

**REGULAR MEETING
NORTHAMPTON COUNTY BOARD OF EDUCATION
Monday, July 16, 2012**

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

The Northampton County Board of Education held its regular meeting on July 16, 2012 in the Board Room of the Northampton County Schools administrative building. Chair Donald Johnson called the meeting to order at 6:40 p.m.

A motion was made by Ms. Taylor to approve the Board agenda. The motion was seconded by Mr. Matthews.

The Board held the following discussion regarding the Election of Officers:

Mr. K. Edwards addressed Chair Johnson as follows: Before we approve the agenda, I would like to ask Attorney Malone if the Election of Chairperson and Vice Chairperson may be postponed until the August Board Meeting. Would that be the protocol and can we address this now in a discussion with the Board?

Attorney Rod Malone: The protocol in your Board Policy states that you do it tonight, but the Board can waive its policy and decide to move it out for a month, if that is what the majority of the Board decides to do. The Board could choose to waive the policy. I would not recommend pushing it beyond August.

Ms. Smith-Ingram: At this point, do we need to amend the agenda or amend the policy?

Attorney Rod Malone: You can amend the agenda to take the Election of Officers off of the agenda or you can leave it on the agenda and make a motion to amend the agenda to table it until August. What should happen is that the agenda should be revised to put the Swearing in of Board Members before the approval of the agenda. The agenda should then read, Establishment of Quorum, Swearing in of Board Members and then the Approval of the Agenda so that the Board Members, who are here and have been elected, can participate in the remainder of the agenda. Ms. Rhonda Taylor withdrew her motion.

Swearing In of Board Members

Attorney Malone announced to the audience that Ms. Laquitta Green-Cooper, Northampton County Clerk of Court, would administer the Oath of Office to the newly elected Board Members at this time.

Ms. Laquitta Green-Cooper administered the Oath of Office to incumbents Ms. Marjorie Edwards and Ms. Erica Smith-Ingram and the newly elected members Mr. Clinton Williams and Mr. Phil Matthews as members of the Northampton County Board of Education. (Copies of Oaths Attached)

Attorney Rod Malone reviewed with the Board the existing Board Policy, which states that by law you do have to elect officers within 60 days of the new members being sworn in. He further stated that the majority of the Board could vote to table it. You could wait until August if the majority of the Board votes to suspend the policy.

Approval of Board Agenda

On a MOTION by Ms. Taylor, SECONDED by Mr. Matthews, the Board unanimously APPROVED

the Board Agenda, as recommended by the Superintendent. On a MOTION by Ms. M. Edwards, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED to amend the Board Agenda to add Budget Amendments #06, #07, #08, #09 and #10 under Business Before the Board for Approval, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Mr. K. Edwards: Chair Johnson, I wanted to clarify the reason that I asked the question earlier, and I wish to extend congratulations to our newly elected Board Members, Mr. Matthews and Mr. Williams. Each year, I have always thought sometimes it was difficult to come on Board and not have a fair opportunity to be elected as chair. When you look at it, there are always new members coming on the Board, but that is what our policy states and that was the reason why I was asking that question.

Ms. Smith-Ingram: I would like to add to what Mr. Edwards said. The Policy Committee has been working cohesively and looking at all of the dynamics and we thought that organizing the Board would be better served at a retreat or a retreat format. We discussed scheduling a retreat between July 20th and before the August meeting so that we would have the Board organized statutorily by that date. We thought it was good at that time for those interested in Chair and Vice Chair to be on the platform as well, but it would be the Board's pleasure and it is something different. We put it in the 1000 Series when we approved it on the first reading, but we never did go back and do the final reading. It was something that we discussed approximately two years ago.

Attorney Rod Malone: What I thought you discussed was not only organizing the Board at the retreat, as the Board does not take action at a retreat, but that you would try to have a retreat in between the first reading and second reading so that the Board Members would have the chance to interact with each other to talk about policies and strategies.

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. Taylor, the Board unanimously APPROVED to suspend the board policy to waive the electing of a Chair and Vice Chair tonight until the August Board Meeting.

Mr. Williams: In that motion should you also include keeping the current Chair on since his term would officially end tonight?

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. Taylor, the Board unanimously APPROVED to amend the motion to suspend the Board Policy to waive the electing of a Chair and Vice Chair at the July Board Meeting and that we have our Chair to continue in that capacity until a new Chair is elected. The motion passed by a vote of 7-0.

