco | \$ 0.56 | Coca Cola |
| Coca Cola | \$ 0.54 | |
| Bread | | |
| Franklin Baking Co | \$1.21 | Franklin Baking Co. |
| Integrated Pest Management | | |
| Mallory Pest Control | \$ 1210.00/mo | |
| Morgan Termite & Pest Control | \$ 1025.00/mo | Morgan Termite & Pest Control |
| Martin Exterminating Co | \$ 1120.00/mo | |
| Milk | | |
| Maola Milk & Ice Cream Co. | \$12.00/cs | Renewal |

On a MOTION by Ms. Taylor, SECONDED by Mr. Johnson, the Board APPROVED to declare as surplus for the disposal of Technology Equipment, such as computers, printers, projectors, televisions, telephones and other technology devices by Creative Recycling (State Contract

926A) of Morresville, North Carolina for processing, as recommended by the Superintendent. The motion passed by a vote of 7-0.

On a MOTION by Mr. Johnson, SECONDED by Mr. Johnson, the Board APPROVED to revise the 2013-2014 District Calendar professional development dates for October as listed below and recommended by the Superintendent. The motion passed by a vote of 7-0.

Change Professional Learning Communities (PLC) Training dates from October 7-8, 2013 to October 17-18, 2013

Change District Professional Learning Communities (PLC) date from October 9, 2013 to October 21, 2013

The early release dates and times have also been designated on the calendar so that all stakeholders are well informed.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams, the Board APPROVED the 2013-2014 Application for Career & Technical Education (CTE) State/Federal Funding, as recommended by the Superintendent.

Mr. Johnson: Is it my understanding that you are going to bring agriculture back? I want to add that brick masonry is a very lucrative business, because everybody is building. Has there been any consideration for that?

Ms. Geneva Squire addressed the Board as follows: A lot of our decisions regarding the programs we choose are driven by the student interest. We have to have enough depth and the students have to have interest in those program areas.

Mr. Johnson: Hypothetically, if the program is moved from the high school is the other high school capable for handling the things that the present high school is doing? What is going to happen to the Electric Vehicle (EV) Program with all of the facilities and things that they have on the eastern end? How are you going to fund that program to get it up to what it is now?

Ms. Geneva Squire: As the structure currently exists the facility would not be able to hold all of the EV Program. The automotive program would probably be an investment of \$80,000 plus just to get the shell and then you would have to have all of the infrastructure added. That is a venture to add an automotive shop. We do have a construction shop and an agriculture shop, but we don't have another shop that could be converted to an automotive shop. The size is just not there.

Mr. Johnson: What about the other parts of CTE that you had this year?

Ms. Geneva Squire: You are talking about Family & Consumer Science. The facility that exists can only house one teacher and we have a cooking teacher and an education teacher. We would also have to add in the cosmetology area at the site, but there is only one computer lab and we have three computer teachers. The Allied Health area, if we add back in the nursing component, we don't have the space in the facility based upon updated nursing standards for the state.

Mr. Williams: Could you partner with another education entity such as Halifax Community College maybe for your Electric Vehicle Program?

Ms. Geneva Squire: The state law says a Community College cannot teach a curriculum unless there is a year's gap that a high school has offered it. That is how we were able to start partnering back with the Community College because we did not have cosmetology this year. Since we offered automotive this year we would not be able to partner with the Community College. We would have to go without a program for a year before Halifax Community College could offer the partnership. They would love to work with us, but they have their guidelines that their State Board controls with them.

Ms. Smith-Ingram: Ms. Squire, I don't know if we have talked about this in the past, but with the new location of the company that had the big article of how they plan to potentially stamp out world hunger with the printing and the new 21st Century middle school requirement. There is a big push with agriculture and hydroponics and all of that development. I think that Northampton County is in a wonderful location; because one thing about it, we do have land and we do have agriculture. If you have to downsize in some areas you could scale up in other areas to compensate. I will share with you some of the information Mr. Williams and I got from the NSBA Conference. Some of the programs they are looking to expand are in agricultural programs, especially in your area such as ours. I taught at the facility at the other end of the county and their culinary arts room was in very good shape. There is also some space on the other end of the facility and I know the year before some of that equipment was moved. If it accommodated students before, I don't think there will be a problem with that one. We are looking at partnering and also moving into an ESTEEM High School. We will be looking at proximities to some of the other areas and distances we will be partnering with. There are advantages and disadvantages on both sides. It is just the fact of accommodating and being innovative.

Mr. Williams: I just want to say to you that this is a thorough report and I know that you put a lot of time and energy into the CTE Program. You are doing a fantastic job and we appreciate that!

The motion to approve the 2013-2014 Application for Career & Technical Education (CTE) State/Federal Funding passed by a vote of 7-0.

