

**REGULAR MEETING
NORTHAMPTON COUNTY BOARD OF EDUCATION
Monday, December 9, 2013**

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

The Northampton County Board of Education held its regular meeting on December 9, 2013 in the Board Room of the Northampton County Schools administrative building. Chair Marjorie Edwards called the meeting to order at 5:15 p.m.

Closed Session

On a MOTION by Mr. K. Edwards, SECONDED by Mr. Matthews and APPROVED, the Board convened closed session at approximately 5:20 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 was not present for the vote.

Open Session

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

Mission Statement

Chair Marjorie 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.

Approval of Board Agenda

On a MOTION by Mr. Matthews, SECONDED by Ms. Taylor, the Board unanimously APPROVED to amend the agenda to add the following addendum item, 12.02 Recommendation from the Finance Committee. On a MOTION by Ms. Taylor, SECONDED by Mr. Johnson, the Board unanimously APPROVED the Board agenda, as recommended by the Superintendent. The motion passed by a vote of 6-0.

Pledge of Allegiance

Tashandalyn Broady, a student at Northampton County High School, led the Board and audience in the Pledge of Allegiance.

Good News Award

Mr. Hans Lassiter along with Dr. Eric Bracy and Chair Marjorie Edwards recognized the following recipients:

Dequette Boyd Named 2013-2014 Exceptional Children's Teacher of Excellence –

Ms. Dequette Boyd of **Gaston Middle School** was recognized and presented a Good News Award Certificate for being recognized at the 63rd Conference on Exceptional Children in Greensboro, North Carolina on November 21, 2013 at the Teacher of Excellence Celebration. Ms. Boyd is an Exceptional Children's teacher who has worked in the Northampton County School System for 10 years. She currently teaches at Gaston Middle School, where she is a Resource and Inclusion Teacher. Ms. Boyd has served as the Exceptional Children's Lead Teacher for more than 5 consecutive years and she is very knowledgeable of the Policies and Procedures that Govern Students with Disabilities in North Carolina. She brings innovative ideas to her classroom. Just last year when faced with the first time challenges of teaching a student with severe Autism, Ms. Boyd quickly rose to the occasion. Ms. Boyd took the student and with hard work and persistence, taught the student to read. This is just one of the many accomplishments students have attained while under the academic supervision of Ms. Boyd. We are proud to call her Northampton County's 2013-2014 "Exceptional Children's Teacher of Excellence"!

Boy Scout Completes Eagle Project – Preserves the Past at Willis Hare – Ryan Daughtry, a senior at **Northampton County School High School**, was recognized and presented a Good News Award Certificate for choosing to complete his Eagle project at Willis Hare Elementary School of which Eagle is the highest rank in Boy Scouts. In order to achieve this rank, a Boy Scout must complete a community service project. During the summer, Ryan and other Boy Scouts from Troop 834 cleaned up the Willis Hare family cemetery located on the grounds of the school. They cleaned the headstones, cut down trees, and planted grass. With the help of donations from Lowe's Home Improvement and the Willis Hare High School Alumni Association, Ryan was able to purchase materials to build a fence around the cemetery. The faculty, staff, and students of Willis Hare Elementary School would like to thank Ryan Daughtry for helping to preserve the heritage of the school and its founding family.

Willis Hare's Thanksgiving Food Drive Surpasses Its Goal – Willis Hare Elementary School

held its **Annual Thanksgiving Food Drive** on November 4-22, 2013. The school set a goal to donate 2,000 food items to the Food Bank of the Albemarle. The students worked hard each week collecting items from their family and friends and couponing in the local grocery stores. All of their hard work paid off and Willis Hare Elementary School was able to donate 3,502 items to the Food Bank of the Albemarle on November 25th at their distribution site in Jackson. The following students at Willis Hare, along with Assistant Principal Debra Balmer-Drew, were recognized and presented Good News Award Certificates for being the top six (6) students who donated the most items, represented Willis Hare with the school's donation, and worked with other community volunteers to distribute the food to the citizens of Northampton County: **Collin Clary**, 390 items; **Moriah Williams**, 330 items; **Breanna Eure**, 283 items; **Damien Byrum**, 158 items; **Camille Cullipher**, 136 items; and **Kaylee Clary**, 122 items.

People to People Ambassador Named from Conway Middle School – Diamond Haywood (absent), an 8th grader at **Conway Middle School**, was recognized and presented a Good News Award Certificate for recently receiving word that she has been selected to the **People to People Leadership Ambassador Program**. Principal Oliver Holley accepted the Good News Award on

Diamond's behalf. Diamond will now attend the National Leadership academy, which will take place in California this summer on the campus of UCLA.