Chair Johnson: In order not to forget what I would like to say, I have tried to put into words my feelings about my position on the Board of Education. Chair Johnson read a prepared statement as follows:

“As I look around the group of men and women here with me, I can see years of knowledge and talent they possess. Over the twenty-two years that I have served, I have held the position of Chairman of the Board several times. It is a position that one should not take lightly. The other Board Members should realize the responsibility that comes with being a Board Member. Much time, effort and prayers should accompany them when they accept this position. Over the twenty-two years, there have been varying degrees of boards and their ability to work in harmony with one another. Some did and some didn't, but that is the democratic way of life. As we find in Psalms 133, “Behold, how good and pleasant it is when brothers dwell in unity.” I believe in unity being together as one, yet doing and voting your convictions as led by the Holy Spirit. After having said this and in order to start this year fresh, new and hopefully showing that I am sincere in my actions, I would like to say that I am not pursuing the position as Chairman and would not accept if I were nominated.”

Attorney Malone, I was going to make a motion at this time to elect a new chairperson, but I will just hold that until the time comes.

Mr. Matthews: Mr. Johnson, I would like to honor and appreciate what you just expressed. I would like to thank you for your service that you have given to the Board throughout the years.

Chair Johnson: “That is why I accepted the challenge of being a Board Member. There was nothing that I had to gain from being a Board Member and I had no friends who needed jobs, but I felt that I had a need to serve the children of our county. That is the only reason that for twenty-two years I have been at every meeting except one and that was when my wife was in the hospital. You surround yourself with good people and as a former principal and teacher, I know you have got to have good people around you to be successful. I have not looked for any success, because I am not the kind who really likes accolades. I just believe too often that comes with the territory. This last year, we did not always see eye to eye, but we left unified. That is what we have got to have this year and that is unity, because we are at the cross roads of our educational system. If we are not together—a house divided will fall, so we need to be together. I am sincere in what I said and I hope that will make your job easier.”

Break

Chair Johnson announced that no one signed up for Public Comments and the Board will take a 5-minute break at this time.

Rev. Richard Webb addressed the Board as follows: Chair Johnson, I know I did not arrive here in time to sign up for Public Comments. I have a sick sister in Greenville. If I could, I would like to meet with a few Board Members while you take a break?

Chair Johnson: Why don't you just meet with the entire group? Are you referring to an open meeting with the Board or a private meeting?

Rev. Richard Webb: I would like a private meeting with two or three like we did last week. I would like to meet with the Superintendent, Mr. Edwards, Ms. Edwards and Mr. Williams.

Chair Johnson: We are having closed session after this meeting, could you wait that long to meet with us?

Rev. Richard Webb: I will have to return back to Greenville.

Chair Johnson: Under these circumstances, we cannot allow it. My concern is that you have a hand picked group.

Rev. Richard Webb: Well, I can meet with all of you if you say I have to.

Chair Johnson: I can't make that decision for the Board.

Rev. Richard Webb: You gave us the opportunity before and they will relay the message to the Board anyway.

Chair Johnson: But we invited you to meet after the Board Meeting and I understand your circumstances. Will this be information that will be shared with the other members of the Board?

Rev. Richard Webb: Yes sir.

Chair Johnson: Who will do that?

Rev. Richard Webb: Whoever will want to share it among the people.

Chair Johnson: Rev. Webb, Public Comments is where you are supposed to be. You can come to the podium at this time and let us all hear it.

Rev. Richard Webb: I think if you would let me meet when I asked to meet that would solve a whole lot of problems.

Attorney Rod Malone: The chair cannot appoint a committee of the Board to go and meet with you in some confidential way. It would have to be a committee of the Board. This is a public

meeting and I am not sure I understand what you are asking the Board to do in the middle of the Board Meeting.

Rev. Richard Webb: I am asking for the same thing that Chair Johnson asked of us before.

Attorney Rod Malone: But, if you will remember that took place at the end of the Board Meeting and a couple of Board Members met with you.

Ms. Taylor: We don't have a long agenda tonight. We will have to go into closed session, but that should not take very long.

Chair Johnson: We will not take a break at this time, but will go into our Consent Agenda.

