

**REGULAR MEETING
NORTHAMPTON COUNTY BOARD OF EDUCATION
Monday, June 4, 2012**

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 June 4, 2012 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 Ms. Taylor, SECONDED by Mr. Majette and APPROVED, the Board convened in closed session at approximately 5:35 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; 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 5-0. Ms. Erica Smith-Ingram and Mr. Kelvin Edwards were not present for the vote.

Open Session

A motion was made and seconded to go into open session. The motion passed by a vote of 7-0. The closed session ended at approximately 6:28 p.m.

Approval of Board Agenda

On a MOTION by Ms. M. Edwards, SECONDED by Mr. K. Edwards, the Board unanimously APPROVED the Board Agenda, 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.

Good News Award

Ms. Tanya Byrd-Robinson along with Dr. Eric Bracy and Chair Donald Johnson recognized and presented Good News Award Certificates to the following recipients:

George and Frances London Educational Foundation Scholarship Recognition – Andre Levere Rowe, Jr., a senior at **Northampton County High School-East**, was recognized and presented a Good News Award Certificate for receiving the **George and Frances London Educational Foundation Scholarship**. Andre will receive an award of **\$7,500** to attend an accredited four-year college or university of his choice. This scholarship may be renewed each year subject to Andre maintaining a 3.0 GPA and undergoing a review by the Foundation, which he could receive a scholarship in the total amount of **\$30,000** for four years.

Project Seed Recognition – Karlton Pugh, a junior at **Northampton County High School-East**, was recognized and presented a Good News Award Certificate for being chosen to attend **Project Seed**. Karlton will be attending the summer program from June 17th until August 3rd and other events will continue throughout the school year.

School Library Collection Development Grant – Ms. Melanie Sizemore, Media Specialist at Squire Elementary School, was recognized and presented a Good News Award Certificate for receiving a **School Library Collection Development Grant** in the amount of **\$10,000**. The grant will be used to buy books and maintain strong print collections in school libraries.

Northeast Leadership Academy Fellows (NELA) – The following Northampton County teachers, who are the 2010-2012 Northeast Leadership Academy Fellows (NELA), were recognized and presented Good News Award Certificates for recently graduating from **North Carolina State University** and receiving a **Masters in School Administration Degree: Ms. Demetra Lassiter, Mr. Mark Barfield, Mr. Gonzalo Pitpit, Mr. Mark Long and Ms. Cecilya Williams**.

Recognition of Board Members

Chair Donald Johnson stated that this is a joyous time, but it a sad time for me to present these plaques to these two gentlemen whom have spent so much time and effort trying to better the educational status of the children of our county. There have been a lot of things they have been through, because sometimes you receive a lot of criticism for being willing to stand up for what you believe in. That is partly what we are here for, because we can't make everyone happy. Jesus didn't and you know what they did to him. I would like to say that these two men have given and exemplified what Boardmanship is all about.

Chair Johnson along with Dr. Bracy presented a plaque and an engraved pen to Mr. Lafayette Majette. Chair Johnson read the engraving on the plaque for Mr. Majette as follows: *“Presented to Lafayette Majette in appreciation of your outstanding contribution and dedicated service to the children of Northampton County Schools as a member of the Northampton County Board of Education from July 7, 2008 to June 30, 2012, given this the 4th day of June 2012 by the Northampton County Board of Education.”*

Mr. Lafayette Majette addressed the Board and audience as follows: “Good evening everyone and yes old Lott Majette is leaving. The other day I looked around and I found a card in my house from when they asked me to run for the School Board in 1990. I started teaching in 1969. I did not miss many meetings when I was on the Board. If the Lord says so, I will be 81 years old on Saturday, June 16, 2012. The Lord has been good to me and you have been good to me, because you have been supporting me and I have been supporting you. I can tell you all about integration and segregation, because teaching is all I have ever done. I leave you here with the idea of keeping on doing what you have been doing. The Lord will bless you like he has blessed me. Don't talk about anybody, because you may have heard that Lott Majette talked a lot, but he never he talked about anyone. I have tried to help someone along the way, because I would not be where I am today if I did not have a good mama and daddy. I have taught school for 44 years. My parents told me if you work hard you can save some and you can spend some. I have done just that, because I have spent some, but I am not worried about any bills. I am with the Lord. I thank you for your support; I thank the Board of Education and I thank the ones who have supported me, because I really and truly appreciate what you have done for me. Thank you again.”

Chair Johnson stated that the next plaque will be presented to someone from the Little Family.

Mr. Bill Little came on the Board under some hard circumstances. His wife was serving on the Board when she passed away and Mr. Little has carried her name through until today. He has been an advocate for children and he has received a lot of state honors. He started the program, "Senior Education Corps", and he received the Order of the Long Leaf Pine in recognition, which is the biggest honor that you can receive from the Governor of our State.

