

**REGULAR MEETING
NORTHAMPTON COUNTY BOARD OF EDUCATION
Tuesday, January 13, 2014**

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 January 13, 2014 in the Board Room of the Northampton County Schools administrative building. Chair Marjorie Edwards called the meeting to order at 5:00 p.m.

Closed Session

On a MOTION by Mr. Matthews, SECONDED by Ms. Taylor and APPROVED, the Board convened closed session at approximately 5:07 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 6-0.

Open Session

On a MOTION by Mr. Matthews, SECONDED by Mr. Williams, the Board adjourned closed session. The motion passed by a vote of 6-0. The Board's first closed session ended at approximately 5:55 p.m.

North Carolina School Board Association Presentation

Ms. Tanya Giovanni addressed the Board regarding the Superintendent Search and she distributed a handout to help with the process. Ms. Giovanni informed the Board that the North Carolina School Board Association has conducted 117 superintendent searches and some of them have gone south, but the NCSBA has been able repeat some services even with those that went south, because they do not get involved in the decision-making. We work with the process so that the Board knows we would never steer you one way or the other. I think that speaks loudly of how well the process works and how we don't determine the Board's decision. The statute states that it is the School Board's duty to select the superintendent and we don't interfere with that in any way. The other thing we do is to work with you on your application. We would come in and talk about what various questions would help you get at any issues you may find in your community, because every community is different and every school system is different. We would spend time going through and tweaking the questions to try to get you the questions that you need to bring people out based on the application. It is very difficult to know a person just based on paper; therefore, we try to get questions that will allow you to be interested in talking to a person or not interested. The NCSBA would process all of the materials and the information we would submit to you with your packet would include:

- 1) Conducts an internet search on candidates (It keeps the Board abreast of anything pending against a candidate.)

- 2) Interacts with candidates during the process (Our interaction with the candidates is shared with the whole Board.)
- 3) Drafts questions (A lot of questions are based on your survey results and we recommend that you do public, community, and staff surveys to hear what the community is thinking in this process. N.C. Personnel Law requires that names be kept confidential and that the public not be able to participate in your interviews. It is very important that your staff, community, and stakeholders have input so that you will know what they are thinking and what they are looking for within the next year in Northampton County Schools.
- 4) Facilitates presentations (We recommend that candidates do powerpoint presentations in their interviews and we have sample questions for that. We assist the candidates in preparing those to make sure they are able to present them to you, as a lot of superintendents make presentations to their Boards. We look at it as a training tool.)
- 5) Conducts background checks (There is a third party entity that conducts the criminal and credit checks for the potential finalists. The NCSBA conducts the employment references and our reference form takes about 2 to 2½ hours to complete. We try to give you the most accurate picture of a person that you can get from their past employment experiences. We get permission from the candidates to speak with their supervisors, co-workers, colleagues, and anyone else we may deem necessary to speak with. We feel that has been very helpful in North Carolina in avoiding any type of surprise situations with superintendents.
- 6) Lastly, we are very proud of the fact that three of the last North Carolina Superintendents of the Year were the result of searches conducted and facilitated by the School Boards Association, including the 2013 National Superintendent of the Year.

Ms. Giovanni informed the Board that she would entertain any questions they may have at this time.

Mr. K. Edwards: On your website it says, NCSBA Facilitated Superintendent Searches and then it says other North Carolina Superintendent Vacancies. What is the difference?

Ms. Tanya Giovanni: That means we are currently facilitating those searches and other searches mean that we are not facilitating those searches. We post school system's vacancies as a courtesy, because they are members of the School Boards Association. If you choose not to use us, we would assist you in posting your vacancy and give you the booklet, which provides an overview of the Superintendent Search process. We know that is a very important decision that Boards have to make and we respect their decisions and we want you to want to use our services.

Ms. Smith-Ingram: You said they were all members and that it was a courtesy to post their vacancy. Who are the members?

Ms. Tanya Giovanni: We represent all 115 local school boards, plus the Native American School Boards are members of the association. We are a non-profit member organization. All school boards are members, except for Camp Lejeune and Fort Bragg. There are certain benefits of the membership. This is a service that we charge for, which is the full Superintendent Search, but for posting on the website you do not have to hire us to handle your Superintendent Search. Any North Carolina School Board that has a superintendent vacancy we would post it for them.

Ms. Smith-Ingram: You also stated that any community involvement usually occurs by way of surveys at the initial process. Have you seen any other opportunities for community involvement or a selection committee? What are the time parameters for community involvement?

Ms. Tanya Giovanni: Some Boards in some of the larger school systems have wanted to have public forums where they called a Special Called Meeting, the Board showed up and people were to come in and interact with the Board and tell the Board what they were looking for. We found

with the surveys that the turn out even in the larger systems was no more than five people. Once the people have the opportunity to respond to surveys that is generally what they do.

Therefore, we don't recommend that you have a Special Meeting, but you can invite people to come during your regular Public Comments. When people are upset or angry about something, they tend to be a little more vocal.

In regards to a selection committee, due to the N.C. Personnel Law you would have to get an expressed written consent of the candidate. The few Boards that have participated in a selection committee have lost people. You can lose a lot of good qualified people when you make it public.

Mr. Williams: In terms of your option in or options for this search, do you have option in, option out categories or is it all or nothing?

Ms. Tanya Giovanni: It is all or nothing, because we stand behind the full process. We take everybody through the process. We feel that the process that we have allows the Board to really contemplate its decision as far as selecting the right fit for your community.

Ms. Smith-Ingram: Is it my understanding that you will compile all of the application materials for applicants. Are you going to give us some kind of report, or a profile of each candidate? Will that be a powerpoint of each candidate?

Ms. Tanya Giovanni: What we would do is that every Board Member would get an application packet and included in that packet would be copies of every application and or resume` that we would have received. Some applicants don't complete applications they just send in a resume`. It is their decision and we send it on to you. We don't throw anyone out and we don't screen anyone out. It is the Board's decision. We do go through the applications and summarize their experience, such as NC superintendent experience, out of state superintendent experience, NC assistant, associate, or deputy superintendent experience. A lot of school systems around the country are moving to a Chief of Staff organizational structure so that you can get in a nutshell of what you are looking at from each candidate. Once you scan that over, you can go through the applications. We don't screen them out, but give you the tool to assist you in screening them. The other thing we do if you allow us to assist you with the survey is we would present the results to you and then we would work with the Board to prepare a leadership profile after you have heard from the community and your staff members' survey results. Then every Board Member, whatever they are looking for and what think would be an ideal qualification for a superintendent we put that on the list. Then I would compile a rating sheet for you with those characteristics and generally if the Board did not touch on a certain area that is included in the NC Superintendent's Evaluation Rubric, I also include that. It is a lot of information and it can be overwhelming if you did not have the tools that we provide in the search process.

