

**REGULAR MEETING  
NORTHAMPTON COUNTY BOARD OF EDUCATION  
Monday, February 10, 2014**

**Members Present:** Marjorie Edwards, Chair; Kelvin Edwards, Vice Chair; Erica Smith-Ingram, Rhonda Taylor, Phil Matthews, Clinton Williams, Dr. John Parker, ex officio

**Members Absent:** Donald Johnson

**Others Present:** Administration and interested parties

The Northampton County Board of Education held its regular meeting on February 10, 2014 in the Board Room of the Northampton County Schools administrative building. Chair Marjorie Edwards called the meeting to order at 5:07 p.m.

**Closed Session**

On a MOTION by Mr. Matthews, SECONDED by Mr. K. Edwards and APPROVED, the Board convened closed session at approximately 5:10 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 5-0. 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 5-0. The Board's closed session ended at approximately 6:30 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 Ms. Taylor, SECONDED by Mr. Williams, the Board unanimously APPROVED the Board Agenda, as recommended by the Interim Superintendent. The motion passed by a vote of 5-0.

**Pledge of Allegiance**

Syrus Powell, a student at Conway Middle School, led the Board and audience in the Pledge of Allegiance.

**Shining Star Character Education**

Mr. Hans Lassiter along with Dr. John Parker and Chair Marjorie Edwards recognized and presented the following students with **Shining Star Award Certificates** for demonstrating the focus of "Self-Discipline" for the month of January:

J' Ayajah Harry, Central Elementary School

Lewis Bridgers (absent), Conway Middle School  
Makayla Amabel McNair, Gaston Elementary School  
Aeric Garner (absent), Gaston Middle School  
Tavion Faison, Northampton County Alternative School  
Jonathan Martinez-Ruiz (absent), Northampton County High School  
J'La Bailey, Squire Elementary School  
Evan Hoggard, Willis Hare Elementary School

### **Introduction of New Personnel**

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

Jane Mann, Tutor, Conway Middle School

Tina Curry, Administrative Assistant, Federal Programs, Central Services

### **Superintendent Search Survey Results – Ms. Tanya Giovanni, NCSBA Staff Attorney**

Chair Marjorie Edwards introduced Attorney Tanya Giovanni from the North Carolina School Boards Association to the audience and informed them that she would be presenting the Superintendent Search Survey Results tonight.

Attorney Tanya Giovanni informed the audience that the Board offered a survey to the staff and the community and the results are dated for February 4, 2014. She stated that she felt that the survey results were pretty good for the Board's somewhat expedited timeline for the search. Attorney Giovanni informed the audience that the Board has been given a copy of the powerpoint presentation and that they would be able to view powerpoint presentation of the survey results at this time as well. In her review, she stated that there were a total of 46 surveys started by the community and 44 surveys were completed, which is about average for a community of this size. She stated that the School Boards Association felt that they had received the normal types of responses. There were also 140 staff surveys started and 133 surveys were completed. The school staff had a special email sent to them that was only directed to staff members. Survey participants ranked the statements according to their importance based on the following scale: 5 – most important; 4 – very important; 3 – important; 2 – less important; and 1 – least important. The following statements were ranked as the top concerns from your community and staff:

1. Understands how to provide safe environments for students and staff.
2. Knows how to get staff, students, parents, and community to work together to help children.
3. Communicates well with people of all races and socioeconomic status.
4. Has strong human relations or "people skills."
5. Understands how to effectively advocate for resources needed to operate the schools.

Ms. Smith-Ingram: It appears that the community and the staff are thinking along the same lines when you look at the top five responses.