Consent Agenda

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED the consent agenda consisting of the following items, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Board Minutes – Closed Session – June 4, 2012

Regular Meeting – March 5, 2012 and April 2, 2012

Business Before the Board for Information

Directors' Updates - Mr. Joe Holloway shared the Directors' Updates with the Board for the month of June 2012.

Ms. M. Edwards: In relation to the updates, I just want to thank Ms. Geneva Squire for doing a fabulous job. She works very hard with the principals and worked very hard with the CTE Camp and it was a marvelous success. It takes a lot of work and commitment and she stayed on top of it. I want her to know that this Board appreciates all that she has done.

Business Before the Board for Approval

Mr. Holloway informed the Board that the Contracting Facility Cleaning Custodian Services was previously discussed. The Board requested that we get additional information, which we did get. The contract has also been reviewed by our attorney and the Finance Department and the suggested adjustments have been implemented in the contract. The recommendation from the administration is that the Board approves the contract for custodial services with Service Solutions for the 2012-2013 school year.

Chair Johnson made a motion to table the approval of the Contracting Custodial Services so that the new members who are just coming on tonight and also give other members an opportunity to review the new information regarding the Contracting Facility Cleaning Custodian Services. Ms. M. Edwards seconded the motion.

The Board held the following discussion regarding the Contracting Facility Cleaning Custodian Services:

Ms. Smith-Ingram: My understanding is that there are some things that are being held up based on this decision, as there is quite a bit of work that goes on during the summer. I think we need to make a decision soon. Dr. Bracy we are probably going to have to make a Special Called Meeting this week and no later than the end of this week, because they are waiting on us to make a decision. Ms. M. Edwards: I believe that I heard that Mr. Tillery had authorized for supplies to be delivered to the schools so that the custodians could begin their cleaning.

Mr. James Tillery addressed the Board as follows: We do have the supplies in storage and they have been sent out to the schools.

Ms. M. Edwards: The only concern that I have is that after we asked for the second visit of this plan so that we would have a chance to look at it, because we had some concerns from the custodians. It may be a good plan and there may be some things we need to look at, because it

was sent back to be reviewed. Mr. Matthews, Mr. Holloway and Dr. Bracy, I believe there were some questions asked of some of the Board Members and we want to see that those things were put into place. The only fear that I have is that people do not lose their jobs and that is why I really want to look at this. I don't want to do anything to cause anyone to be in jeopardy of losing their job.

Chair Johnson: The individuals who have looked at this I trust their judgment. If they feel uncomfortable with this then I will withdraw my motion. We do need to clean the schools, as it is in the middle of July and school starts in a little over a month. I will withdraw my motion.

Ms. Smith-Ingram: I agree with Ms. Edwards and I myself have just been given this packet of additional information and I need time to review it. I worked in a district that used this type of company. In my district, everyone with 20 years of experience stayed with the district and those with under 20 years were required to go with the company.

Dr. Bracy: We are not doing that.

Ms. Smith-Ingram: You are not requiring anyone to do that?

Dr. Bracy: We are not requiring anyone to do that; it is an option.

Ms. Smith-Ingram: Still there are a lot of people who are concerned and I still have some questions. I was unable to be at that 1:00 meeting as I was working. Chair Johnson, I was not saying withdraw your motion I was just saying that if we need additional time, let us set a meeting for this week on Wednesday or Thursday. Maybe then a decision can be made so that everyone can move forward, because I am not ready at this moment.

Dr. Bracy: Are you prepared to ask questions or voice your concerns tonight? A representative is here from Service Solutions.

Ms. Smith-Ingram: I don't think that this setting is going to allow me the freedom to discuss the things that I need to discuss.

Ms. Taylor: Can the representative come into closed session?

Attorney Rod Malone: The answer to your question is no due to the topics that your want to talk about. The Board can go into closed session and that will justify attorney-client privilege.

Ms. Taylor: Can you ask him questions in regards to personnel?

Attorney Rod Malone: What I would recommend is to the extent that you have attorney-client privilege questions for which you can go into closed session to do that. I am not sure of what theory you would be able to discuss personnel with someone who is not a Board Member or an employee of the school system. It may be that you will need to funnel your questions through the Superintendent in a different setting. Why don't we purpose the closed session and then make a decision afterwards.

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED to postpone the Board' decision regarding the Contracting Facility Cleaning Custodial Services until after closed session, as recommended by the Superintendent. The motion passed by a vote of 7-0.