Mr. Williams: To what extent are you all willing to allow the Board to guide the reference check process? I would be interested in knowing if a candidate came from Perquimans County for instance. What does the principals, teachers, parents, students, bus drivers, cafeteria workers think about that person or can give feedback?

Ms. Tanya Giovanni: There are two ways to do reference checks. It is almost impossible to contact those people without violating the confidentiality requirement. We do ask those questions from the reference that we take also. I don't think I have talked to a Board Member reference who has not been aware of the parents, principals, and teachers have been thinking. In one of the last searches that I worked on, one of the comments was that the custodial staff felt blessed and valued by the prior administration. When the superintendent came on board, he made it clear that without a custodian, you can't have school. Therefore, we do inquire about

that and we are not just interested and we don't think the Board should just be interested in instruction only, but how they treat people, how they interact with the Board, how they interact with other public entities, parents, and students.

With regards to the criminal credit check, that is something that has to be done. One option is to call a Special Closed Session Meeting and have the Board to come. The Board would sit here and usually the Chair would ask a list of questions of each representative and every Board Member would be present and listening to the speakerphone to this particular reference. One of our staff persons would be there also. That is an alternative to the NCSBA checking the references in the office and having to get it to the Board to read. It depends upon how the search is going as to whether we would recommend that process to you.

Ms. Smith-Ingram: Let's just say we have a candidate from California who applied, would we have to pay travel fee or could we say we would pay travel cost incurred up to \$500.00?

Ms. Tanya Giovanni: You don't have to pay any travel, but when I first started doing these searches a little over five years ago it was standard practice for Boards to pay all travel expenses for first and second rounds around the country. It is a national thing and we are also members of the NASS, which is the National Affiliation of Superintendent Searches. Therefore, we have access and groups around the country of other School Board Associations that do Superintendent Searches. If there is someone that you know that would be interested from Virginia or Mississippi, I could talk to my counterparts in those states. In general nationally, not in North Carolina, it is legated for Boards to pay for the second round, but that depends upon where people are coming from. I think that some Boards have decided to limit the amount, but you have to consider who your candidates are and you might lose people if you are asking them to pay for the second round. I think for the first round, people don't expect it these days, but the second round the expectation is that if a Board is really interested in asking them to come back that the Board would cover the expense.

Mr. Johnson: You recommend that if we were to go with the NCSBA that we would follow the timeline?

Ms. Tanya Giovanni: If you were to go with us, I would recommend that we talk about it and address it. The Board would vote on it after you have tweaked it. This is just a suggestion and it is ultimately up to the Board. We do what we can to achieve our goal.

Ms. Smith-Ingram: Have you done a four-month search before?

Ms. Tanya Giovanni: Yes, I have a four-month search before.

Chair M. Edwards: Board Members, are there any additional questions for Ms. Giovanni?

Mr. Williams: What is the least amount of time it has taken from start to finish for a superintendent search?

Ms. Tanya Giovanni: I would say it was three months, because of trying to get the schedule together for people and the application itself. The shortest time we recommend is six to eight weeks. You could do four weeks, but if you were advertising nationally that is not a lot of time. I am going to follow the Boards' lead on what the Board wants to do and to the best of my ability to help you accomplish it within your timeline. The earliest is could see you getting someone in would be April and that is getting started right away to get full access. You want to get as many qualified people as possible to consider your vacancy.

Chair M. Edwards: All of the applications that are sent in would they come to the School Boards Association?

Ms. Tanya Giovanni: Yes.

Chair M. Edwards: How soon would they get to the Board?

Ms. Tanya Giovanni: We send them out to the Board the week after the application deadline; therefore, whatever the Board determines is the application deadline we send the entire packets out a week after that. As soon as we get any applications we start processing them. There are only four persons who are a part of the Superintendent Team at NCSBA. The applications are kept in locked file cabinets and the association has no idea who has applied for superintendent unless they are a part of the Superintendent Team. It is such a delicate amount of information and we are extremely sensitive to the nature of the search.

Chair M. Edwards: Ms. Giovanni, thank you so much for coming to share with us. The Board will discuss it and get back to you.

Approval of Board Agenda

Chair Edwards announced to the audience that it is almost 6:30 p.m. as we are already in open session. Good evening to all of you who have come to join us this evening. We will call our meeting back to order at this time and we do have our full Board here. I ask the Board for a motion to move our closed session to the end of the agenda.

On a MOTION by Mr. K. Edwards, SECONDED by Ms. Taylor, the Board unanimously APPROVED to amend the agenda to move closed session and Personnel to the end of the agenda, as recommended by the Superintendent. The motion passed by a vote of 6-0.

On a MOTION by Mr. Matthews, SECONDED by Ms. Taylor, the Board unanimously APPROVED to amend the agenda to add item #6.02 Interim Superintendent, the Pledge of Allegiance would become item #6.03, add item #13.10 Golden Leaf Grant Project, closed session would become item #14, Business Before the Board for Approval (Personnel) item #15, Superintendent's Information item #16, Board Information item #17 and Adjournment #18, and to delete item #13.05 Board Policy: Alternative Graduation Path for Northampton Alternative School, as recommended by the Superintendent. The motion passed by a vote of 6-0.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Matthews, the Board unanimously APPROVED the Board agenda as amended and recommended by the Superintendent. The motion passed by a vote of 6-0.

On a MOTION by Mr. Matthews, SECONDED by Mr. K. Edwards, the Board unanimously APPROVED to employ Dr. John Parker as Interim Superintendent for the term of February 3, 2014 through June 30, 2014 or until a new superintendent is seated.

Mr. Williams: Would there be a period of transition between Dr. Bracy's departure and the Interim Superintendent coming in?

Chair M. Edwards: That has been discussed and the period of transition would be worked out between January 29-31 with Dr. Parker and Dr. Bracy. We would allow them to work that out between their schedules, as Dr. Bracy's last day is January 31st.

The motion passed by a vote of 6-0 to employ Dr. John Parker as Interim Superintendent for the term of February 3, 2014 through June 30, 2014 or until a new superintendent is seated.