Attorney Giovanni stated that the bottom five responses were the same for the community and staff. They were ranked slightly differently, but they were all identical. It does not mean they were not important to the community or the staff it just means that compared to the other characteristics and qualities these were less important. Attorney Giovanni informed the Board that her presentation is on the desktop and that they can make it available to the community on the school system's website as well for those who were unable to make it to the meeting. What we have available for the media and the public is that Ms. Harris has a couple of extra copies and she can make more copies as needed. The Board also asked that we include a question or a spot for you to state the top issue in the future that you

see facing Northampton County Schools. The Board's question was as follows: "During the next five years, what do you consider to be the most important issue, challenge, or concern facing the system that a superintendent will likely have to face?" The responses received from the community and staff were very similar as follows:

The top five responses from the community were:

1. Retaining high-quality staff
2. Student achievement
3. Addressing issues with the School Board/Central Office
4. Budget issues/setting priorities for limited funds
5. School safety

The top five responses from the staff were:

1. Retaining high-quality staff
2. Student discipline
3. Student achievement
4. Increasing test scores
5. Increasing enrollment/student retention in the district

Attorney Giovanni stated that there seemed to be a lot of concern with students going to the charter schools and private schools. There was also another issue with staff members' children going to the charter schools and private schools. I think that is an issue that is an on-going issue that you are going to see around the country and here in Northampton County, as charter schools continue to deplete the funds available to the public schools. She further stated that this is the end of the actual survey information and we did ask for demographic responses as well, which were completed by the community and staff.

We were pleased in that you have gotten other stakeholders involved in your survey process and not just parents of students. Your grade levels for elementary, middle, and high school shows that you had more input from your elementary schools by the community. I also think that it shows that your parents of your high school students here are really engaged and that is a positive. The demographic information for the staff shows more input from your teachers, which is expected. When they were asked, if assigned to a specific school, what grade level? Almost 50% said elementary school, then middle school, and slightly less for the high school.

Attorney Giovanni stated that this completes the presentation as this point. I would like to ask the Board to take a look at the profile that each one of them completed. She informed the Board that their profiles were sent to Michigan and they compiled a Board Profile for them. We did get input from everyone and I would ask the Board to go through it and give me your leadership profile for Northampton County Schools. What that means is what characteristics or concerns does each Board Member have and you may have more than one? I will put them in a custom-rating sheet for you so that when you get the application packet it will help you as you go through it as you are screening the applications. You will have a lot of materials to go through and we feel like this is a very helpful tool. Most Boards have it found it to be quite helpful as well. She informed the Board that she would be back on March 3, 2014 or it may be Allison, or one of the other attorneys with the Superintendent Search Team. We will go through the applications and we will draft questions. The Board Members gave the following Profile – Personal Characteristics:

- 1) Resourceful
- 2) Honest & Ethical
- 3) Visionary
- 4) Approachable

5) Human Relations

6) Problem Solver

Attorney Giovanni further informed the Board that she would add the Profile – Personal Characteristics to their custom rating sheets that will come with the applications so that when they are going through the applications they will have them. The North Carolina Superintendent Evaluation Rubric would be included also, because you will be evaluating the superintendent on those various qualities.

Chair M. Edwards thanked Attorney Tanya Giovanni for her assistance and for being right on the timeline. She asked if any other Board Members had any other questions for Attorney Giovanni.

Mr. Williams: How is the application pool looking at this point?

Attorney Tanya Giovanni: It is looking, as you would generally find, because most of the applications don't come in until the last day or two and some take the weekend before the deadline to send them in. People generally hold those things as long as they can. With that said, Allison and I have had numerous conversations with people from North Carolina and the surrounding states as well asking questions about your community, the Board, and the school system. We are very pleased with that, because we have had some districts where they only had one person to apply. Five to ten years ago, you did not have to go through all of this, but now you do. We have also been contacting various people who we think may fit some of your criteria based on conversations with the Board and looking at your profiles. We don't tell the Board who those people are, but we let them know and encourage them to apply. The reason we don't tell you who we are contacting is because we don't want the Board to think we are endorsing these people. Therefore, we are optimistic that on February 17<sup>th</sup> we will have a good number for you all to consider.

Chair M. Edwards: Thank you again Attorney Giovanni for being here tonight. Just as a reminder, the application deadline to apply for Superintendent is February 17, 2014. Attorney Giovanni, we look forward to seeing you on March 3, 2014.