Chair Johnson along with Dr. Bracy presented a plaque and an engraved pen to Mr. Bill Little. Chair Johnson read the engraving on the plaque for Mr. Little as follows: "*Presented to W. J. "Bill" Little, Jr. in appreciation of your outstanding contribution and dedicated service to the children of Northampton County Schools as a member of the Northampton County Board of Education from October 5, 1998 to June 30, 2012, given this the 4th day of June 2012 by the Northampton County Board of Education.*"

Mr. Bill Little addressed the Board and audience as follows: "We have had some ups and downs, but I think we have made some significant accomplishments. I think one of the things we are presented with now is the merger. I believe the merger will allow our students will be able to be competitive. I would hope that our Career Technical Program will be enhanced and prepare our students for college. There are some pretty good jobs out there. I want to see our students when they go across the river to receive their education, they will come back and stay here. To Dr. Bracy and the rest of the Board, work on that Career Technical Program, as there are a lot of opportunities there. As far as getting our seniors back, I really could not do that and serve on the Board. I am hoping to have a little more time and maybe will reactivate the Senior Education Corps. There are a lot of people who have been conversating about that need. We hope to have the support of the administration and the principals. Thank you very much"

Chair Johnson announced that no one signed up for Public Comments at this time and the Board will not take a five-minute break at this time.

Consent Agenda

On a MOTION by Ms. M. Edwards, SECONDED by Mr. Majette, the Board APPROVED the consent agenda consisting of the following items, as recommended by the Superintendent. The motion passed by a vote of 6-0. Ms. Erica Smith-Ingram abstained.

Board Minutes – Closed Session – May 7, 2012

Regular Meeting – February 6, 2012

Contracted Services

Northampton County Schools and Occupational Therapy Plus, Inc. – Occupational Therapy Services – Effective: August 27, 2012 through June 7, 2013

Business Before the Board for Information

School Number – NCHS-West – Mr. Phil Matthews informed the Board that we have received confirmation from the North Carolina Department of Public Instruction that beginning July 1, 2012 the school number of 660-700 for NCHS-West STEM will no longer be in use and the new school number for Gaston Middle School for grades 5-8 will be 660-325.

Mr. Matthews informed the Board of the following new grade configurations for all of the Northampton County Schools for the 2012-2013 school year:

Squire Elementary School	660-356	Pre-K and Kindergarten
Gaston Elementary School	660-320	1 st through 4 th grade
Gaston Middle School	660-325	5 th through 8 th grade

Conway Middle School	660-308	5 th through 8 th grade
Central Elementary School	600-306	Pre-K through 4 th grade
Willis Hare Elementary School	660-360	Pre-K through 4 th grade
Northampton County High School	660-336	9 th through 12 th grade
Northampton County Alternative School	660-334	1 st through 12 th grade

Road Name – State Road No. 1505 – Mr. Matthews informed the Board that State Road No. 1505, formally named Northampton County High School-East Road (NCHS-E Rd), is now named Northampton County High School Road (NCHS – Rd). This change was necessary for the physical address. He thanked the County Commissioners and the County Manager for their assistance with that process.

Progress Report: Preparation for Single High School – Mr. Matthews shared with the Board a spreadsheet that will be used as a working guide in preparation for a single high school. Approximately sixty (60) percent of the planned work has been lined up and is in place for work to begin at Northampton County High School at the end of the current school year. Many specifications and bids have been obtained for the remaining forty (40) percent of the work, but bids are not yet at a point of requesting Board approval. Mr. Matthews further stated that the budget summary page shows that the plan would spend \$368,336 on the facility and \$167,743 on items for student use for a total of \$536,079. A contingency of \$41,921 remains in the budget for unforeseen items and general maintenance repairs. The total budget including the contingency is \$578,000. The following covers the budgeted \$578,000:

Lottery/ADM=	\$240,000
Insurance reimbursements=	\$188,000
2012-2013 Capital Budget=	<u>\$150,000</u>
Total=	\$578,000

Mr. Matthews further explained that the (red X's) indicate items that have already been approved by the Board to be completed. The four items with the (black X's) indicate items being recommended tonight for approval and the remaining items are things that are left to be completed.

Ms. Smith-Ingram: What does the red question marks mean? Has there been a decision to do those items or not?

Mr. Matthews: The red question marks have to do with the green house facility at Northampton County High School. We had a course of action in place, but we found out it was not in the best of shape. We estimated the cost to be \$8,000 to convert the existing green house into an outside storage and repair shop. Then we found out that a new green house would cost approximately \$35,000. We were not sure that the Board wanted to make that kind of investment. This is really unfair to the CTE Department, because we have not come to the table to discuss it and that is why the question marks are there.

Ms. Smith-Ingram: When you come together to discuss it will you be looking at federal funding? Isn't that position funded through a federal grant?

Mr. Matthews: I will need to consult with the CET Director, because as I said before this is not fair to CTE and this is fairly new information.

Ms. Smith-Ingram: It is my understanding that the County Commissioners may be cutting all of the programs that they are funding. Do you anticipate what kind of cuts we are going to get and do you think it is going to affect within a half million.

Mr. Matthews: If they were to cut that and I would hate to even throw out a number, but if they cut it any and unless they cut it below \$150,000, we are still okay. I agree with what you are saying about that budget process.

