

**REGULAR MEETING
NORTHAMPTON COUNTY BOARD OF EDUCATION
Monday, March 31, 2014 (April Board Meeting)**

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

The Northampton County Board of Education held its regular meeting on March 31, 2014 in the Board Room of the Northampton County Schools administrative building. Chair Marjorie Edwards called the meeting to order at 5:20 p.m.

Closed Session

On a MOTION by Mr. Matthews, SECONDED by Mr. Johnson and APPROVED, the Board convened closed session at approximately 5:25 p.m. pursuant to General Statute: 143-318.11(a)(1) to prevent the disclosure of confidential personnel files under G.S. 115C-321 or other information that is privileged or confidential pursuant to state or federal law, or not considered a public record and pursuant to General Statute: 143-318.11(a)(3) to consult with the Board's attorney in order to preserve the attorney-client privilege. The motion passed by a vote of 4-0. Ms. Erica Smith-Ingram, Mr. Kelvin Edwards, and Mr. Clinton Williams were not present for the vote.

Open Session

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Johnson, the Board adjourned closed session. The motion passed by a vote of 6-0. The Board's closed session ended at approximately 6:05 p.m.

Mission Statement

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

Approval of Board Agenda

On a MOTION by Mr. Johnson, SECONDED by Mr. Williams, the Board unanimously APPROVED to amend the Board agenda to add the agenda item #12.06 Future Board Meeting Dates, as recommended by the Interim Superintendent. The motion passed by a vote of 6-0

Pledge of Allegiance

Madison Peters, a student at Gaston Middle School, led the Board and audience in the Pledge of Allegiance.

Good News Award

Northampton County High School Students Chosen for Governor's School – Ms. Rhonda Moses announced that the two young ladies were unable to be here tonight, but their achievement is worthy of recognition tonight. Ms. Moses announced that the following two students at Northampton County High School, Miss Jalisa Nichols and Miss Molley E. Leggett,

were recognized for recently being informed that they were chosen to attend the 2014 Session of the North Carolina Governor's School. Miss Nichols and Miss Leggett are both juniors at Northampton County High School and they were selected to Governor's School in the area of English. Jalisa is the daughter of Ms. Amy Gatling and Molley is the daughter of Mr. & Mrs. Joseph Leggett.

Principal Felicia Whitaker addressed the Board as follows: "I would like to request permission for Jalisa Nichols and Molley E. Leggett to come to the next Board Meeting, because we received this information late and I did not know it was going to be able to be put on the Board agenda; therefore, we did not tell them to come to the Board Meeting. I would like for them to come and get their recognition in person if that is okay."

Chair M. Edwards: We certainly congratulate them and we would like for them to come to the next meeting also. Just let us know so that Dr. Parker and Ms. Harris can put it on the agenda.

Shining Star Character Education

Ms. Rhonda Moses 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 "Kindness" for the month of March:

Kimtasia Smith, Central Elementary School

Inayah Britt, Conway Middle School

Almaha Saleh (a), Gaston Elementary School

Madison Peters, Gaston Middle School

Dashawn Harris (a), Northampton County Alternative School

Tia Johnson (a), Northampton County High School

Kimberlyn Pearson (a), Squire Elementary School

Ny'Asia Edwards (a), Willis Hare Elementary School

Public Comments

No one signed up to speak during Public Comments.

Break

The Board recessed in a five-minute break at 6:42 p.m. Chair M. Edwards called the meeting back to order at 6:47 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 and to delete the November 17, 2013 regular minutes, as recommended by the Interim Superintendent. The motion passed by a vote of 6-0.

Board Minutes – Closed Session – March 10, 2014

Request for Fund Raiser

Northampton County High School – JROTC – Car Wash – March 29, 2014 thru April 5, 2014

Attorney Rod Malone: I will be sending a letter to the Board for you to consider regarding your minutes. I think Ms. Harris is going to love this. We have done a little research and I think that we have a proposal for you to consider regarding your minutes. You would do a combination of Ms. Harris' tape-recorded minutes, which would be the official minutes and then a little one pager to just show your action items. We think it does not make sense to have to try to translate words into something when you have a tape recording of the meeting. All you really need are

the action items that were approved and the recording would be the backup of the minutes. It is authorized in the statutes and we are finding out that some Boards are falling behind in their minutes and some almost a year behind, because it is so hard to take and put the minutes together. What we said in our memo to all of our clients that this is just something to consider.

Mr. Williams: If someone would request a copy of the minutes it would be the one pager?

Attorney Rod Malone: For example, the one pager would show all of your action items from tonight, such as approval of Consent Agenda with the two items listed and then the approval items. We will send you a sample of what it would look like.