### **Public Comments**

No one signed up to speak during Public Comments.

Chair M. Edwards announced that Board Member Johnson is out of town this evening with his family.

### **Break**

The Board recessed in a five-minute break at 7:10 p.m. Mr. Kelvin Edwards did not return to the meeting following the break.

### **Consent Agenda**

On a MOTION by Mr. Williams, SECONDED by Ms. Smith-Ingram, the Board APPROVED the consent agenda consisting of the following items, as recommended by the Interim Superintendent. The motion passed by a vote of 4-0.

Board Minutes – Closed Session – January 2, 2014, January 6, 2014 and January 13, 2014

Regular Meeting – July 1, 2013, August 12, 2013, September 9, 2013 and  
September 30, 2013

### **Contracted Services**

Dr. Parker informed the Board that in BoardDocs under Contracted Services, we have two changes that I would need to point out. On page 1 of the contract under item 1(g), we have tried to clarify that the driver that we are asking for contracted services with would have to be approved by our Northampton County Schools staff. Also, under item 3, there was a typographical error in spelling out the contract

amount of (\$2,363.13), which has been corrected. We are asking for approval of this contract so that we can assure that we are providing the appropriate services for that student.

On a MOTION by Mr. Matthews, SECONDED by Ms. Taylor, the Board APPROVED the following contracted services below:

Northampton County Schools and Kelvin L. Porch – Transportation Contract Services –  
Effective: January 23, 2014

Ms. Smith-Ingram: The question that I have may not come under contracted services. I just need one moment please.

Mr. Matthews: I would like to ask if this contract has any liability to the student?

Attorney Rod Malone: No, because you are basically reimbursing the parent for driving his or her own child.

Ms. Smith-Ingram: That clears up the question that I had.

The motion to approve the contracted services below passed by a vote of 4-0, as recommended by the Interim Superintendent:

Northampton County Schools and Kelvin L. Porch – Transportation Contract Services –  
Effective: January 23, 2014

### **Business Before the Board for Information**

**Update Four-Year Contract Determination** – Dr. Parker informed the Board that he would like to call on Mr. Lassiter who has been working hard on the new legislation that we received from the state regarding the possibility of four-year contracts. He is going to give a brief overview and we will follow-up with correspondence to the Board to clarify questions and give you a written document that concisely describes what he will review tonight.

Mr. Lassiter informed the Board that in reference to what the administration has been working on in Human Resource Services is that Senate Bill 402 has been ratified, which technically eliminates career status also known as tenure for teachers in North Carolina. The proposed methodology by which we are advised is to begin a process of identifying 25% of our teaching force that would be eligible for a four-year contract extension and a \$500.00 annual salary increase each year of the four-year contract. We have already had conversations with our Finance Office to identify a probable fund source for that and we are ready to go. We have discussed this in our most recent Principals' Meeting and I advised them to allow the Office of Human Resources to work with them. The identification process was very simple. All we had to do, after we received the definition of what a teacher was in North Carolina, was to go into the Human Resource Management System (HRMS) and pull the names of persons with whom we can have initial conversations with about this. The definition of a teacher in North Carolina with this new law, is that they are not only a classroom teacher, but also a media coordinator, guidance counselor, coordinator, an academic coach, and so forth and so on. What I did was to identify who was eligible in this district. There are 62 teachers in this district who are eligible for this conversation and are serving classrooms are: 4 guidance counselors; 6 media specialists; 1 speech pathologist; 2 school social workers; 4 instructional coaches; and 1 coordinator. They meet the definition of teacher and to further go into details you have to have 3 years of consecutive service in the district to qualify. That gives us a total of 80 (eighty) persons and 25% of that number is 20 (twenty). Therefore, there are 20 (twenty) persons who are in line to receive the four-year contract along with the additional compensation. Legislation also tells us that we have to work with that list. There are several disqualifying factors that come into play before we look at evaluation data, for example:

1) If a teacher has had a documented performance issue within the past two years that is a disqualifying factor. 2) If they have not worked 3 consecutive years, that is a disqualifying factor.