Ms. Smith-Ingram: You are saying all of these projects are absolutely necessary, because we are already at a half million and we are putting a lot of money into a building that we are projecting to use for less than five years or are we planning for this to be long term?

Mr. Matthews: That projection is exactly why we are kind of baulking on the \$35,000 green house. If it can be relocated fine, but we don't want to put that kind of expenditure in it for that short period of time. Those are the kinds of questions that we have to answer.

Ms. Smith-Ingram: I just want to be sure that we are making sure that we are doing the things that are absolutely necessary just to get us through the next couple of years. I think we are all working towards a centrally located new high school; therefore we don't want to spend all of our money.

Mr. Matthews: That is why that \$167,743 (designated for new activity bus, new band uniforms and equipment and athletic fields/maintenance/upgrades) is being spent on students. That money can go towards a new high school.

Ms. M. Edwards: Mr. Matthews, that landscaping was a part of what we talked about before is that correct?

Mr. Matthews: There is an agenda item for approval tonight and as you will see it has a (black X) beside it denoting it is being recommended for approval.

Ms. Smith-Ingram: Are we airing on the high side with the \$21,000 projection for the partitions and stall doors in the bathrooms?

Mr. Matthews: There is also an agenda item for partitions and stall doors for approval. The Board's money that is in this budget that is dependent upon the County Commissioners' appropriation is the \$150,000 coming from the Capital Outlay appropriation for 2012-2013. The planning allotment letter that they sent us informed us that we would get \$345,000 of Capital Outlay appropriation for 2012-2013. The \$150,000 of that has been appropriated for these tasks, leaving \$195,000 for other projects.

Northampton County Schools Continuous Improvement Performance Plan – Mr. Matthews shared with the Board the Northampton County Schools Continuous Improvement Performance Plan (CIPP) for the Exceptional Children Program. He stated that the Individuals with Disabilities Education Improvement ACT (PL 108-446) and Article 9 – Chapter 1115C of the NC General Statutes) requires that the DPI monitors local education agencies on a regular basis to ensure compliance with the state and federal laws, rules, and regulations that govern the provision of special education and related services to appropriately identified children. The purpose of this monitoring is to focus federal, state, and local resources on improved results for children with disabilities and their families. Mr. Matthews further stated that the data included in the report is the LEA Data Profile to be used for the development of the Continuous Improvement Performance Plan (CIPP) that is due June 30, 2012. The data profile provides the LEA specific indicator data for the school years 2008-2009, 2009-2010, and 2010-2011. There are fifteen (15) indicators, their descriptions, the state target for each indicator and the data source listed.

Mr. Smith-Ingram: I think this is a great the thorough report, but I see where we have fallen short of meeting the state targets. I just hope that we can get to the point where a lot of the no's will be yes's, because we are here to educate all children and even our children with special

needs. That is particularly dear to my heart. I just hope that we can reach those who are academically gifted, those who have IEP plans, and those who need extra services.

Directors' Updates - Mr. Matthews also shared the Directors' Updates with the Board for the month of May 2012.

Business Before the Board for Approval

Ms. Smith-Ingram: I need to know if all of our projects that exceed \$5,000, are we required by regulations to bid them?

Attorney Rod Malone: Mr. Matthews and I have discussed that today. That statute has been changed to a \$30,000 threshold for bidding, but more importantly as you can see in the packet, each of the individual packages is actually under \$5,000.

Ms. Smith-Ingram: Even though they are each under the \$5,000 threshold, all together this is pretty much one project.

Attorney Rod Malone: Even if you put it all together, it is still below the \$30,000 threshold.

Ms. Smith-Ingram: Are you sure you cannot get a more competitive bid?

Mr. Matthews: To respond to that, we have attempted that, but we have not been able to find a vendor that can do all of this work. The vendors would inform us what job they would, but not all of the jobs. We have had a hard time finding a vendor who would do all of the work.

On a MOTION by Mr. Majette, SECONDED by Mr. Little, the Board unanimously APPROVED to award a bid to Seven Oaks Doors & Hardware, Inc. of Oakboro, NC in the amount of \$19,689.04 to perform all the work involving bathroom partitions, stall doors, door replacements and needed hardware at Northampton County High School, 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 unanimously APPROVED to award a bid to Floor Action, Inc. of Wilson, NC in the amount of \$14,996.00 to refinish and repaint the gym floor at Northampton County High School, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Ms. Smith-Ingram: I know we don't want pot holes to do damage to peoples' vehicle, but the last time I was out there during Election Day, the parking lot did not look so bad that it needs that much work.

Mr. Matthews: I believe it is a matter of opinion. If you are asking me if it is for both aesthetics and necessity at East, while the pavement is not in that bad of shape there are some potholes and some sinkholes. The parking lines need to be repainted, the directional arrows are gone and the bus parking lot has not had any attention in years. The student parking lot has been resurfaced since the bus parking lot. My answer to your question would be that it is needed and will add aesthetics to the building. I would also like to mention that some workers from REA have been out to Northampton High and met with Mr. Tillery and I. They are going to remove those light poles and wires in the middle of student parking lot and placed them around the perimeter and the direction of the light will shine into the parking lot.