Introduction of Interim Superintendent

Chair M. Edwards announced that she would like to introduce Dr. John Parker to the audience at this time. He is here along with his wife, Ms. June Parker.

Dr. John Parker addressed the Board and audience as follows: "Thank you Ms. Edwards, Board Members, and the selection committee. I really appreciate the confidence you put in me and my wife, June. I would like to say to you, it is a pleasure to everyone to be home. We are enjoying with what has been a semi-retirement for me and a full retirement for June. The motivation has come back and the folks that I know here, that I have worked with before, and that I know so

well as I look around, because that is a part of it. But, the primary motivation for June and I are the students of Northampton County and feeling like we can be of service during a time of transition. I am not on Facebook, but my wife, June is. The messages we get from our former students that we taught and Lord knows for how many years and worked in administration is fulfilling in this time of our careers. When I was contacted and this opportunity arose, that was the motivation that stirred us to talk about it, because we know that the students in Northampton County are top-notch and I know in times of transition, because some of you have worked through with me and several times we have been through that with superintendents when I was here. I have also done it in other districts. I know it can be a time of importance and I feel real honored in the confidence that you have placed in us and for me in particular I want to thank you for that. I know how busy your Board Meetings are so I don't want to prolong your meeting. Thank you so much and I look forward to seeing everyone and I will be in touch.”

Chair M. Edwards asked Ms. June Parker to stand and she informed Dr. Parker that the Board looks forward to working with him.

Pledge of Allegiance

Chair M. Edwards asked for a student volunteer to come up and lead the Pledge of Allegiance. Robert Vincent, a student at Central Elementary School, led the Board and audience in the Pledge of Allegiance.

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 “Courage” for the month of December:

Robert Vincent, Central Elementary School
Shamoyi Jacobs (absent), Conway Middle School
Kianna I. Davis, Gaston Elementary School
Jonathan Bland, Gaston Middle School
Tracy Pugh, Jr., Northampton County Alternative School
Tatyana Barnes, Northampton County High School-East
Da’Kiera High, Squire Elementary School

Good News Award

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

Rhonda Holmes is 2014 North Central Regional Teacher of the Year –

Ms. Lassiter informed the Board and audience that last month he stood before them and he was over excited and enthused because we are the home of the **2014-2015 North Central Regional Teacher of the Year!** Mr. Lassiter asked **Ms. Rhonda Holmes** to please come to the front of the Board Room. He further announced that Ms. Rhonda Holmes is an art teacher at Conway Middle School, our Northampton County Schools’ Teacher of the Year, and she was selected as **2014-2015 North Central Regional Teacher of the Year**. Ms. Holmes was one of eight selected finalist from over 90,000 teachers in the state. She will now move to the state-level competition and vie for statewide honors. The announcement will come in May and we hope she will continue to make history in Northampton County. We want Ms. Holmes to speak tonight and just express her feelings.

Ms. Rhonda Holmes addressed the Board and audience as follows: “I stand before you all tonight to let every teacher, parent and student, because each and every one of you had a hand in the motivation that I have each and every day to come to work and teach. I represent the region that I came from that I was actually a public educated student of and it is overwhelming to represent all of the staff, teachers, and administration. It is students who make of this great body of people. What I hope to do, as your representative and as one of nine teachers, is to hopefully change some things in the way they look at us in public education. That includes all of the options that parents have, whether is it a charter school or a public school, as we know it now. I look forward to this challenge and I thank you each and every one of you for having me.”

Northampton County High School Students Prepare for Graduation Project –

Mr. Lassiter announced that the seniors at Northampton County High School are gearing up for their presentation components of the North Carolina Graduation Project in keeping with the North Carolina State Board of Education policy initiatives regarding Future Ready Students. The following Northampton County High School students will provide a brief description of their journey to the Board and audience tonight: Shakeria Anderson, Mollie Bass, Kelsey Faison, and Austin Watkins.

Dental Hygiene Education

Kelsey and Mollie gave the first Graduation Project presentation. They informed the Board and audience that in their research they decided to pick a topic that was of interest to both of them and along side their Career Pathways, which was Dental Hygiene Education. They shared that their expert in the field of Dental Hygiene Education was Ms. Verna High of Halifax Community College. They were able to interview and interact with the dental hygiene students at Halifax Community College. During their presentation, Kelsey and Mollie also shared that they wanted to create a way to get what they learned out to children and they decided to write a children’s book, entitled *Sarah and Danny’s Dental Visit*. The book was on display for the Board’s review. Kelsey and Mollie stated that they decided to present their book to a Pre-K class in the county. They read their book to them and did hands-on activities with them as well. Each child received a copy of their children’s book, toothbrush, toothpaste, and a coloring book. They also donated a copy of their book to Halifax Community College for allowing them to be a part of their class throughout the experience. Kelsey informed the Board and audience that they invited their expert in the field of Dental Hygiene Education, Ms. Verna High, to be here tonight.

Chair M. Edwards: Thank you Ms. Faison and Ms. Bass. What a beautiful presentation. You spoke well and you presented well and we are so happy that you belong to Northampton County. We want you to continue on and be successful in everything that you do.

Women Working in Construction

Shakeria Anderson gave the second Graduation Project presentation. Shakeria stated that she decided to do her project on Women Working in Construction, because there are hardly any women working in construction. She decided to build a three-bedroom house, which was on display. She stated that it took her 5 months to build it and the house is two feet wide and two feet tall and it includes a bathroom, a living room, a kitchen with cabinets, an upstairs and hardwood floors. Shakeria stated it was fun building it, but it was hard work. I have had a lot of people to offer to buy it. My expert in the field was one of my teachers, Mr. Bobby Warren who is a Furniture and Cabinet Making teacher.

Mr. Bobby Warren addressed the Board as follows: “I guess out of all of it I had fun with the commode that flushes. I want to put padding on it. If I retire early from teaching, I will be making toilets!”

Chair M. Edwards: Ms. Anderson, thank you and that is a beautiful project. You put a lot of work into your project.