Therefore, there are some things that you begin to eliminate who is continuing to be in the conversation. Attorney Malone, during our last conversation I indicated that I wanted to look at a rolling 25%, but after conferring and consulting with other LEA's with this, the standard line has been to identify a firm 25% and if they decline the four-year contract then they decline. It does not roll to number 25, 26, 27, 28, etc. That has been something that has met some conversation. What I would like to do, Instructional Leaders is come into your schools and prepare a presentation for your staff from probationary to career so they will know exactly what we are doing. Again, with this program we have to take a look at some very hard data. The evaluative data to be examined will be the evaluations from 2011-2012 and 2012-2013. The big picture is where there is any summary below proficient that is a disqualifying factor. If the staff and I go over the last two years of the data and if we find one summary rating from 2011-2012 and 2012-2013 that is a disqualifier they are removed from the pool for consideration. Once we have reached the number of persons who are going to continue the conversation, we will then create a letter advising and inviting the teacher or educator that they are eligible for the four-year contract and financial compensation. They will have the opportunity to apply and accept. If they accept the offer, they relinquish tenure and they are now under the restrictions of the four-year contract. I have included a sample contract that Tharrington Smith drew up, but is not in your packet. The contract is very good, it is thorough, and it expresses and captures the information very well.

The timeline is very important and we are doing a very good job with where we are with this and the presentations that we did on Friday, we are one of the few LEA's in the region to get to this level. Several LEA's are waiting to see the outcome of the litigation. As you all know, NCAE has filed litigation on behalf of four people in Guilford County Schools. Also, there are several school systems where the Boards adopted resolutions that they are not going to require or force their educators to take the four-year contract. It is state law now, that does not mean those systems will not do what we are doing, but they are telling the state it is ill-advised, not feasible, and our people probably will not accept it. We still must press forward. Therefore, for our timeline I would like to come out to your faculty meetings from now until March 1<sup>st</sup> and present to your staff. Dr. Parker and I will continue to do the research and dialogue with collaborating districts to refine our proposal and use the input from your staffs. We will present everything we talked about tonight and gain input and clarity from your staffs.

There may be questions about how people will be evaluated. There are ways that we can take a look at evaluating the rank of educators who may be on a different evaluation model. We will go into further detail and there will be a written product under which we can operate. The bottom line is when you get to the point when you have the 25% evaluated, they will have the opportunity to accept or decline. There have been some PENC and NCAE affiliates who have divided their members about the dangers of this legislation. I have to remain neutral as records personnel about what those counter arguments are. Dr. Parker and I had a conversation today about what those organizations are saying about the proposed legislation and we are concerned about it. Principals, continue to dialogue with us, invite me to your faculty meetings, or call a special meeting and the topic will be Senate Bill 402.

Dr. Parker: I would just like to add a couple of things to that, which is that we are working together to refine a written document and I slowed Mr. Lassiter down on that process, because he was working on it when I came on board. I read this law from a distance, but once you are engaged it is obviously a different dynamic for me. Therefore, I wanted to be very thoughtful about the message we carry to the faculties through the Principals and our Central Office staff, but I was glad to hear that relative to other districts we are on a good timeline as long as we reach out to our faculties this month and early next month. I believe the first thing that has to be clarified, and I want the Board to take note of it, is when I

look at the list that Mr. Lassiter already has and when you look at initial criteria, it dwindles our pool of teachers who are eligible to consider being brought. Therefore, we want to first of all make that clear so that people will not feel left out as we move into deeper communication, because that will shrink the size of the people who can actually participate. Then those who participate we want to be very clear, because when you start getting into looking at evaluations and ranking them, it becomes more subjective and we want to make the process is fair as possible. I appreciate all of the hard work Mr. Lassiter has already put into this and we will have a written product in my Friday memo to the Board that summarizes what he just said. The memo will give you a timeline as we are working to roll this out and I appreciate the Board and Mr. Lassiter's patients with me in working on this document.

Mr. Lassiter asked are there any questions or comments?