On a MOTION by Ms. M. Edwards, SECONDED by Mr. Matthews, the Board APPROVED the Memorandum of Agreement with the Northampton County Health Department for the 2013-2014 school year, as recommended by the Superintendent. The motion passed by a vote of 7-0.

On a MOTION by Ms. M. Edwards, SECONDED by Ms. Smith-Ingram, the Board APPROVED the Modified Administration Summer Work Schedule, as recommended by the Superintendent.

The motion passed by a vote of 7-0. The schedule would begin on Monday, June 17, 2013 until Thursday, August 9, 2013 and a 7:30 a.m. to 5:30 p.m. summer schedule would be followed.

This would allow for a four-day work week (ten hours per day and 25 minutes for lunch). All schools and the Central Office would be closed on Fridays.

Student Dress Code Policy – Mr. Williams distributed a proposed Student Dress Code Policy to the Board and announced that he had requested that the Board look at the Student Dress Code Policy again this year to review some of the problems that we are having. Last year, we looked at the Uniform Policy and decided to go with a Student Dress Code Policy. I was in favor of that in preparing our children for the 21st Century. I think is appropriate to equip our children with those soft skills and part of those soft skills would include being able to dress appropriately in what they have. We have spent a lot of time focusing on our students in what colors they have on. When we initially approved this Uniform Policy we thought that it would help with some of the gang related activity, that it would increase student performance, that it would decrease student behavior problems, out-of-school suspensions and in-school suspensions. What we have seen is it has had an opposite affect in many ways. Instead of us telling our children what colors they should have on, we need to equip our children with the ability to know how to put on what they have. I have worked on a proposed policy that might help us through this process. It is simply a proposal for discussion and not necessarily the final product. We should at least discuss the current Student Dress Code Policy and I offer these ideas for possible revisions to our current Student Dress Code Policy 4340. I included some definitions that are sort of strong, but I think

we need some of the definitions. In visiting some of the schools I have noticed that the major problem is the sagging and bagging pants, waistlines showing and parts of arms that we should not be seeing in our school environment. With the definitions we have to communicate clearly to our children. The other policy tells them what we want them to do, but we really don't tell them what is not acceptable. Also, I did strengthen the consequences, because last year it was stated that no student would be suspended from school because of a dress code violation. I supported that because I had a problem with students being suspended from school because they may not have on the proper color pair of shoes or the shoes did not have enough black or enough white, etc. When students have clothes that they can actually put on we can reasonably expect them to wear those clothes appropriately. If they don't do that I think that applying some consequences would be appropriate.

Ms. M. Edwards: For the 3 or 4 years when I was working on the Uniform Policy it had already been implemented. I know that the teachers and principals walked around telling students what to do and giving them direction to what and how they should wear their clothes. It seems like we are leaning back towards what we wanted to do in the first place. Be neat and appropriate. Now you are adding language with what you are saying and that the directions are written all the way out.

Mr. Williams: I think tougher consequences will help students behave in a way that we would like to see them behave.

Ms. Smith-Ingram: Can we take a look at the offenses, because when we met with the principals we were given suggestions from them that included the need to provide stronger disciplinary responses for violations. Our students have to understand that companies, jobs, colleges, admission departments are starting to look at a student's Facebook, My Space and Instagram and for exposing themselves they are going to miss out on a lot of opportunities in life. What better way to have a focused educational program for every student and letting them know what the consequences are and provide these consequences. I guarantee you that when they go down there to Teen Court and listen to those judges they will understand how severe this is, or if they can't get into the college of their choice or if they get into the college of their choice, but not be able to stay off campus. The colleges find out about it. This is a way that we can give them a valuable opportunity to learn what it means to be compliant. We really need to start the process of really letting our students know how to be compliant in terms of being responsible and protecting themselves as well as keep our schools safe and free for education. I really believe that it cuts down on all of the busy work that our staff has to do so they can focus on educating children and not the colors that they have on.

Ms. M. Edwards: I don't think it is so much of the colors, but the way they wear their attire period. It does not make a difference with what they wear, but it is the way they wear it.

Ms. Smith-Ingram: I think this policy is very clear in its interpretation.

Mr. Matthews: Since we have another meeting scheduled to come up in the near future, I would like to have the principals to have a chance to look at this policy and get some feedback from them before I am asked to vote on this policy.

Ms. Smith-Ingram: The Board should share this with the principals. They would have the opportunity to share it with their staff and then we could possibly make a decision on June 22, 2013. At least this will give us time before the tax-free weekend in August and we can inform the parents. Dr. Bracy, can you share this policy with the principals and have them get back with you with their feedback by June 22, 2013?

Dr. Bracy: I can do that.