Advertising and Marketing

Austin Watkins gave the third Graduation Project presentation. Austin stated that he did his project on Advertising and Marketing. I want to start with the definition of advertising is the ability of affording the activity of attracting public attention to a service for a particular business. Marketing is the business of promoting or selling a product. In my research I realized that there are many advertising markets to choose from when you are advertising a business or product. For my product I chose business signs and we are going to put them on the back of the baseball dugout at Northampton County High School. Before I went to the businesses I researched what they sold, what they did, what they offer, and what kind of services they provided. I utilized my marketing technique to obtain the advertisements and I needed funds to purchase needed items for the baseball team. I could not have done this without Ms. Whitaker, Principal. She wrote a letter to Chair Marjorie Edwards asking for permission for me to use a school receipt book. Austin shared the advertisement signs for Hampton Farms of Severn, NC; Pic Graphics of Jackson, NC; Futrell Pharmacy Services of Jackson; Roanoke Electric of Ahoskie, NC; Mini Shops of Jackson, NC; and Farm Bureau of Conway, NC. My expert in the field was Mr. Jim Cobbs who owns an advertising agency in Raleigh, NC and he purchased a sign for his business. I have two more signs for businesses in Roanoke Rapids and they are still being made. Austin stated that before he bought the signs he made \$1,035.00 and after the signs he made \$822.50. We plan to purchase baseball uniforms, t-shirts, and team shorts with the funds that were raised. We are going to try to get something that everybody wants.

Mr. Williams: Do you do metal signs?

Austin Watkins: We talked about doing metal signs and we did these this year because everybody just wanted a one-year advertising option and it was cheaper. Next year we are going to offer a multi-advertising option where you can advertise for two or three years and the more years you buy the cheaper it will be. We will try to get metal signs next year, because they will last longer.

Mr. Williams: I need two metal signs for my business and I will talk with you about it.

Chair M. Edwards: Austin, what a wonderful project! On behalf of our Board, we are very proud of each and every student who came forth. We certainly know that you put a lot of work into it and you were also motivated and stuck with it. Keep up the good work! Thank you Ms. Whitaker for bringing those projects to us. Please let you students know, for those who may have left how proud we are of them.

Break

The Board recessed in a five-minute break at 7:15 p.m.

Consent Agenda

On a MOTION by Mr. Matthews, 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.

On a MOTION by Mr. Matthews, SECONDED by Mr. Johnson, the Board unanimously APPROVED to amend the agenda to delete the closed session minutes for January 2, 2014 and January 6, 2014, as recommended by the Superintendent. The motion passed by a vote of 6-0.
Board Minutes – Closed Session – December 9, 2013

Regular Meeting – July 1, 2013

Request for Fund Raisers

Conway Middle School – Media Club – Scholastic Book Fair – January 23-29, 2014

Business Before the Board for Information

Northeast Regional Education Service Agency Digital Learning Consortium Grant

Application – Dr. Bracy informed the Board of the Northeast Regional Education Service Agency Digital Learning Consortium Grant Application. The grant application has been submitted to the State of North Carolina for the sum of \$107,772 to support professional development for teachers of Math I, II and III in all LEAs within the Northeast RESA. The grant will support 2 phases of professional development. If the grant is approved by the state, the administration will return with a board agenda item to formally accept the resources provided in the grant and support the requirement to use the course materials as the method of delivery and content for Math I, II and III.

Roanoke Valley Region Grant Application for Youth CareerConnect Grant – Dr. Bracy informed the Board that Halifax Community College in conjunction with all the LEAs within the Roanoke Valley are applying for a Youth CareerConnect Grant sponsored by the North Carolina Department of Labor. This grant will garner partnerships between the community college, local educational agencies, and business/industries. The districts involved and committed are: Halifax County Schools, Roanoke Rapids City Schools, and Weldon City Schools. Northampton County Schools would be inclusive, if we choose to participate. The grant amount is from \$2 to \$7 million to be shared among all of the LEAs. The deadline for this grant is January 28, 2014.

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

Business Before the Board for Approval

On a MOTION by Mr. Matthews, SECONDED by Mr. Johnson, the Board unanimously APPROVED Budget Amendments #01- #05 to reflect various transfers of funds into the appropriate purpose codes based on receipt of additional funds, decreased, or as requested by directors or principals, as recommended by the Superintendent. The motion passed by a vote of 6-0.

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED the mileage rate decrease from 56.5 cents per mile to 56 cents per mile, effective January 1, 2014, as recommended by the Superintendent. The motion passed by a vote of 6-0.

On a MOTION by Ms. Taylor, SECONDED by Mr. Johnson, the Board unanimously APPROVED the Northampton County Alternative School 2013-2014 Accountability Model. Ms. Smith-Ingram: I have some concern with the components of it relative to the performance composite, numerals I and II. In our Alternative School, it appears that they are not getting all of the resources that they may need. If we are going to set an accountability model it would make sense that things are in place and provide the resources that they need. I have received some parent concerns, as well as community concerns about students having to take classes and really not having access to some of the teachers in the content area. I have looked at other models.

There are some programs that we have been on such as OdysseyWare I want to share that online learning can be very difficult without having the hands-on. I also know that in the past that is why some of the NC virtual classes and some that have been offered by the NC School of Science and Mathematics, our students are not as comfortable or successful, because they did not have that one-on-one teacher. Can we talk about this at another time, because it needs to be discussed?

Ms. Geneva Squire addressed the Board as follows: In order to take advantage of the Accountability Model for Alternative School, you would have to approve the Accountability Model within this window. With the results coming back from the state for the previous accountability system in October and taking November to look over them, it has to be approved by the School Improvement Team for this year's accountability model. It puts us up against a window by having a very narrow time to approve it. With the Accountability Model for the Alternative School this is basically the same type of system we had set up last year. The only difference is that the growth component we had in last year for growth in test scores, the state required that you remove any reference to growth from your accountability model. How your accountability model results are received as far as the type of student achievement, type of assessment, and the type of teacher engagement with students. Those things you can work on throughout the year to improve upon. Such as if the mode of instruction is primarily OdysseyWare for some students with a teacher to support them in the classroom that is not in the system. How do you want your old ABCs results to be judged? Do you want them to be judged upon generally or some of the other things that you have the local option to add to the model? If you don't add any of the local options, it is just like a regular school. What I am hearing the unreadiness is with instruction.

Ms. Smith-Ingram: I have concern with option #6 as well?

Ms. Geneva Squire: They have really improved with community involvement. We had high growth in the old system when it was based upon these merits. They have a lot of involvement with the local organizations.

Chair M. Edwards: Will what Ms. Hoggard is doing with the Café's and the parental involvement help along the way with the community involvement?

Ms. Geneva Squire: What they do is that they require the parents to come in and interact with the students, such as counseling on courses, being on track for graduation, etc.