Mr. Williams: I think we have some good teachers in this school district. If you have a 25% cutoff, how do you make sure that everyone has the equal opportunity in that process?

Mr. Lassiter: I am going to say the safest and most mathematical friendly formula is to assign point values to various tangibles. No only evaluation data, but also narrative data, National Board Certification, and principals and director you too have the opportunity to weigh in. As we know principals, you can possess natural born licensure, but do nothing in terms of capabilities in the instruction and benefiting of children. Therefore, the principals have the opportunity to have feedback that is not only objective, but also merited and data-driven. A big component of this is Standard #6. The issue with Standard #6 is only year that we have some sort of tentative data in year 2012-2013; therefore it is difficult for us to apply Standard #6 for 2011-2012. Again, we can where available look at Standard #6 data; the impact of your instruction on the acquisition of learning for students. Those factors Mr. Williams, will have some say in terms of how that individual is ranked.

Mr. Matthews: I believe I heard you say the average number of teachers is 20 and you said something about sending letters. Who gets the letters?

Mr. Lassiter: The teachers who are eligible for consideration for continuing the process. The 25% would get the letter.

Mr. Matthews: The other thing I heard you say was there was not going to be a rollover. Therefore, if 20 is the magic number, 20 teachers receive the letter, and one of those teachers drop out we would only have 19 teachers.

Dr. Parker: That would be a matter of Board consideration, but right now that is where we are.

Ms. Smith-Ingram: Is the preliminary step that the principals are going to make the recommendation?

Dr. Parker: The initial step is to determine the criteria and that has nothing to do with the teacher evaluations and that is the 80 number that we have. It gets more into the evaluation to narrow the 80 number down to 20 and how that is done. I want to make sure the Board understands that clearly before we move forward.

Ms. Smith-Ingram: That burden is not going to be on the principals is it? They won't have a whole lot of extra work to do will they, because I am looking at the timeline?

Dr. Parker: Mr. Lassiter, it was that done on the previous evaluations?

Mr. Lassiter: It was done on the last two years, but not including 2010-2011. Across the state it was easy to go to, but with principal turnover and change in administration and evaluations things have changed. You may have been hammered in 2010-2011 and you were given certain things to improve upon and you did such during 2011-2012 and 2012-2013. Would it be fair to hold something against you that was identified as **Developing** in 2010 and that you have gotten **Distinguished** on in 2012-2013? Also, principal changes may have occurred so you may have some differences of evaluation opinions within those two years and you have to take that into consideration. On the evaluation day, they are going to assign point value and also get some information directly from principals about

whether or not they agree. That is part of what we talked about with collaborating districts and the principals having the opportunity to review the list of folks they are responsible for to make sure they are in agreement with the recommendation that this person may be the recipient of a four-year contract.

Dr. Parker: Would it be fair to summarize that Mr. Lassiter and say that we are going to be diligent by looking at those evaluations and then it goes through steps 2 and 3 to arrive at those.

Mr. Lassiter: The policy that Dr. Parker has suggested involves educators who do not have an invested interest in these people, such as a retired, principal, superintendent, or a director who could come in this room and take a skilled, competent look at the candidates. Principals, please remember it is important that the teachers understand fully exactly what we have to do.

Ms. Smith-Ingram: Is there any hope or possibility that an injunction will be filed or are we just going to have to get this done?

Attorney Rod Malone: I would not say there is no possibility I just think people are waiting to see what would happen at this point with the litigation. What we are basically saying to people is to continue to move forward with the process and before we send letters out we will be assessing at that point what we think the likelihood of some injunction and not move forward with some of the initial dates and steps waiting on the litigation.

Dr. Parker: In conclusion and Mr. Lassiter has related to this, we want to do our best to ensure that we have good, open, and honest communication as this is rolled out to the schools so that everybody knows and that we are answering all of the questions coming forth. It bears the potential of really affecting school morale, but we want to diminish that if at all possible. It is going to involve open communication and making sure we are using all of our avenues in answering questions as they arise from the schools and giving good and honest feedback.