Shining Star Character Education

Mr. Hans Lassiter along with Dr. Eric Bracy and Chair Marjorie Edwards recognized and presented the following students with **Shining Star Award Certificates** for demonstrating the focus of "Integrity" for the month of November:

Nicholas Bonds, Central Elementary School

Calvonte Vaughan, Conway Middle School

Takeera A. House (absent), Gaston Elementary School

Jakima McGee, Gaston Middle School

Iyana Tann, Northampton County Alternative School

Tashandalyn Broady, Northampton County High School-East

Mi`ane Harrison, Squire Elementary School

Matthew Harrell (absent), Willis Hare Elementary School

Mr. Lassiter informed Dr. Bracy that he was also just given a piece of community good news by Ms. Rhonda Taylor.

Ms. Taylor stated that she would like to say "thank you" to Conway Middle School, Mr. Holley and his students, the Band Boosters and Band Members from Northampton County High School for making canned food donations to the Department of Social Services right before the Thanksgiving Holiday. She further stated that because of their donations, they were able to feed 25 families and the Department of Social Services really appreciates it, because those were families who probably would not have received anything. We purchased turkeys and other things to go along with the donations from the schools, but with your help we were able to feed those families. We want to say "thank you" and we plan to send out "thank you" cards and put it in the newspapers.

Chair M. Edwards: I want to thank all of our recipients tonight for that "Good News". Northampton County is doing some great things!

Introduction of New Personnel

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

Jane Mann, Tutor, Gaston Middle School

Doug Kilgore, Assistant Principal, Northampton County High School

On a MOTION by Mr. K. Edwards, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED to amend the agenda to add a second closed session, which would become item #12.03 as recommended by the Superintendent. The motion passed by a vote of 4-2. Mr. Donald Johnson and Ms. Rhonda Taylor voted against.

Public Comments

No one signed up to speak during Public Comments.

Consent Agenda

On a MOTION by Mr. Williams, SECONDED by Mr. Johnson, the Board unanimously APPROVED the consent agenda consisting of the following items, as recommended by the Superintendent. The motion passed by a vote of 6-0.

Board Minutes – Closed Session – November 12, 2013
Regular Meeting – June 22, 2013

Business Before the Board for Information

Directors' Updates – Dr. Bracy shared the Directors' Updates with the Board for the month of November 2013.

Business Before the Board for Approval

On a MOTION by Mr. Williams, SECONDED by Mr. Matthews, the Board APPROVED the personnel list below as amended and recommended by the Superintendent. The motion passed by a vote of 4-1-1. Mr. Donald Johnson voted against and Ms. Erica Smith-Ingram abstained.

Personnel

Certified Recommendations:

Morris Armstrong, Agriculture Teacher (Temporary), Northampton County High School, 12/2-20/13

Robert Hall, Automotive Teacher, Northampton County High School, 12/16/13

Jacob Cobb, P.E. Teacher, Willis Hare Elementary School, 1/2/14

Ann Turner, 4th Grade Teacher, Willis Hare Elementary School, 1/2/14

Classified Recommendations:

Clementine Hux, Substitute Teacher, Northampton County Schools, 1/2/14

Nan Howell, Substitute Teacher, Northampton County Schools, 12/10/13

LeAndra Faison, Substitute Teacher, Northampton County Schools, 12/10/13

Garry Thomas Elliott, Substitute Bus Driver, Northampton County Schools, 12/12/13

Evelyn Edwards, Child Nutrition Substitute, Northampton County Schools, 12/10/13

Kathleen Bredland, Tutor, Gaston Middle School, 12/10/13

Leave of Absence:

Tammy Branch, Exceptional Children Teacher, Central Elementary School, 10/2/13 (return date unknown)

Perry Roberts, CTE Teacher/Agriculture, Northampton County High School, 10/30/13 thru 12/31/13

Alice Woods, Administrative Assistant, Willis Hare Elementary School, 10/11/13 (return date unknown)

Amy Eley, CET Teacher, Northampton County High School, 12/3/13 thru 1/14/14

Resignations:

Candi Allen, Elementary Teacher, Willis Hare Elementary School, 12/11/13

Elaine Gwen Walton, P.E. Teacher, Willis Hare Elementary School, 1/1/14

Kalvin Sparrow, Science Teacher, Gaston Middle School, 1/1/14

Sarah Grace Britton, Exceptional Children Teacher, Central Elementary School, 1/3/14

For Information

Annie Daye, Administrative Assistant, Willis Hare Elementary School (Temporary employment in the place of A. Woods who is out on medical leave) 11/25/13 thru 12/20/13