Mr. Williams: What I would like to see for this program is that I think the accountability piece looks good to me. I think we do need to sit down and really come up with a solid program and that program has to include how we are going to address some of the discipline issues that we have and those social kinds of things. I think we have good and qualified teachers. It is a matter of getting some of our students' attention so that the teachers can teach. We have got to put together a solid program. Some of us need to take the opportunity to visit the Alternative School where we have well-qualified staff to teach and we have well-qualified students there to learn. There are those social, behavior kinds of issues that we have been talking about, but we haven't come together and made some things happen. We had a discussion in Greensboro several months ago and as Ms. Ingram said it best when she said, "We don't do enough follow-up on issues". We are at that point now where we need to do more follow-up to put together a solid program that is going to address something other than academics. Once you get that address, I believe the academics part will fall into place. What are we going to do to address it will be my question?

Ms. Geneva Squire: I would welcome the opportunity to sit down with a sub-group of the Board, along with the administration, and counselors from the middle and high school level to address our current model on how our Alternative School is operated. They come to us in 9th grade, 16 years old, have failed all of their classes and they want to drop out at 17 years old, but the parents will not let them for various types of reasons. Therefore, they are kind of just there at the Alternative School.

Mr. Williams: Ms. Squire, one of the things we have got to do in this school district is we have got to be real with ourselves first and then be real with everyone else. We have to assess at kindergarten and I have been talking about this for a long time. With this particular sub-group we can go back and undo anything. What we need to do now is to start assessing those students to determine if that is where they need to be. I think for some of them age-wise, behavior-wise, discipline-wise, and social issue-wise, I don't know that is the most suitable place for those students. If you try to fit everybody in that whole with that round peg it is going to create a problem. Henceforth, we need to assess our students and determine what their special needs are, such as a 504, an IEP or an LEP. We need to look at all of that to see where those students fit. Until we get real and start putting these students where they belong, then we are setting them up for failure.

Mr. K. Edwards: I think it is important that we adopt the model and that is what we are talking about. That is what Ms. Squire and the administration has done is to bring us a model.

The motion to approve the Northampton County Alternative School 2013-2014 Accountability Model unanimously passed by a vote of 6-0, as recommended by the Superintendent.

On a MOTION by Ms. Taylor, SECONDED by Mr. Matthews, the Board unanimously APPROVED the Board Policy: Final Exams Used in Calculation of Grades – High School Credit for the option to reduce the previous requirement to county final exams in courses where high school credit was received as 25% to mirror the State of North Carolina's newly reduced requirement from 25% to 20% of the final grade in the course, as recommended by the Superintendent. The motion passed by a vote of 6-0.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Matthews, the Board unanimously APPROVED the Proposed 2014-2015 District Calendar.

Ms. Smith-Ingram: Before we do a final approval of the calendar can we make sure it gets out to the teachers and the parents, because the past Christmas Holidays brought a lot of hard ache to a lot of people. I did receive a lot of complaints, because we were the only school system that required our kids to come back to school on January 2nd. All of our surrounding school systems were out except us. Some teachers felt they did not know about serving on the Calendar Committee; therefore, before we approve it for a final reading can we approve it for first reading and then have it circulated to all the schools?

Ms. Rhonda Moses addressed the Board as follows: Can we look at the dates in question. Last year, one of the things that the committee toyed with was the Wednesday before Thanksgiving. We received that day when all of the other districts did not. Then they had to come back on one day which was a Friday, but this year in this calendar students don't come back until January 5th and that settles that issue. We are cognizant of all times with our students and our teachers and that population of teachers that are out-of-state. We don't want to make them come back unless they have to, because you know a lot of them don't have workdays so those optional workdays they do have to come back. We always want to take that into consideration. These are the things we discussed with the committee, we had comments from the teachers, the people that replied to the comments we took all of them into consideration. This particular year's calendar was kind of

hard to do. There are a lot of things that are different with this year's calendar. I would ask that the Board approve the calendar and you as a Board have the choice if there is something you can't live with after you approve it, you as the Board can always come back and revise it.

Ms. Smith-Ingram: It is not just so much as a date that the Board has a problem with. Keep in mind that the Martin Luther King, Jr. Holiday on this year's calendar, we have that Monday off and we also have Tuesday and Wednesday off; therefore the teachers and the students are coming back on a Thursday and Friday. Also, we had Easter Vacation the week before Easter this year and we had Easter Monday, which made six days off in a row. I am concerned about all of our stakeholders. There was a breakdown in communication where some parents were upset because they had planned for vacation and they were looking forward to those days. We are not trying to be like every other district and we don't have to do what every other district is doing, but we do need to do things that make sense all and not just one group of people.

Ms. Rhonda Moses: One of the things you are talking about with Easter is that we have just as many people telling us other districts take off before Easter and we always take off after Easter. You never know what you are going to hear from them. You have one group that wants to be off after Easter and one that want to be off before Easter.

Ms. Smith-Ingram: When Easter is towards the end of the month it makes for a long stretch between Martin Luther King, Jr. Holiday and Easter.

Ms. Rhonda Moses: The other thing is all of the different kinds of test. This year, we laid all of the test out on the calendar to make sure that we had large spaces of time. One of the things our teachers told us is that they want wide gaps of time. That is something that is hard to achieve, because you have so many holidays to break the time up. They want long spans of time to have some type of instruction. One of the reasons we are bringing the calendar to you now is because we have to schedule our students for next and that is going to take place some time in February. Please notice the yellow dots are the end of marking periods and we put in workdays prior to those marking periods so that they can get it caught up and have it ready, because we can't wait with the time between the end of the marking period and getting those report cards out is very short.

Ms. Smith-Ingram: Is there any parent input other than the parents who serve on you Calendar Committee? When to the parents actually see the calendar?

Ms. Rhonda Moses: We usually post it to the website.

Ms. Smith-Ingram: Do you post it before it is adopted or the final reading?

Ms. Rhonda Moses: It is posted before it is adopted. This year we did not because the window was kind of tight.

Ms. Smith-Ingram: Madam Chair, lets approve it for final reading tonight to give our parents, our major stakeholders, some input and see how they feel about the Proposed Calendar.

Mr. Williams: How would we get it out to them?

Ms. Smith-Ingram: The next scheduled PTA meetings, parent-teacher conferences, the website, and an Alert Now call.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Matthews, the Board unanimously APPROVED the Proposed 2014-2015 District Calendar for first reading. The motion passed by a vote of 5-1. Mr. Donald Johnson voted against.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Matthews, the Board unanimously APPROVED the Technology Plan Revision for 2014-2016, as recommended by the Superintendent. The motion passed by a vote of 6-0.