**Directors' Updates** – Dr. Parker shared the Directors' Updates with the Board for the month of January 2014.

Chair M. Edwards: I would like to inform the Board that if they have any questions regarding the Directors' Updates they should be directed to Dr. Parker.

### **Business Before the Board for Approval**

On a MOTION by Mr. Matthews, SECONDED by Mr. Williams, the Board APPROVED a donation from The Lamb Foundation of NC, Inc. to the Exceptional Children Department in the amount of \$5,247.00 to be used for the needs for the Exceptional Children, as recommended by the Interim Superintendent. The motion passed by a vote of 4-0.

Mr. Matthews: I would like to request that we send an appreciation letter to The Lamb Foundation of NC, Inc.

Dr. Parker requested that Ms. Rhonda Moses address the Board regarding the proposed makeup days for days missed due to inclement weather. He thanked Ms. Moses, Mr. Lassiter, Principals and staff for their hard work and input on the makeup days.

Ms. Rhonda Moses addressed the Board as follows: As of July 1, 2013, the State of North Carolina changed its calendar law to something we have never had. The State said they wanted the schools to operate on 185 days or 1,025 instructional hours. We have been accustomed to the 180 days and even when the State first required the 185 days, they gave us a waiver for 5 of those days for Common Core & Essential Standards Training for our teachers. The Board did approve for us to have the waiver. That left us with 180 days, which automatically meant that we had accepted the 1,025 instructional hours. We then looked at how many instructional minutes that would be and we took that opportunity to "bank" instructional time for our students; therefore, our instructional day is far longer than what it needs to be to make up what the State deems 1,025 hours spread over 180 days. We looked at the



number of minutes, divided by the number of days, and came up with instructional days of 342 minutes. Our day runs at about 400 to 415 minutes and if you take out lunch, the changing of classes, and all of the things we do with the children, we average about 360 minutes per day at our schools. Because we are an hourly school district, that built us in approximately 9 (nine) days into our schedule and with those 9 days, you have to consider that every time you let the students out early; early release for professional development, weather, or holidays you are taking off some of those minutes that you have banked. We have been keeping up with every time we leave school early and in making this calendar we have been able to protect our families' time that they cherish together and Easter Break. We present to you a calendar that asks that you preserve instructional time, teacher training time, and ask that you extend the school day (instructional day) by 10 minutes so that we can still prepare for anything else that may come our way, as we are not out of the woods yet.

Also, as you know Willis Hare had a day missed back in December and we have held a discussion about when they will make that day up. In order to keep some continuity across our schools, we want to consider that Willis Hare still has to make that day up; therefore, the extra 10 minutes will encompass that day, plus build on a little time.

Ms. Smith-Ingram: Is it going to impact the bus schedule or anything like that?

Mr. James Tillery: Those extra 10 minutes should not make a whole lot of difference.

Dr. Parker: What we did was to have the principals meet on this last Monday and then we discussed it further during our Leadership Team Meeting on Tuesday. We asked the principals to submit by the end of the day on Friday to Ms. Harris and myself, how they would add the 10 minutes in. Some of them are opting to add 5 minutes to the beginning of instructional time and then adding 5 minutes to the end of the day and some are just adding 10 minutes to the end of the day. Our bus schedules are fine in terms of coordination and that was one of the first things we asked the principals last week.

Ms. Taylor: By us adding the 10 minutes, does that mean Willis Hare will not have to make up that day?

Ms. Rhonda Moses: That is correct. We have covered them and they will be fine. We wanted to make sure they have enough time and I believe they will.

Dr. Parker: I want to make sure everybody understands that we have taken 1 (one) Optional Workday (March 6); the Required Workday (January 23<sup>rd</sup>) is still there; we have not touched Easter Vacation; and we have added 10 minutes to the school day. That accommodates us for right now. If we have to miss days this week, we will be back on Tuesday. I shared with the administrators that Easter Vacation is part of that long trudge when you go from the Dr. Martin Luther King Holiday all the way to Easter with no break and I like this hour option that was not available some years ago. It is as much quality of time as it is quantity and you need quantity to establish the parameters for the law, but if you are not getting quality instruction, because people are taking mental health days or sick leave days at the end of the year you are losing that quality. We think this protects the quality within the quality parameters. The administration is asking for approval of this recommendation.