Ms. Smith-Ingram: I happen to like the way Ms. Harris does the minutes, but it would be nice to get an audio copy of the minutes.

Attorney Rod Malone: We are going to propose that the Board post them online as an audio clip. If you go to some Board pages you can go back and see their whole meeting.

Chair M. Edwards: Thank you Board Members for your comments and we look forward to getting that information from the attorney.

Business Before the Board for Information

Child Nutrition Audit Report – Dr. Parker informed the Board that the administration has included for the Board’s information for this meeting the Child Nutrition Audit Report. He stated that it is an outstanding report although there were some recommendations as you can see and I will be glad to entertain any questions you may have. It also gives us an opportunity to say how much we appreciate the good work Ms. Williams has done, because you can see in this audit report the results of a lot of hard work by Carolyn, Joann, and our cafeteria workers, which we appreciate so much. I wish to thank the cafeteria workers in the schools and Ms. Williams.

Ms. Smith-Ingram: Are there any recommendations for the action items in terms of the stress relieving mats for the cafeteria workers to stand on as well as “scoring” the fruit and vegetables? Is there a plan to fulfill all of that and are there funds available?

Dr. Parker: As I understand it, those particular items are not that costly, but maybe the stress relieving mats and we would have to look into that. Certainly, the other recommendations we can accomplish and we can at least look at the cost. I feel like we are in good shape to address both of those.

Mr. Matthews: I know Dr. Parker has already said it, but I wanted to say this is an excellent audit!

Chair M. Edwards: We really appreciate all Ms. Carolyn Williams has done. We wish her the best and it is her time to go out and have some fun. We thank her so much for all she has done for Northampton County Schools!

Business Before the Board for Approval

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED the Board Policy – District Wellness Policy Revision for first reading, as recommended by the Interim Superintendent. The motion passed by a vote of 6-0.

Dr. Parker informed the Board that we had two possible resolutions that came from the N.C. School Boards Association that supports salary increases for all teachers. This resolution puts us on record as approving this resolution, which I am sure our teachers appreciate the Board’s stance on that.

On a MOTION by Mr. Matthews, SECONDED by Mr. Johnson, the Board unanimously APPROVED the Resolution Supporting Salary Increases for All Teachers, as recommended by the Interim Superintendent. The motion passed by a vote of 6-0.

Dr. Parker informed the Board that he passed out an update that has some amendments in regards to the TFA Agreement that came from Attorney Malone's office.

Attorney Rod Malone: We made the proposed changes to the formal contract today and what we propose is that the Board would approve the contract subject to some ongoing negotiations between the attorneys. That way the agreement would not have to come back to the Board for approval at the next meeting. When we get it finalized we will email the Board the final copy of it.

Ms. Smith-Ingram: If you will look on page 12 you can see where the annual amount per TFA has gone from \$2,000 per year to \$3,000.

Dr. Parker: It is left up to the district to fill their needs; however, our highest area of need right now is at the high school in the area of math, science, and Exceptional Children. Last year we employed 31 TFA's out of 169 and that does not include media coordinators or guidance counselors, which is what I shared with the Personnel Committee and discussed subsequently that we need to set as a goal to get that percentage down. That puts us at about 20% for last year. Hopefully, that will be the last thing that we present for approval. Our principals are already getting a longer leash on our recruiting process and I commend them for getting out there already looking and we have two candidates before you tonight for next year. I know that will take some time, but without this agreement in place we would be hiring long-term substitutes. As a general rule, I feel like it is necessary now, but there should be a goal to decrease that percentage.

Ms. Smith-Ingram: Dr. Parker, can we look at negotiating, because \$3,000 is a lot of money? I have been asking why not put the \$3,000 professional development in our own teachers?

Dr. Parker: I will bring it back up, but I don't think there is much prospect of lowering it, because the precedent has already been set and they deal with districts nationwide. My guess is that we have already passed that negotiating factor. It is not just a professional development investment, but it is an investment in having a teacher versus not having a teacher. The other thing we are also negotiating with Teach For America is that we hope to bring them in earlier in the summer so that we can have them work with the Curriculum and the Common Core Essential Standards. We had talked about the possibility of some summer programs where they would actually work with some students, but we thought that we would be taking too much on our plate this summer with Read to Achieve, having Summer Camp, and doing so much curriculum work. But, next year we are negotiating with them to bring a Summer Institute into Northeastern North Carolina. Again, our recommendation is to approve the agreement pending our attorneys getting together to finalize the areas that are indicated in blue writing.

On a MOTION by Mr. Matthews, SECONDED by Ms. Taylor, the Board unanimously APPROVED the TFA (Teach for America) Professional Services Agreement for Fiscal Year 2017-2018, pending the attorney's negotiations and as recommended by the Interim Superintendent. The motion passed by a vote of 6-0.