Facility Concern – Jackson-Eastside Property

Mr. Matthews addressed the Board stating that the Jackson-Eastside Property was presented to the Finance Committee, which consist of Mr. Edwards, Mr. Johnson and I. We thought that this would be appropriate to bring to the Board. As Mr. Edwards is the Chair of the Facilities Committee, I called him and shared it with him. From the perspective of the Finance and Facilities Committees we are bringing this to the Board for approval. It has to do with the Jackson-Eastside Property and we have a real estate agent who is working with that. They have brought us an offer of \$48,000 to purchase that property. It would have to go through the upset bid process.

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED the recommendation from the Finance and Facilities Committee that the Board accept the offer of \$48,000 to purchase the Jackson-Eastside Property and the purpose of stating the upset bid process, as recommended by the Superintendent. The motion passed by a vote of 6-0.

Superintendent Search

Chair M. Edwards informed the Board Members that they have heard from Ms. Tanya Giovanni from the North Carolina School Boards Association tonight regarding the Superintendent Search and you have also received a packet. What is the Board's pleasure? Do you want to use the NCSBA or does the Board want to take that task on their own?

Attorney Rod Malone: I have what Dr. Shirley Smith redid based on the comments that we had. What I emailed to you I have copies to pass out to the Board.

Mr. Williams: I think we went through a lot of discussion about this whole process and considered the amount that was involved. Attorney Malone indicated that he could help us with a portion of the search. That we would feel uncomfortable with having the administrative staff here handle it. Perhaps that would even take a lot of the responsibility from the Board Members and that would be the Attorney's office receiving the applications and ensuring the confidentiality. I would like to suggest that we take this process on and get the community involved.

Chair M. Edwards: When you talk about the community involvement you are talking about the survey?

Mr. Williams: Yes. This would allow us to consider what the issues would be and coming up with questions. The ultimate consideration of who would be chosen for that position.

Chair M. Edwards: Are you going to put that in the form of a motion?

On a MOTION by Mr. Williams, SECONDED by Mr. K. Edwards, the Board APPROVED to reject the North Carolina School Boards Association's offer to conduct a Superintendent Search and that the Board would conduct its own Superintendent Search with the help of Attorney Rod Malone with Tharrington Smith as discussed in a previous Board Meeting.

Mr. Johnson: At the last meeting Attorney Malone was supposed to send us an email of the timeline that we discussed so that we would have the opportunity to look at that. That was before we knew that the NCSBA was coming.

Attorney Rod Malone: That is in the draft of the closed session minutes and I have it right here.

Ms. Smith-Ingram: Can we discuss the motion on the floor?

Mr. K. Edwards: I appreciate the attorney coming in and in my research I saw where the School Boards Association is currently helping with two of the current eight vacancies; therefore, they are facilitating two right now. That would be the rationale for me on seconding Mr. Williams' motion, plus the cost of \$20,000 for the search process.

Ms. Smith-Ingram: I have a concern that two years ago this Board decided to undertake the Policy Manual and it required a lot of time. The Policy Committee started out doing it and then it went to the whole Board. It was hard for us to coordinate our schedules to meet around it. This is an undertaking that is a paramount for us. We are soliciting someone who is going to be at the helm and get Northampton County, hopefully where we want Northampton County to be. With that task, I would like to have some confidence that the Board can arrange their calendars. We have another issue of a \$13,000 Feasibility Study that we have not followed up on it yet. Seven months later we do not have it on the schedule or in our calendar to follow-up on it. The Superintendent Search is such an overwhelming task. If we are going to undertake this, it is going to require that the Board have meetings at least three times per week. Honestly, this Board has taken a lot of hits and I am okay with that, but I feel like we are putting ourselves in a position where is this going to be heightened scrutiny and we don't want the community to every feel like we are doing what we want to do. It is a daunting task that we want to make sure that it goes properly. I don't want to offend anyone, but there is no one at this table who is a human resource specialist in your current position. If I am wrong, I know Mr. Williams has his own business and he hires people. All I am saying is that with all of the responsibilities that we have, we have to do a major facility survey and follow-up on the Feasibility Study that we received in June and have not taken any action on it. With those pressing items that we have going on to me it would make it easier if we allow the NCSBA to come in and it obligates us to make the final decision.

Mr. K. Edwards: I just get confused sometimes, because I thought we hashed this out last week twice and this Board said we were going to do the search. I would just like to let it be brought to the light, what is this change in mind about. I can pull up the emails that were sent out that stated this Board would conduct the search.

Chair M. Edwards: We also said we would listen to the NCSBA representative to see if we wanted to use them.

Mr. K. Edwards: We hashed out a timeline in this room that we would do this rather than the NCSBA. Now, it is the following Monday and it is a different scenario. We just listened to the attorney with the NCSBA. I just don't get where we make a decision and put it in the minutes and now it is reversed.

Chair M. Edwards: It is not reversed, because it is not final until the Board votes. At this time Board Members, is there any more discussion?

Mr. Williams: Since I am the author of the motion, I would really like for the other Board Members to comment on this issue.

Ms. Taylor: I am one of the ones who wanted the NCSBA, but when we discussed it in depth, I was not in agreement with having the applications sent to the Central Office. That was because of confidentiality. When we included Tharrington Smith, I felt more comfortable with that process, because they would receive the applications. Confidentiality is very important when it comes to employment. I think with Tharrington Smith we can save that \$15,000 to \$20,000 right now on that issue. They do a wonderful job.

Chair M. Edwards: Board Members, Ms. Ingram and different ones have shared thus far. This is a huge undertaking and confidentiality is paramount. Already, the word was out about the Interim Superintendent's name before the next day and that was supposed to be confidential. Think about what we are doing and as Ms. Ingram said, we haven't finished the Policy Manual or the Feasibility Study. We put it on the agenda and then we have to take it off, because there is so much going on. Think about how we are going to do this. So when you vote, you know what

you are putting yourself in to. You want someone at the helm; because you want someone to do the things they need to do for this county.

Ms. Smith-Ingram: I was listening to what Attorney Giovanni said that they do all of the background checks and they compile the information. They would be with us in the presentations and I can't see how we can do that as well as facilitate what we already have on our plate that we have not gotten to.