On a MOTION by Ms. M. Edwards, SECONDED by Mr. K. Edwards, the Board APPROVED to award a bid to East Coast Seal Coating & Striping of Garysburg, NC in the amount of \$19,250.00 to resurface the pavement at Northampton County High School, as recommended by the Superintendent. The motion passed by a vote of 6-1. Ms. Erica Smith-Ingram voted against. This bid does not include the resealing of the pavement on the track inside the fence at Northampton County High School.

Ms. Smith-Ingram: I am at the point now where I feel that things that are necessary just to make sure that the public is safe and that we make sure the facility is wonderful for our students and staff to use. In looking at landscaping and beautification, to me it seems like an unnecessary cost and I can think of something much better to do with that amount of money. Our Vice Chair mentioned this earlier and it has been brought up several times before. We have done a great job of getting our band uniforms, our athletic uniforms and an incentive to use that company, but what have we done for teachers, teacher assistants, other school employees and personnel? I would rather see whatever money is going to be used be put towards giving our educators some sort of incentive. The ones who work on the academic side needs some sort of incentive. It is mighty interesting that we are pushing this as our biggest component so that we can offer a stronger curriculum and a better education to the students, but all of the money that we have spent thus far has been primarily for athletic uniforms and we have even put bonuses or incentives in place for our coaches. We have not done so for academics as of yet.

Mr. K. Edwards: These funds are coming out of Capital Outlay.

Ms. M. Edwards: I would like to say one thing, because I did bring it up earlier. That is something that Dr. Bracy said we were going to talk about so far as something for our staff and those people who have worked hard for us. That is something that is on the table right now, but it cannot be used from these funds.

Ms. Smith-Ingram: I know it cannot be paid directly from these funds, however we have moved funds around and have done this and that with the budget. As we are spending money, the same way we found incentives to pay these coaches are the same ways we can find incentives to pay our administrators, teachers, educators, those who are working in food service and those who are directly instructing our children day in and day out.

Ms. M. Edwards: We agree with you Ms. Ingram.

Ms. Smith-Ingram: Before I see us doing some landscaping, I would like to see us doing that. Once we do that, I can see us coming back to landscaping.

Ms. M. Edwards: This pot of money is not what we use to give staff funds so we are looking at trying to give people who have worked very hard. As I stated before, that is on the table and please come and be with us as a part of that meeting.

Ms. Smith-Ingram: It is not like I haven't brought this up every year. We bring it up at this time every year and I just think it is a priority. It is not where we are getting the budget from or from what line item, it is where you prioritize.

Ms. Taylor: The athletic bonuses are being done with the savings from the athletic company.

Dr. Bracy: It just takes Board action to make it happen.

On a MOTION by Mr. Majette, SECONDED by Ms. Taylor, the Board APPROVED to award a bid to Roberts Landscape of Ahoskie, NC in the amount of \$5,940.00 to landscape and beautify around the front and bus parking lot side of the main building at Northampton County High School, as recommended by the Superintendent. The motion passed by a vote of 6-1. Ms. Erica Smith-Ingram voted against. The work is to be completed and ready for use prior to Monday, August 16, 2012.

On a MOTION by Mr. Little, SECONDED by Mr. Majette, the Board unanimously APPROVED to award a bid to Floor Action of Wilson, NC in the amount of \$5,150.00 to install a rubber weight room flooring at Northampton County High School, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Mr. Matthews informed the Board that at this time, the administration recommends approval of contracting facility cleaning, custodian service and the selection of Service Solutions as

Northampton County Schools' partner for contracting facility cleaning and custodial service. Approving of this course of action and the selection of Service Solutions would allow for meetings to take place and decisions to be made that are required prior to completing the final contract. The final detailed contract, after legal review, would be presented for approval during the July 2012 Board of Education meeting and the contract would be for the 2012-2013 school year beginning in July 2012.

Chair Johnson: The reason this proposal is being brought to us tonight is to give Mr. Matthews and the representative from Service Solutions the opportunity to come and talk with the custodial staff giving them the options of what they could do and which way they could go. No one is losing his or her job. It all depends upon the decision made by the personnel of which way they would like to go after the presentation by the company. That is why we are holding it now to continue with them and not make the final decision until July so that all of the custodial staff can be in attendance.

Mr. Matthews: I wish to add that it is also due to the cost of creating all of these contracts. There is no need to invest in generating contracts if the Board is not going to move in this direction. We already have a sample contract and Tharrington Smith has a sample of the contract.

Attorney Rod Malone: It is a combination of that and we want you and Mr. Holloway get a chance to look at the numbers with Service Solutions as it relates to which employees go in which direction. I think there are still some questions that need to be resolved as it relates to the next step.

Mr. Matthews: The presentation that this company made to the Facilities Committee on May 23rd, Mr. Holloway and I had looked at those numbers and the projected savings to the school system would be a sum of \$98,000 and that was based on some assumptions. We will have to handle our end if the Board approves the report. When we come back in July the savings may not be \$98,000.