Ms. Smith-Ingram: I like that because we have had Saturday school and let's just face it, we don't get a lot of students on those days. I like it because we did not have to do it that way and I commend the staff.

On a MOTION by Ms. Taylor, SECONDED by Mr. Matthews, the Board APPROVED for student days missed due to inclement weather on January 23, 29, 30 and 31<sup>st</sup> and one student day missed at Willis Hare Elementary on December 17<sup>th</sup> due to mechanical problems for the 2013-2014 School Calendar to be made up by extending the instructional school day by 10 minutes and by using March 6<sup>th</sup> (Required Teacher Workday) as a make-up day, as recommended by the Interim Superintendent. The motion passed by a vote of 4-0. March 7<sup>th</sup> would become a (Required Teacher Workday), as

March 6<sup>th</sup> and 7<sup>th</sup> were originally scheduled as Required and Optional Teacher Workdays respectively. Additionally, the early release day for February 13<sup>th</sup> will become a full student day. The instructional day will be extended by 10 minutes for the remainder of the year in order to build time in the event of any further inclement weather and to reclaim the additional missed day for Willis Hare Elementary School.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Matthews, the Board APPROVED the Board Policy Updates (2013 March and September PLS) for first reading, as recommended by the Interim Superintendent. The motion passed by a vote of 4-0.

Attorney Rod Malone: Ms. Harris, can you forward the Board Policy Updates (2013 March and September PLS) to the entire Board for their review between now and the next Board Meeting?

Ms. Patricia Harris: Yes, I can do that.

Dr. Parker informed the Board that in reference to the Jackson-Eastside Elementary School Property we decided at the Facilities Committee that we have completed the 10 day time period for the advertisement to be out there and it is my understanding that this has already been approved.

Chair M. Edwards: We wanted to bring it back up because what we said at the last meeting was that we would approve this property to be sold to the people that inquired about it. We have done the 10 day upset bid and we are bringing it back to the Board tonight for the final approval to be sold to these people that put the bid in and no one has upset the bid. At this time, I will entertain a motion to do that. On a MOTION by Mr. Williams, SECONDED by Ms. Smith-Ingram, the Board APPROVED a bid for Ms. Barbara J. Mitchell and Ms. Sandra Tyler of End Time Empowerment and Deliverance Ministry to purchase the Jackson-Eastside Elementary School Property for the amount of \$48, 000.00.

Ms. Smith-Ingram: Did we take care of the other properties that were there?

Chair M. Edwards: Mr. Tillery spoke with me today about those properties and he has already talked with the people who are buying the property and informed them that those structures are not a part of the property. He has also talked to Mrs. Parks and she knows that those structures are not a part of the property.

Ms. M. Edwards: Attorney Malone, have you written the letter to the owner of the trailers that we asked you to write?

Attorney Rod Malone: I don't recall you asking me to write a letter.

Chair M. Edwards: So that we are clear, Mr. Tillery has informed the buyer that the property does not include those trailers. Mr. Tillery and Dr. Parker are going to be doing a final walkthrough to be sure there is nothing else that we need before we turn it totally over to the individuals who are purchasing the property.

The Board APPROVED a bid for End Time Empowerment and Deliverance Ministry to purchase the Jackson-Eastside Elementary School Property for the amount of \$48, 000.00, as recommended by the Interim Superintendent. The motion passed by a vote of 4-0.

On a MOTION by Mr. Matthews, SECONDED by Mr. Williams, the Board APPROVED the personnel list below as presented and recommended by the Interim Superintendent. The motion passed by a vote of 4-0.