Mr. K. Edwards: I just don't see how we can keep spending \$20,000 for searches when state employees haven't had a raise in five years. I just don't see spending that kind of money when state workers are not privy to one cent, while the Board is going to spend \$20,000 just to search for a candidate. If you go on the website now, there are only two counties using them right now.
Chair M. Edwards: Just know that it would be a heavy undertaking.

Mr. Matthews: I want to use the NCSBA, but I don't want to pay them. Mr. Edwards made a good point about the money and Ms. Ingram made a good point about the time and the work. I am under the impression that Northampton County has always used the NCSBA.

Mr. K. Edwards: We have used them since Dr. McLeod was here and we have gone through how many superintendents Mr. Matthews?

Ms. M. Edwards: If only two Boards are using them presently, how many Boards are going on their own?

Ms. Smith-Ingram: According to Attorney Giovanni they have conducted about two-thirds of the searches. Mr. Edwards, I have done some sole searching in thinking about this, listening to, and looking at what all it entails. I was here a couple of weeks ago and I said, yes we can do that, because we have to do it. It is something that is necessary and it has to be done, but at the same time Mr. Edwards, looking at the process that is involved and listening to her talk about the background checks, the reference checks and all of that. Can you imagine spending 3 and 4 hours per night, three nights per week? I don't have that in my work flexibility and I know \$15,000 seems like a lot, but we have paid out that much on different types of things along the way. It is \$15,000 now, but imagine if you would have to buy a superintendent out 4 months after they are here. Dr. Bracy has been the longest standing Superintendent in a while.

Mr. Johnson: If you will recall I did make the comment last time that it would be a tremendous undertaking, as I have been involved in several superintendent searches. It is time consuming. Just vote your convictions and let it go.

Chair M. Edwards: All Board Members have had the opportunity to speak. All of those in favor of the Northampton County School Board performing their own Superintendent Search raise your hand. The motion did not pass by a vote of 1-5. Mr. Clinton Williams, Ms. Erica Smith-Ingram, Ms. Rhonda Taylor, Mr. Phil Matthews, and Mr. Donald Johnson voted against. On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams the Board APPROVED to contract with the North Carolina School Boards Association to conduct our Superintendent Search. The motion passed by a vote of 4-1-1. Mr. Kelvin Edwards voted against and Mr. Donald Johnson abstained.

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED to increase the Board Chair's stipend by \$50.00 in regards to the Superintendent Search. The motion passed by a vote of 6-0.

Attorney Rod Malone: I propose that the Board give me two one or two dates within the next week or so when the NCSBA can come down and work with you on timeline, application, etc.

Ms. Smith-Ingram: To meet the timeline that we were talking about the announcement needs to be posted this week. In lieu of that can we get on a teleconference, a webinar or an online meeting?

Attorney Rod Malone: Ms. Giovanni will come back here. If you will give me a couple of dates, she will come back.

Mr. Williams: We talked about a timeline and I respect the timeline that the NCSBA has given us and I would like to see us stick closer to that timeline. I don't want us to have a whole bunch of meetings, because we just voted to pay them to do this for us. We have established the shell and if we pass that on they should be able to take that and work with it.

Attorney Rod Malone: I think that the important part of what you are paying for is the interaction with their staff over some of the big picture things that need to be resolved. What is your application going to look like and what is your notice going to look like? Your schedule I think you can nail that down. I do think it makes sense to have them come back and walk you through it. When you leave that day you will have your notice, application and all of those things will be done, because to post it without having the application to send to the applicants does not move it along.

Ms. Taylor: Ms. Giovanni sat right here and explained to us the entire process. If we are going to pay them \$15,000, we may as well follow their timeline. We are trying to get the best possible applicants that we can get. Now, what is the rush?

Chair M. Edwards: Why don't we do this? We have a meeting already scheduled for this Wednesday, January 15, 2014. Why don't we ask Attorney Giovanni to come back on Wednesday and those Board Members who want to come out on Wednesday to hear her so that we can get this timeline started?

Attorney Rod Malone: I can give her the timeline that you have already prepared, along with the application and notice you have already worked out.

Chair M. Edwards: Attorney Malone, give her the list that we have already established and send it to every Board Member. Whatever comes out of Wednesday we can still let all of the Board Members know.

Mr. Williams: If some of us cannot be there, just remember that we came up with this timeline for various reasons that I think we need to stick to it.

Chair M. Edwards: I don't think we will be changing anything Mr. Williams we just want to compare our timeline to their timeline.

Ms. Smith-Ingram: I support what you are saying since we have our own timeline.

Chair M. Edwards: Attorney Malone, please share the timeline with the Board at this time.

Attorney Rod Malone: The timeline is as follows:

Post the vacancy	- January 14, 2014
Survey community	- January 14-31, 2014
Application deadline	- February 7, 2014
Review applications/short list candidates	- February 10-14, 2014
Initial Interviews of candidates	- February 26-28, 2014
Special Board Meeting to select finalists	- March 3, 2014
Second interviews	- March 5-7, 2014
Select Superintendent	- March 10, 2014

Chair M. Edwards: Board Members, can we allow Ms. Giovanni to come back on Wednesday, which is when the Facilities Committee will meet.

Mr. K. Edwards: I will not be able to be here, because of other obligations. The Board can go ahead and have the meeting on Wednesday, but we will just have to reschedule the Facilities Committee Meeting.

Mr. Williams: I don't understand why we can't take the application that we have all agreed upon and it addresses everything that we need.

Chair M. Edwards: We do need them to look at the application.

Mr. Johnson: I have not seen the application.

Mr. Williams: Mr. Johnson, we all reviewed the application together.

Chair M. Edwards: The application was sent to the Board Members for you to look at it and see if you want additional questions added to the application before we get ready to put it out on the website. That has not been done yet, but copies of the application are here and we can give them out and you can still share with Attorney Giovanni what we want to see added into it. That will take her coming back to meet with us to do those things.

Attorney Rod Malone: You can finalize the application, the notice, and the timeline at that meeting.

Ms. Smith-Ingram: The fourth thing we talked about was putting a survey online and having the community to respond to the survey. Therefore, that item needs to be added to our list.

Chair M. Edwards: I will distribute the applications to you now and you can add your questions. When Attorney Giovanni comes on Wednesday and those of you who cannot be here, we will share your questions with her. Also, will the Board Members want to see the application before it is posted?

Mr. Williams: I think Dr. Smith put a lot of time into this application and I would like to see this on the website. Post it on tomorrow so that we can start finding some candidates.