Attorney Rod Malone: My understanding to the Board is leaning towards deciding not to do this. Nothing about this decision obligates the Board, but clears the staff to sit down try to get more trust in the numbers and what the contract might look like.

Mr. Matthews: Did I understand correctly that the Board would consider approving a contract in July?

Mr. Little: Isn't this just for information?

Attorney Rod Malone: I think it is a little more than that as administration is looking for a nod to proceed in this direction, because there will be staff time.

Ms. Smith-Ingram: Won't this incur some cost for consultation?

Attorney Rod Malone: It should not incur cost if you don't enter into a contract, but it will incur some staffing.

Mr. Matthews: It is going to incur some cost in regards to the contracts.

Attorney Rod Malone: That cost would not be from Service Solutions.

Mr. Matthews: I don't want to meet with the custodians unless the Board instructs me to.

On a MOTION by Mr. Little, SECONDED by Ms. Smith-Ingram, the Board APPROVED to instruct the administration to continue to pursue this proposal and that the final recommendation and contract be brought to the Board at the July Board Meeting.

The Board held the following discussion regarding the proposal with Service Solutions for contracting facility cleaning and custodian service:

Ms. Smith-Ingram: Let me purpose my question with this statement: You can invest in things and you can invest in people. I am a little leary of this, because I know that no one will be out of a job, but my first concern is what kind of benefits are going to be offered? I know this will be

something that will have to be explored. It appears that our custodians, who formerly worked for Northampton County Schools, will be employees of Service Solutions? Would that be correct to say?

Chair Johnson: They can opt to go either way. They can remain with us or go with Service Solutions.

Ms. Smith-Ingram: If they remain with us they will continue to get state benefits like every employee of Northampton County Schools and have the option to go with Service Solutions?

Attorney Rod Malone: That would be correct.

Ms. Smith-Ingram: So no one would lose their job and no one would be forced to give up state benefits over the company that hires them?

Attorney Rod Malone: Employees would be given an option, but one of the things that the Board may be asked to consider is some mandatory threshold below which, you don't have options. I think all of that will come to you in the future. What I understand that Mr. Matthews and Mr. Holloway are trying to do is see what the numbers look like to accommodate everyone in a "you get to choose option" and then we will work from there. The goal would be for everyone to get to choose what he or she would like to do. You are not approving anything tonight that would require you to make a decision of which you are not comfortable with. They will bring to you a more detailed analysis and you will get a list of the people who have opted to stay and these are the people who have opted to go and a cost savings would be shared. I believe you would get all of that in July and that is when you may have to make a physical decision, but as of right now the plan would be to accommodate all of the employees in the manner of which they want to be accommodated.

Ms. Smith-Ingram: As we investigate this and look into what the options are. This has come up before about us contracting custodial services. It takes all positions to make a school run well. Our custodial staff is just as important as our child nutrition staff, classroom personnel and our administration. We are a family and I sincerely hope that we will not allow, (a) this company to do our dirty work because of us closing a facility or (b) with us shifting here and there that we would have had to face, if we didn't accrue it through natural attrition, then we may have lost some positions along the way. If we would have had to face a rif, it would not have been just the custodial staff it would have been all classified employees, because that was a tough job for us last spring or early summer. I hope that we are not doing this to avoid having to do that type of work again and that we will have an option coming back in July that we can look at this, because I am not going to throw anyone under the bus. I would like for us to keep our family together, because nobody is going to treat our staff like we treat them. I hope this is not a way to get rid of people.

Chair Johnson: That was one thing that was very much in detail with the company and all of the people in attendance at the meeting that they were looking out for number one, our employees.

Mr. Majette: You said, according to how long they have been working, such as the ones with longevity versus the ones with about 13 years or whatever it might be, they get an option.

Remember now, the company will give less hours than they are working now. Who is working for prestige, they are working for money. You want to get the hours in and they are going to pay less money. I don't know what kind of benefits they are going to have, but they have benefits now. No one wants to work on a job that does not have benefits. You have to look at all of those options they are offering. Do they have insurance for them? I am on the outside and I have insurance, but I am looking out for those people.

Attorney Rod Malone: It is my understanding that the vendor will present their benefits, salary, hours and all of that information while giving the employee the opportunity to make a decision.

Mr. Majette: If you look at that scale they have passed out and they make less than what they are making now, then they don't have to go work for them.

Attorney Rod Malone: Again, that is why Mr. Matthews and Mr. Holloway will sit down and they will bring you back what it will look like to accommodate people.

Mr. Majette: Remember what was said here tonight, because those custodians will be looking for a job somewhere else and you are not going to have them.

Ms. M. Edwards: The main thing we said was, no one's job would be in jeopardy and if it was we would not go with the company.

Mr. K. Edwards: I wanted to clarify that this was a lengthy discussion in the Facilities Committee Meeting and one of the biggest pieces was that no one would lose their job and we would look and how long employees have been with Northampton County Schools. Everything would be taken into consideration before a decision was made. I am hearing a lot of ambiguity.

Chair Johnson: I think our attorney has advised us that we can't draw a line in the sand.