Superintendent's Information

Dr. Bracy addressed the Board and audience as follows:

- I just want to commend Ms. Geneva Squire, Ms. Darlene Riddick, the Principals and Central Office Directors for a job well done with our testing season! I really want to thank them for that.

Board Information

- 2013-2014 Calendar of Board Meetings
- Retirement Banquet – June 5, 2013 – Central Elementary School – 5:30 p.m.
- Northampton County High School Graduation – The Centre (HCC) – June 8, 2013 – 10:00 a.m.
- NCSBA President's Summer Leadership Seminars/Policy Conference – June 17-21, 2013 – Courtyard Marriott Carolina Beach, 100 Charlotte Ave., Carolina Beach, NC
- Next Regular Board Meeting – July 1, 2013 – Board Room – 5:00 p.m. (Closed Session) – Open Session beginning at approximately 6:30 p.m.
- NSBA 2013 Southern Region Conference – July 7-10, 2013 – Destin, Florida

Closed Session

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. M. Edwards and APPROVED, the Board convened closed session at approximately 9:30 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 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 Mr. Johnson, SECONDED by Ms. Taylor, the Board adjourned closed session. The motion passed by a vote of 7-0. The Board's third closed session ended at approximately 2:00 a.m.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Matthews, the Board APPROVED the personnel list below with the modification of the two hearings and the removal of the Principals' Contracts until June 22, 2013. The motion passed by a vote of 6-1. Ms. Rhonda Taylor voted against.

Personnel

Certified Recommendations:

Sarah Grace Magette Britton, Exceptional Children Teacher, Central Elementary School, 8/19/13

Classified Recommendations:

Velma Stephenson, Exceptional Children One-on-One Assistant, Conway Middle School, 8/19/13

Bill Person, Maintenance/Groundskeeper, NCS Central Services, 6/5/13

Resignations:

Michale Siverio, Elementary Teacher, Central Elementary School, 6/14/13

Rebecca Adams, Elementary Teacher, Central Elementary School, 6/14/13

Elizabeth Hubbell, Elementary Teacher, Gaston Elementary School, 6/14/13

Johnnie McKeller, Exceptional Children Teacher, Conway Middle School, 6/14/13

Regina Ash, Chief Academic Officer, Central Services, 6/30/13

Cheryal Anderson, Mentor, W.S. Rich Square-Creecy Training & Community Center, 6/5/13
Robin McDuffie, Youth Career/Education Advisor/CTE Tutor, W.S. Rich Square-Creecy Training & Community Center, 6/5/13

Retirement:

Evelyn O. Harris, Teacher Assistant, Central Elementary School, 6/14/13

Tenure Recommendations:

Kimberly Brown, Elementary Reading Teacher, Central Elementary School, 2013-2014 School Year
Venassa Person, Pre-K Teacher, Central Elementary School, 2013-2014 School Year
Angela Ramsey, Pre-K Teacher, Central Elementary School, 2013-2014 School Year
Cecilya Williams, Elementary 2nd Gr. Teacher, Central Elementary School, 2013-2014 School Year
Cinda Parker, Pre-K Teacher, Squire Elementary School, 2013-2014 School Year
Gwendolyn Bowser, Exceptional Children Teacher, Conway Middle School, 2013-2014 School Year
William Leary, Social Studies Teacher, Conway Middle School, 2013-2014 School Year
Amy Parks, Mathematics Teacher, Conway Middle School, 2013-2014 School Year
Sharia Joyner, CTE Teacher/Cosmetology, Gaston Middle School, 2013-2014 School Year
Joann Pearson, Social Studies Teacher, Northampton Alternative School, 2013-2014 School Year
Cassandra Joyner, Science Teacher, Northampton Alternative School, 2013-2014 School Year
Amy Bass, Family & Consumer Science Teacher, NCHS, 2013-2014 School Year
Mildred Broadnax, English Teacher, NCHS, 2013-2014 School Year
Kimberly Moore, English Teacher, NCHS, 2013-2014 School Year
Bobby Warren, Carpentry Teacher, English Teacher, NCHS, 2013-2014 School Year
Brenda Wilkins, Family & Consumer Science Teacher, NCHS, 2013-2014 School Year

Nonrenewal Recommendations:

Misty Faloretti, Science Teacher, Gaston Middle School, 6/30/13

Laura Reyner, Earth Science Teacher, NCHS, 6/30/13

Chair K. Edwards: In reference to the cell phones, any Board Member that desires to have a cell phone needs to see Mr. Holloway. This will be to right some wrongs. I have already spoken candidly with Dr. Bracy about this and that can happen.

Adjournment

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Johnson, the Board adjourned the meeting at 2:15 a.m.

Approved: October 14, 2013

Dr. Eric C. Bracy, Superintendent