Attorney Rod Malone: I really think that if you hired her you should at least meet with her about what you are doing. I don't think that 48 hours is going to impact your overall process. I will make it clear to her that you all have developed a timeline and you want her to do whatever she can to work with the timeline. I will inform her that she needs to come prepared to work with the timeline, the application, the notice, and the survey.

It was the consensus of the Board that they would meet with Attorney Tanya Giovanni on Wednesday, January 15, 2014 at 6:30 p.m., pending her availability. If she is not available on January 15th, the next option would be Tuesday, January 14, 2014 at 6:30 p.m. Mr. Kelvin Edwards, Mr. Donald Johnson and Ms. Rhonda Taylor who cannot be in attendance on will call in for the meeting.

Mr. K. Edwards: I will also call in for the Facilities Committee Meeting on Wednesday, January 15, 2014.

Chair M. Edwards: The next item on the agenda is the Golden Leaf Grant Project
Golden Leaf Grant Project

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Matthews the Board AWARDED a bid to Dell, Inc. of Round Rock, Texas to purchase 11" Chromebooks for the price of \$230.00 per device through the Golden Leaf Foundation Grant funds for student and staff devices for grades 9-12 at Northampton County High School, as recommended by the Superintendent. The motion passed by a vote of 6-0.

Closed Session

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram and APPROVED, the

Board reconvened in closed session at approximately 8:50 p.m. The motion passed by a vote of 6-0.

Open Session

On a MOTION by Mr. Matthews, SECONDED by Mr. Johnson the Board adjourned closed session. The motion passed by a vote of 5-0. Ms. Rhonda Taylor was not present for the second closed session. The Board's second closed session ended at approximately 10:10 p.m.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Johnson, the Board APPROVED to amend the agenda to add the Private School Voucher Resolution from the North Carolina School Boards Association, as recommended by the Superintendent. The motion passed by a vote of 5-0.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Johnson, the Board APPROVED to join as a plaintiff in the pending litigation regarding the Private School Voucher Resolution from the North Carolina School Boards Association, as recommended by the Superintendent. The motion passed by a vote of 5-0.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams, the Board unanimously APPROVED the personnel list below as amended and recommended by the Superintendent. The motion passed by a vote of 5-0.

Personnel

Certified Recommendations:

Kendra Kemp, MS LEA Teacher, Northampton County Alternative School, 1/13/14

Dorothy Turner, Tutor, Squire Elementary School, 2/3/14

Jane Mann, Tutor, Conway Middle School, 1/15/14

Administrative Contracts:

Wanda Briggs-Trevino, Principal, Willis Hare Elementary School, 7/1/13 – 4 year Extension Principal Contract

Barbara Stephenson, Principal, Gaston Middle School, 7/1/13 - 4 year Extension Principal Contract

Oliver Holley, Principal, Conway Middle School, 7/1/13 - 2 year Extension Principal Contract

Classified Recommendations:

Pamela Williams, Substitute EC Bus Monitor, Northampton County Schools, 1/14/14

Tina Curry, Administrative Assistant/Federal Programs, K-8 Curriculum & Parent Engagement, Central Services, 1/20/14

Leave of Absence:

Tammy Branch, EC 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)

Retirement:

Cinda Parker, Pre-K Teacher, Central Elementary School, 2/1/14

Resignations:

Dr. Eric Bracy, Superintendent, Central Services, 1/31/14

Joanie Creech, Administrative Assistant/Title I, Central Services, 12/31/13

William Hendricks, Teacher, Gaston Middle School, 12/30/13

For Information

Robert Hall, Automotive Tech Teacher, Northampton County High School, 1/2/14 (notification of inability to accept position)

Risha Scott, Child Nutrition Assistant Substitute, Northampton County Schools, 11/1/13 (resigned due to health reasons)

Sheri Garner, Health Science, Northampton County High School/Conway Middle School, 1/23/14 thru 6/13/14 (transfer to Conway Middle School for 2nd Semester)

Denise Patterson, 4th Grade Teacher, Gaston Elementary School, 1/20/14 (retired teacher; employed at 73% for remainder of year)

Annie Daye, Administrative Assistant, Willis Hare Elementary School, 1/2/14 (remain as substitute Administrative Assistant until FMLA employee returns)

Principal Evaluations

Superintendent's Information

Dr. Bracy addressed the Board and audience as follows:

- I would like to thank the Board for the opportunity to serve Northampton County Schools as Superintendent for 5 years and 5 months.

Board Information

Attorney Rod Malone: I wish to inform the Board that Ms. Tanya Giovanni is available on Wednesday, January 15, 2014 at 6:30 p.m. That was the Board's first choice between the two dates. Therefore, tonight you would recess this meeting this meeting to reconvene at 6:30 p.m. on Wednesday instead of adjourning. Ms. Harris and Ms. Moses, please add that to the website that the meeting has been recessed and will reconvene on Wednesday.

Chair M. Edwards: The Facilities Committee will still take place on Wednesday, January 15, 2014 at 5:00 p.m.

Mr. K. Edwards: I wish to give the Board an update on the agenda items for the Facilities Committee Meeting, such as the issues we discussed with the Feasibility Study as follows: Feasibility Study, the Way Forward Plan, Overall Environment at NCHS (Air Quality), and the closing of Squire Elementary.

Chair M. Edwards: The Facilities Committee Meeting will be held at 5:00 p.m. We had four Board Members who said they would be here for the meeting with Attorney Giovanni at 6:30 p.m. Those who cannot be here would call in for a conference call.

- Facilities Committee Meeting – January 15, 2014 – Board Conference Room – 5:00 p.m.
- NCSBA School Board 101 – January 16-17, 2014 – NCSBA Assembly Hall, Raleigh, NC – 8:30 a.m.–3:00 p.m.
- NSBA Advocacy Institute – February 2-4, 2014 - Washington, DC (Save the Date)
- NCSBA Employee Use and Misuse of Social Media Webinar – February 4, 2014 – 7:00 a.m.– 5:30 p.m.
- Next Regular Board Meeting – February 10, 2014 – Board Room – 5:00 p.m. (Closed Session) – Open Session beginning at approximately 6:30 p.m.
- NCSBA School Law Conference – February 13-14, 2014 – NCSBA Assembly Hall, Raleigh, NC

Adjournment

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams, the Board recessed the meeting at 10:15 p.m. and will reconvene on Wednesday, January 15, 2014 at 6:30 p.m.

Approved: May 19, 2014

Marjorie Edwards, Board Chair