Attorney Rod Malone: I think we need to think carefully about where we want to draw the line and the first step is seeing what savings, if any, that Mr. Holloway and Mr. Matthews feels that proposal generates and we will go from there.

Mr. Matthews: I would like to add that all of this has been good discussion. I am also concerned as well as everyone else about employees' jobs. It is going to be an individual decision that persons will have to make. Some may find it very inefficient and some may find it beneficial until the change comes. If I am a custodian and I am a year away from retirement, I can retire, start drawing my state retirement and start working for Service Solutions. These custodians can do that if they choose to or not. They may decide that Service Solutions offers them better career opportunities than they would ever have. I am just trying to say that it would be an individual decision for each employee to make depending upon what their circumstances are.

The motion passed by a vote of 6-1 to instruct the administration to continue to pursue Service Solutions and that the final recommendation and contract be brought to the Board at the July Board Meeting. Ms. Erica Smith-Ingram voted against.

On a MOTION by Ms. M. Edwards, SECONDED by Mr. Majette, the Board unanimously APPROVED to add EBT Bus Tours of Fort Washington, MD to the approved charter bus list for Northampton County Schools, as recommended by the Superintendent. The motion passed by a vote of 7-0. Ebt Bus Tours has submitted all required paperwork.

Mr. Little: Does this mean there will be two additional activity buses, will they replace two activity buses or are these two new ones to increase the fleet?

Mr. Matthews: We had an activity bus that was totaled last year and it has not been replaced. One of the buses will be used to replace the totaled bus and will be added to the fleet.

Ms. Smith-Ingram: This is a lot of money to be spent on buses. These buses are supposed to be more economical than a regular school bus.

Mr. K. Edwards: These buses will be utilized also for students going on field trips.

Chair Johnson: If we bought a new one how much would it cost us Mr. Matthews?

Mr. Ed Piland, Transportation Department, addressed the Board and stated that a new activity bus would cost approximately \$79,000.

Ms. Smith-Ingram: What are they going to be used for field trips or athletic events?

Mr. K. Edwards: They will be used for all events.

Ms. Smith-Ingram: Where is the furthest team with the conference that we are in?

Dr. Bracy: I believe that would be Tarboro, which is approximately one hour away.

Ms. Smith-Ingram: What did we get on the totaled activity bus?

Mr. Matthews: We received \$8,000.

On a MOTION by Ms. M. Edwards, SECONDED by Mr. K. Edwards, the Board APPROVED to purchase two activity buses from TESCO Transportation Equipment Sales Corporation of Oregon, Ohio in the amount of \$75,500.00, as recommended by the Superintendent. The motion passed by a vote of 6-1. Ms. Erica Smith-Ingram voted against.

On a MOTION by Mr. K. Edwards, SECONDED by Ms. Taylor, the Board unanimously APPROVED the following quotes to supply food, supplies and services to Northampton County Schools' Child Nutrition Program from July 1, 2012 through June 30, 2013, as recommended by the Superintendent. The motion passed by a vote of 7-0. The request for quotes followed the procedures as outlined in the approved Child Nutrition Procurement Plan and NC Child Nutrition Purchasing Alliance.

<u>Vendor</u>	<u>Bid Amount</u>	<u>Recommendation of Administration</u>
LOTS 1-3 (RENEWAL) through NC Child Nutrition Purchasing Alliance		

(Lot 1-3)

Sysco	\$258,396.67	Renewal/Sysco
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(Snacks Lot 2)

Sysco	\$ 30,866.15	Sysco
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(Supply Lot 3)

Sysco	\$ 43,315.75	Sysco
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(Water Lot 6)

US Foodservice	No Bid	
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Sysco	\$0.27	
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Coca Cola	\$0.31	Sysco
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(Juice Lot 7)

Sysco	\$0.60	
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US Foodservice	No Bid	
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Coca Cola	\$ 0.54	Coca Cola
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Bread

Franklin Baking Co	\$1.21	
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Interstate Brands (Merita)	\$1.44	Franklin Baking Co.
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Integrated Pest Management

Mallory Pest Control	\$1410.00/mo.	
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Morgan Termite & Pest Cont.	\$1025.00/mo.	Morgan Termite & Pest Control
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Milk

Maola Milk & Ice Cream Co.	\$12.00/cs.	
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Land-O-Sun Dairies (Pet)	\$12.50/cs.	Maola Milk & Ice Cream Co.
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Attorney Rod Malone: The Board contracted with the NCSBA to redo the entire Board Policy Manual. Where does the Board stand on approving the new policies?

Ms. M. Edwards: I thought we had motioned everyone to go with the NCSBA.

Attorney Rod Malone: The NCSBA has emailed the new manual to Ms. Harris and it reminds me to ask how the Board would like to approve the policies? Would you want to approve two or three sections per month?

Ms. Smith-Ingram: We had anticipated having a retreat in July so that we could tackle that.

Attorney Rod Malone: A correction is needed on page 1; item number 1 of the Employee Acceptable Use of Electronic Resources. The word bona fide is misspelled.