James Mason, Bus Monitor, Central Elementary School (Change from substitute to permanent bus monitor), 12/10/13

Benketa Harrell, Bus Driver, Central Elementary School (Change from substitute to permanent bus driver), 12/10/13

Jean Everett, Bus Driver, Central Elementary School (Change from substitute to permanent bus driver), 12/10/13

JoAnn Cox, Child Nutrition Training Manager, Northampton County Schools (Change from 6 to 8 hours daily), 1/1/14

Recommendation from the Finance Committee

Mr. Phil Matthews stated that as Chair of the Finance Committee we wish to inform you that we met this afternoon to discuss some financial issues. The recommendation coming from the Finance Committee to the Board is that we recommend an expenditure of up to \$25,000 for a prorated Christmas Bonus for all currently employed classified employees. I would like to say that the Finance Committee, as well as the Board, would like to do more than that, but it is all that the budget finances would permit at this time. Our certified employees currently receive a supplement and classified employees don't receive anything.

Chair M. Edwards: Thank you Mr. Matthews.

On a MOTION by Mr. Matthews, SECONDED by Mr. Johnson, the Board APPROVED the Finance Committee's recommendation to allocate expenditures up to \$25,000 for a prorated Christmas Bonus for all currently employed classified employees, as recommended by the Superintendent.

Ms. Smith-Ingram: Would taxes be withheld or what would be the amount of taxes?

Mr. Matthews: The best that the Finance Committee and Mr. Holloway could come up with would permit a full-time classified employee to receive a Christmas Bonus in the amount of \$125.00 before withholdings.

Ms. Smith-Ingram: We put aside some Race to the Top Funds towards the end of last year or at the end of the spring and I feel like we should be reserving that for a Performance Bonus for certified personnel.

Mr. Matthews: That is still on the table. It has been discussed, but it is still on the table.

Dr. Bracy: The money has not been spent, but we still have some questions on that. We don't want to spend it until we are absolutely sure.

Ms. Smith-Ingram: When will the employees receive the Christmas Bonus?

Mr. Holloway: They would receive it with the second payroll on December 20, 2013.

Ms. Smith-Ingram: I would like to say that we want our staff and employees to know that we are working real hard to make sure you all have something. We have some Board Members willing to give up their stipend and there have been years that I have given up my travel. We wish we could do more, because everybody deserves more than \$125.00. We can't even thank our staff, our community and education family enough. It does not look like a whole lot, but with the budget challenges we are looking at we are definitely going to try to do more if we have the budget. I want to commend the Finance Committee for working really hard to make sure that this happened. The motion to approve the Finance Committee's recommendation to allocate expenditures up to \$25,000 for a prorated Christmas Bonus for all currently employed classified employees was unanimously approved by a vote of 6-0.

Chair M. Edwards: I just want to echo what Ms. Ingram said. We do appreciate everything that our employees do. It may look like a little now, but later on if we wait and don't grow weary something will come down the pipe. We thank you and we want you to know that we care. We plan to look a little closer at the budget.

Board Information

- NCSBA Parliamentary Procedure: Common Questions & Practical Application Webinar –

December 10, 2013, 7:00 a.m. – 5:30 p.m. – Kathy Boyd, Presenter (1 hour)

- Special Meeting (Board Hearing) – Board Room – December 19, 2013 – 6:30 p.m.
- Facilities Retreat – Board Room – January 6, 2014 – 6:00 p.m.
- NCSBA Student Searches: Law and Policy Webinar – January 7, 2014 -
- Next Regular Board Meeting – January 13, 2014 – Board Room – 5:00 p.m. (Closed Session) – Open Session beginning at approximately 6:30 p.m.

• NCSBA School Board 101 – NCSBA Assembly Hall, Raleigh, NC – January 16-17, 2014

Chair M. Edwards: We wish each and every one of you a “Merry Christmas” and we also hope that you have a healthy and prosperous “New Year”! We thank you for all you have done for our children over this year and we know that when you come back you will be well rested and ready to go. Thank you so much for all that you do.

Closed Session

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams and APPROVED, the Board convened closed session at approximately 7:20 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 5-1. Mr. Johnson voted against.

Open Session

On a MOTION by Mr. K. Edwards, SECONDED by Mr. Williams, the Board adjourned closed session. The motion passed by a vote of 6-0. The Board’s second closed session ended at approximately 8:45 p.m.

Adjournment

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. M. Edwards, the Board adjourned the meeting at 8:50 p.m.

Approved: May 19, 2014

Marjorie Edwards, Board Chair