On a MOTION by Ms. Taylor, SECONDED by Mr. Williams, the Board unanimously APPROVED the proposed 2014-2015 Calendar for second reading, as recommended by the Interim Superintendent. The motion passed by a vote of 6-0.

Dr. Parker: I would like to say thanks to the Calendar Committee along with Ms. Moses' leadership on this. I was brought back to the real world with all of the weather make-up days we have had and the calendar issues that we have had to deal with. Thank you for your good work and thanks to the Board's bearing with us as we have worked through the tough stretch on some make-up time.

Chair M. Edwards: We also thank you for what you have done Dr. Parker in making sure that the students received the days that they needed and everything is running smoothly.

On a MOTION by Mr. Johnson, SECONDED by Mr. Williams, the Board unanimously APPROVED the personnel list below as presented, pending that a necessary background check would be completed and as recommended by the Interim Superintendent. The motion passed by a vote of 6-0.

Personnel

Certified Recommendations:

Brooke E. Hudson, English Teacher, Northampton County High School, 8/18/14
Jessica H. Wood, Exceptional Children Teacher, Central Elementary School, 8/18/14
Grace Blythe, District AIG Coordinator, Willis Hare Elementary School, 4/1/14

Classified Recommendations:

Dollie Bishop, Tutor (4 hours per week), Gaston Elementary School, 4/2/14 thru 5/25/14
Dollie Bishop, Tutor (4 hours per week), Central Elementary School, 4/1/14 thru 5/27/14
Cynthia Lloyd, Tutor (4 hours per week), Central Elementary School, 4/1/14 thru 5/27/14
Jerry Hawkins, One-on-One Assistant, Central Elementary School, 4/1/14 thru 6/11/14
Mattie M. Johnson, Substitute Bus Driver, Northampton County Schools, 4/1/14
Mello B. Davis, Substitute Bus Driver, Northampton County Schools, 4/1/14
Betty Bennett, Substitute Teacher, Northampton County Schools, 4/1/14

Retirements:

Nancy M. Beasley, Elementary Teacher, Willis Hare Elementary School, 6/13/14
Winnie B. White, Elementary Teacher, Willis Hare Elementary School, 6/13/14
Magdeline Sykes, Administrative Assistant, Gaston Middle School, 6/30/14

Leave of Absence Recommendations:

Queen P. Peterson, Child Nutrition Assistant, Gaston Middle School, 2/24/14 thru 6/23/14
Amanda Ramey, Elementary Teacher, Central Elementary School, 5/2/14 thru 6/13/14
Shirley Acree, Child Nutrition Assistant, Gaston Elementary School, 1/21/14 thru 4/27/14
*Tammy Branch, Exceptional Children Teacher, Central Elementary School, 1/21/14 thru 6/30/14
(Extended Medical Leave – FMLA/12 weeks ended 12/27/13)
*Alice Woods, Administrative Assistant, Willis Hare Elementary School, 10/11/13 thru 4/4/14
(Extended Medical Leave – FMLA/12 weeks ended 1/2/14)

***Update**

Ms. Smith-Ingram: Dr. Parker, do we have a date for the Retirement Banquet yet?

Dr. Parker: We do not have one yet, but we will get that established this week and notify the Board.

Superintendent's Information

Dr. Parker addressed the Board and audience as follows:

- I wish to inform the Board that we need to establish a meeting devoted to go over the Current Expense and Capital Outlay Budgets. As I have indicated to the Board that I will be out of the country from April 29, 2014 until May 15, 2014; therefore we need to have the budget approved and to the Commissioners prior to that time.

Mr. Matthews: The Finance Committee has scheduled a Finance Meeting for Wednesday, April 9, 2014 at 5:00 p.m. That committee meeting has already been set.

Chair M. Edwards: Board Members, we need to look at our calendars for a Budget Board Meeting date.

Dr. Parker: I wish to add that our students will be out the following week, but Mr. Holloway and I will be here available at the Board's pleasure.

Chair M. Edwards: We also have already scheduled a Superintendent Search meeting for Monday, April 21, 2014 from 12:00 noon until 10:00 p.m. That meeting is already scheduled and will be a kind of heavy meeting. Can we look at a date prior to April 21st or the week school is closed?

Mr. K. Edwards: I will be gone the week of April 14-18th when school is closed.

It was the consensus of the Board to schedule a Budget Board Meeting on Thursday, April 24, 2014 at 5:30 p.m.