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. M. Edwards, the Board unanimously APPROVED revisions to Board Policy No. 5140 – Technology Acceptable Use Policy for

Employees and Board Policy No. 3420 – Technology Acceptable Use Policy for Students to reflect current CIPA and internet safety requirements, 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 unanimously APPROVED the Title I Plan for the 2012-2013 school year, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Ms. Smith-Ingram: We want to thank both of our directors for doing an outstanding job in getting these reports to us.

On a MOTION by Ms. M. Edwards, SECONDED by Mr. Majette, the Board unanimously APPROVED the Migrant Education Plan for the 2012-2013 school year, as recommended by the Superintendent. The motion passed by a vote of 7-0.

On a MOTION by Ms. Taylor, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED the Memorandum of Agreement with the Northampton County Health Department for the 2012-2013 school year, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Ms. Taylor: On page 72 of the CTE Application, Mr. Bill Little is listed as Chair and that needs to be corrected.

Ms. Geneva Squire addressed the Board as follows: Please note that page 71 is the actual application itself and page 72 is the assurance and certification page. There is a separate sheet that Ms. Harris has and it has Mr. Johnson's name on it. The page you have in your booklet with Mr. Little's name on it has already been updated in the system and now shows Mr. Johnson as the Chair, which is the signature page.

Ms. Smith-Ingram: Was there anywhere in the application for new innovative programs this year?

Ms. Geneva Squire: The state provides funds in PRC 13 for staff, PRC 14 to continue projects that you already have and PRC 17 provides for the addition of innovative programs. The funding that we have currently, we were able to save funds due to having a hard time trying to staff a position this year. I did convert PRC 13 to PRC 14 funds to be able to utilize those funds before June 30th. We don't have those funds to be able to convert them, because we have to draw down our money for staff. If we don't use that money for a green house this year, we are going to have a very hard time with state funds and federal funds that are provided to be able to get a new green house out of the CTE budget. The monies for this year can support it, but in the future as we get decreases you won't have that break like we had this year. Also, not being able to afford a teacher and being able to come up with those funds. Funds are there to be able to fund a green house in a modified way or in the current proposal. There was a discussion regarding the green houses and we were looking at the concrete flooring with a concrete foundation going around the poles that could be installed in order to meet requirements. The problem we have now is because the size of the green houses and being able to push those through state insurance, there is going to be a delay to get that project through at the scale we were trying to do with those funds.

Ms. Smith-Ingram: Can we do it on a smaller scale?

Ms. Geneva Squire: The project that we have started with our students is with aquaculture, cultivating fish. We are actually growing Koi fish now. We wanted to transition into tilapia and then you would grow a bi-product of tilapia with lettuce and cabbage, but to be able to do aquaponics you have to have space and a pipe for nutrients. It just limits innovation in an agriculture county, which is why we were trying to capitalize on all of the things that are

available. You hear about people who are selling bait as our students have learned how to do those things and they can start their own businesses so we are really working towards having a green house.

Ms. M. Edwards: We are working towards being sure they have money to use for the green house.

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. M. Edwards, the Board unanimously APPROVED the Application for Career and Technical Education (CTE) State/Federal Funding for the 2012-2013 school year, as recommended by the Superintendent. The motion passed by a vote of 7-0.

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. Taylor, the Board unanimously APPROVED the Modified Administration Summer Work Schedule, as recommended by the Superintendent. The motion passed by a vote of 7-0. The summer schedule would begin on June 18, 2012 through August 9, 2012 and twelve-month employees would follow a 7:30 a.m. 5:30 p.m. schedule, which 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.

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

Personnel

Certified Recommendations:

Goldie Gilmore, Mentor – Beginning Teacher Program, Gaston Middle School, Gaston Elementary School & Central Elementary School, 8/6/12

Mary Harrell-Sessoms, Mentor – Beginning Teacher Program, Conway Middle School, Squire Elementary School, Willis Hare Elementary School, NC Alternative School & Northampton County High School, 8/6/12

Amy Harbin, Dance/Theater Teacher, Northampton County High School, 8/17/12

Joseph A. Cobb, Math Teacher, Northampton County High School, 8/17/12

Michale Siverio, 3rd Grade Teacher, Central Elementary School, 8/17/12

Johnnie C. McKeller, Exceptional Children Teacher, Conway Middle School, 8/17/12

Judy Adams, Middle School Math Teacher, Gaston Middle School, 8/17/12

Crystal East, Physical Education Teacher, Gaston Middle School, 8/17/12

Hans D. Lassiter, Director of Administrative Services, Central Services, 7/1/12

Regina G. Ash, Chief Academic Officer, Central Services, 7/1/12

Retirement:

Betty Bennett, Parent Involvement, Squire Elementary School, 6/15/12

Resignations:

Jeremy Wall, Middle School Math Teacher, Northampton County High School-West, 6/15/12

Yasmine Williams, Elementary Reading/Social Studies Teacher, Gaston Elementary, 6/15/12

Wayne Welch, Physical Education Teacher, Central Elementary School, 6/15/12

Frederic V. Heckler, Social Studies Teacher, Northampton County High School-East, 6/15/12