### **Personnel**

#### **Classified Recommendations:**

Williams Patillo, Substitute Bus Driver, Northampton County Schools, 2/12/14

#### **Resignations:**

Tanya Byrd-Robinson, Exceptional Children Compliance/AIG Coordinator-Secondary, Central Services, 3/21/14

Dr. Eric Bracy, Superintendent, Central Services, 1/13/14

### **Superintendent's Information**

Dr. Parker addressed the Board and audience as follows:

- I would just like to say to staff members, principals, directors, and teachers who are present here tonight, thank you for your warm welcome and the opportunity to work with you. There are good days ahead and everybody is working hard. I felt so welcome and a part of such a high quality team that I look forward to continue working with.
- Board Members, the same to you as well. Tonight is my first night with you as a collective group. I have had the opportunity to speak with you, and as representatives of the community as well as the officers of this school district, I thank you for your support and warm welcome as well.

Chair M. Edwards: Dr. Parker, we want to thank you for coming in and working with us. You have certainly kept in touch with the Board and all of the Board Members have received information over the last two weeks. You have been traveling around trying to keep our schools on track and we want to thank you. We have tried to have a "Floating Reception" for you and the weather just will not permit it, but as soon as the weather will permit it we would like to let you know that we have some good cooks in this area and we want them to give you a little food and show you our appreciation for all that you are doing for Northampton County. The Board Members thus far have shared their pleasure, because you spoke with every one of us individually and tonight collective. I believe that you are here to try to hold Northampton County together until we are successful in hiring one that is going to finish running Northampton County. Thank you totally and when we get that reception set up we hope that you will bring your wife, June. Dr. Parker, we thank you so much. The Swearing In has already been done and all of the paperwork has been signed, sealed, and delivered. You are keeping us informed and that is important.

Ms. Taylor: We skipped the Directors' Updates, but I wanted to say that I came and sat in on the Back Pack Program with Dr. Smith. That is a very important program and to all of the principals who are in here, I hope that you all will identify the students who can benefit from this program, because we do have some kids who are hungry and they go home hungry every day. I do want to applaud Dr. Smith for getting this program together.

Chair M. Edwards: Ms. Taylor, we did not skip over the Directors' Updates, but what we are trying to do is that Dr. Parker has asked that we work with him and let him deal with the Directors directly and he would keep us abreast of what is going on.

Chair M. Edwards: We wish everyone a "Happy Valentine's Day"!

### **Board Information**

- NCSBA February Law Conference – February 13-14, 2014 – NCSBA Assembly Hall, Raleigh, NC – 10:00 a.m. – 3:00 p.m.
- NCSBA Lessons from Recent Litigation: Personnel Decisions by Administration & Board Webinar – March 4, 2014 – 7:00 a.m. – 5:30 p.m.
- Next Regular Board Meeting – March 10, 2014 – Board Room – 5:00 p.m. (Closed Session) – Open Session beginning at approximately 6:30 p.m.
- NCSBA Assembly Hall - March 11-12, 2014 - NCSBA Assembly Hall, Raleigh, NC – 9:30 a.m. – 5:00 p.m.
- NCSBA School Board Chairs Seminar – March 13, 2014 – NCSBA Assembly Hall, Raleigh, NC – 9:00 a.m. – 4:00 p.m.

Chair M. Edwards: I wish to say to the audience that if there is anything you need to know, please follow-up with our Interim Superintendent and if there is anything the Board Members can do for you,

our doors are always wide open. Thank you and have a wonderful and safe ride home. Also, our Facilities Retreat is scheduled for March 17, 2014 from 3:30 to 7:00 p.m. at the Hampton Inn in Roanoke Rapids. We have a lot of things to discuss about our facilities. Mr. Edwards had to leave due to another obligation, but he is supportive and he knows about the meeting, as he is Chair of the Facilities Committee. We hope we can get some good information that night. We have Dr. Parker working on some things and we have a good attorney who will let us know what is right and what is wrong.

**Adjournment**

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Williams, the Board adjourned the meeting at 7:58 p.m.

Approved: June 9, 2014

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Dr. John Parker, Interim Superintendent