Dr. Parker: I also wish to update the Board that I will still be out on the date of our next regular Board Meeting in May, which is scheduled for May 12th. Will it be okay if the Board moves that date to May 19, 2014, which would be the following Monday or later in the month? That meeting will involve personnel as well as contracts and budget finalization and I would like to be here for those items if possible.

Mr. Johnson: Will we be able to cover all of the requirements by law on the teacher contracts and those kinds of things?

Attorney Rod Malone: I am thinking the answer is yes, because you have to notify administrators by May 1st and that is the Superintendent. Otherwise, notification for teachers is June and I think we will be okay.

Dr. Mark Rumley: It may take up to that amount of time until mid-May to see all of those evaluations and get all of the leg work ready for contracts.

It was the consensus of the Board to reschedule the May 12, 2014 Board Meeting for Monday, May 19, 2014.

Mr. Matthews: I would like to add that we discuss starting the meetings from now on at 5:30 p.m. rather than 5:30 p.m.

Dr. Parker: I will restate that my recommendation to the Board is that we schedule the following meetings: Budget Board Meeting, Thursday, April 24, 2014 at 5:30 p.m. and the May Board Meeting be rescheduled for Monday, May 19, 2014 at 5:30 p.m.

Chair M. Edwards: Board Members, I will need a motion to schedule these meetings.

On a MOTION by Mr. Johnson, SECONDED by Mr. K. Edwards, the Board unanimously APPROVED a Budget Board Meeting for Thursday, April 24, 2014 at 5:30 p.m. and the May Board Meeting would be rescheduled for Monday, May 19, 2014 at 5:30 p.m., as recommended by the Interim Superintendent. The motion passed by a vote of 5-1. Ms. Rhonda Taylor voted against.

Board Information

~Chair M. Edwards: Before we move down to the Board Information, we wanted to thank Ms. Angie Jenkins for the work that you are doing with our future nurses with them being ready for work, ready for college, and ready for success. We received your email and wanted to thank you for your work and keep up the good work. Everything you can do to make our children look good and send them out there, we really want to see that. Hopefully, what you have started and what other persons have started that are here in this room for Northampton County will continue in a positive direction. This Board stands ready to help you in anyway that we can as we are in need a lot of certified health care.

~It is good to see Ms. Geneva Squire back! We know that you are pushing yourself, but we love you are happy that you are back with us. We want you to move forward and we want to help you however we can.

~Congratulations to Mr. Oliver Holley on your "New Baby Girl"!

~Dr. Mark Rumley we are glad you are back with us as well!

~I also want to thank each and every person for coming out tonight to support us.

- NCSBA Legal Issues at Graduation Webinar – April 1, 2014 – 7:00 a.m. – 5:30 p.m.
- NSBA Annual Convention – April 5-7, 2014 – New Orleans, LA
- Budget Board Meeting – April 24, 2014 – Board Room – 5:30 p.m.
- NCSBA NC Open Meetings Law Webinar – May 6, 2014 – 7:00 a.m. – 5:30 p.m.

- NCSBA School Law Conference – May 7-8, 2014 – NCSBA Assembly Hall
- Next Regular Board Meeting – May 19, 2014 – Board Room – 5:30 p.m. (Closed Session) – Open Session beginning at approximately 6:30 p.m.

Dr. Parker: I wish to echo Chair Edwards' thanks and also in relation to the Certified Nursing Program and all of the good things that are going on with our school staffs. Thank you for all of the hard work you are doing out there. We are in that period of time from the Dr. Martin Luther King Celebration Holiday to Easter, which is the longest stretch of the school year; therefore, remember all of the issues you are dealing with and thank you for dealing with them with smiles on your faces and know that the kind of stress you are facing in a lot of cases I really appreciate you carrying it out.

Chair M. Edwards: I wanted to highlight the March Madness Program I went to at Squire Elementary School. I learned a whole lot at March Madness. Our children can count, they can read, and they can use the computer. Dr. Parker and I attended the program and our children were just so excited and ready to go. Thank you so much Ms. Paige for that March Madness! These are our babies and we want to continue to encourage them and push them to make sure they do well, because that is what we are there for. Thank you staffs for all that you do!

Ms. Taylor: I wanted to say that I had the opportunity on Saturday to visit the Jackson Library and one of our math teachers from the high school, Mr. Hammer, called every one of his math students to come out to the Library to receive extra credit. There were about 30 students who came out from 9:00 a.m. to 12:00 p.m. Mr. Hammer is a dedicated teacher and those are some dedicated students. I can say that he went the extra mile. Teachers, please let us know when you are having something and we will come and support you.

Adjournment

On a MOTION by Mr. Johnson, SECONDED by Mr. Matthews, the Board adjourned the meeting at 7:31 p.m.

Approved: July 7, 2014

Marjorie Edwards, Board Chair