Joshua C. Huffines, Math Teacher, Northampton County High School-East, 6/15/12

Kevin Duquette, Language Arts Teacher, Northampton County High School-East, 6/15/12

Chyral Reinhardt, Guidance Counselor, Gaston Elementary School, 6/13/12

Termination:

Mary Evans, Custodian, Conway Middle School, 6/4/12

Tenure Recommendation:

Jesse Crutchfield, 1st Grade Teacher, Squire Elementary School, Effective 2012-2013 School Year

Superintendent's Information

Dr. Bracy addressed the Board and audience as follows:

- “Thank you” to this Northampton County Schools’ Board of Education for a wonderful year this year! It has been my pleasure to serve with this Board and to serve with Mr. Lafayette Majette and Mr. Bill Little. I wish you all well in the next chapter of your lives. I look forward to working with Mr. Clinton Williams and Mr. Phil Matthews as well. I want to thank all of our principals and all of our directors, teachers, teacher assistants and support staff for a job well done this year. It has been a difficult year in fact and we have done more with less resources. It has been a good year and a learning year as all of our years are. We are proud of our results. We are looking forward to sharing those with this community when the opportunity arises. But, we have a great team. We are thin in numbers, but we are strong in spirit and we are strong in our work ethics on a daily basis to our students, which is what drives us. This is why we do what we do and certainly I say thank you from all of us for what you have done for this 2011-2012 school year. It has been a difficult year for some of us on a personal note, but we persevered certainly with the love and support from this community and this school system.
- I want to congratulate our seniors in advance, as NCHS-West will graduate on Friday at 6:00 p.m. and Dr. Willie Gilchrist will be the Commencement Speaker. We are looking forward to hearing him and it is so fitting that he will be the speaker at NCHS-West for their last year as NCHS-West. NCHS-East will graduate on Saturday at 9:00 a.m. Certainly we congratulate our seniors, their parents and all of their love ones for their getting their children through fourteen years of school.
- Congratulations to Keon Crossen, a student at NCHS-West, who finished in 3rd place in the outdoors track State Championship! Keon is a sophomore and finished 3rd place in the entire state in the 400-meter dash. Certainly we congratulate Keon as well as all of our other student athletes.
- We are conference champions! Our schools are so good they knocked one another out of the playoffs. There are wonderful things going on in this school system. We are only going to continue to grow and continue to get better. This has been a great academic year and we look forward to sharing those results. There are great things going on in this school system and we have great teachers who work with our students each and every day. That is what we focus on, the positive aspects of our jobs. They heavily outweigh the things that are not so positive.
- As we close this year, this is the last Board Meeting of this school year. I say thank you for all of the things you are doing. I say thank you again to this Board for allowing me to serve with you. It has been a wonderful four years. We brought on some new faces this year and some of our folks have retired. I want to thank Ms. Greenwell once again for coming in and helping us out. I am so much in your debt Ms. Greenwell and I really appreciate it. (The Board and audience applauded Ms. Greenwell.) We thank Mr. Matthews although this is not his last Board Meeting, but his last Board Meeting in that capacity. We thank him for all of his years of service he has given to this school system. (The Board and audience applauded Mr. Matthews.)

Chair Johnson: The Board was notified that the Commissioners would like to meet in a Joint Session for them to present to us their concerns and the financial status of the county. They gave us two dates: June 7, 2012 or June 14, 2012 at 5:30 p.m. It was the consensus of the Board to meet on June 7, 2012 at 5:30 p.m.

Board Information

- June Calendar of Events
- NCSBA President's Summer Leadership Seminars/Policy Conference – June 25-29, 2012 – Carolina Beach Courtyard, 100 Charlotte Ave, Carolina Beach, NC
- Next Regular Board Meeting – July 2, 2012 – Board Room – 5:30 p.m. (Closed Session) – Open Session beginning at approximately 6:30 p.m.
- NCSBA School Board 101 – July 16-17, 2012 - NCSBA Assembly Hall – Raleigh, NC

Chair Johnson: Board Members, please let Ms. Harris know if you plan to attend the Summer Leadership Conference. Mr. Williams and Mr. Matthews, Ms. Harris will make all of the arrangements for you to attend School Board 101.

Ms. Smith-Ingram: This is just for clarification. The graduation at one of our high schools last year was extremely hot and uncomfortable. This year, graduation is going to be 9:00 a.m. in the morning so it should be cooler. There were quite a few elderly people there and I know they were very uncomfortable. It is going to be inside, but as we move forward so we can make sure everyone really enjoys that time make it is as comfortable as possible. I think the change in the time should help tremendously. Let us make sure both of those facilities are comfortable.

Ms. Taylor: Not only that, there are plenty of times when a parent has more than one child in a school and they have programs set at the same times. How do you choose which program to go to? If they can coordinate those award programs next year, it will be very beneficial. I have been through that situation several times and I know others have also been put in that position.

Adjournment

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Little, the Board adjourned the meeting at 8:30 p.m.

Approved: September 5, 2012

Dr. Eric C. Bracy, Superintendent