On a MOTION by Mr. Matthews, SECONDED by Ms. M. Edwards, the Board unanimously APPROVED the revisions to the 2012-2013 Calendar below due to the extra, required state holiday in the 2012-2013 Calendar, as recommended by the Superintendent. The motion passed by a vote of 7-0.

- 1) The elimination of the optional teacher workday on August 17, 2012; and
- 2) The conversion of June 11, 2013 to an optional workday.

Ms. Smith-Ingram: Mr. Holloway, why are we doing budget amendments at this time of the year after June 30th?

Mr. Joe Holloway: There are various reasons for the budget amendments such as; we did the first set of amendments near the end of December for numbers #01-#05. Since January through June,

we have received about ten different budget revisions from the state and the federal government. We also did adjustments within the budget and transfers to save money.

On a MOTION by Mr. Matthews, SECONDED by Ms. M. Edwards, the Board unanimously APPROVED Budget Amendments #06, #07, #08, #09 and #10, as recommended by the Superintendent. The motion passed by a vote of 7-0.

Ms. Taylor: There was a Uniform Policy Meeting held sometime last week and I just wanted to know if there were any changes to the policy and who would know of the changes?

Ms. M. Edwards: There were no changes to the policy, but we did add some new vendors for purchasing the uniforms. Ms. Eunice Ward's store was added and she is located in Rich Square along with a couple of other vendors. There were no changes in the colors. The question did come up as to whether we would be adding the color "teal". The concern was that we would wait and let athletics have that color for right now and just wait on that.

Ms. Smith-Ingram: Chair Johnson, what about the Garysburg School Property. I thought it was going to be on the agenda tonight. Is this something we have to discuss in closed session?

Attorney Rod Malone: The Town of Garysburg has requested that the Board consider the lease of the former Garysburg Elementary School to KIPP. They have asked that it be considered by the Board.

Ms. M. Edwards: Are you saying they are asking us as a Board to okay them to use the facility under the new request?

Attorney Rod Malone: I honestly thought they were going to follow-up and be here to follow through other than the email I have received from their attorney. They have asked for a couple of things, such as 1) they buy it for \$100,000 payable over 20 years; and 2) it be added to the agenda and you approve subleasing the property to KIPP. I assumed this was important to them that they would have contacted Board Members to get it on the agenda. I did not know they expected me to do it given I am not a Board Member.

Ms. Smith-Ingram: Did they know that they were invited?

Attorney Rod Malone: I told them when the Board would be meeting.

Ms. Smith-Ingram: If I am in order, I think this needs to be an agenda item, because we just can't keep delaying this decision. People need to know something. Can I amend the agenda tonight so that we can have an open discussion? I know they are not here tonight, but it is not fair that they have to be here for it to be included on the agenda. They have been here in the past several times and this matter has been continued.

Attorney Rod Malone: You can make a motion to amend the agenda.

Mr. Williams: If we are going to meet at the end of the week, is this an item that we can add to the agenda? Do we need more information before we hash this out, because I would hate for us to make a quick decision that may not be good also. Is this something that we can add to the agenda for the Special Called Meeting?

Ms. Smith-Ingram: That would be a possibility.

Ms. Taylor: Are we looking at waiving the lease agreement? Is that what we are saying now?

Attorney Rod Malone: You are not waiving any agreement, but what your lease says it that they cannot lease it without your permission. They get to sublease it, but they have to get your permission. The reason you put it in there is to make sure you have the ability in situations like this to make sure you are comfortable with whom they are thinking of leasing to.

Mr. K. Edwards: Chair Johnson, is this something that can be discussed after closed session in addition to Service Solutions? We have put Service Solutions after the closed session. Can we do that for this item?

Attorney Rod Malone: You can add it to your open session.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Clinton Williams, the Board unanimously APPROVED to amend the agenda to add the motion (a)(3) (Garysburg Elementary School Lease) to closed session, as recommended by the Superintendent. The motion passed by a vote of 6-1. Ms. Rhonda Taylor voted against.

Superintendent's Information

Dr. Bracy addressed the Board and audience as follows:

- I would like to say “thank you” to our principals, teachers, staff, students, our parents and all of our family for a job well done with our end of the year testing. We are very excited with our results and we are going to announce these results. We have made some history here in Northampton County. We have seen some things that we have never seen before. I want to say how appreciative I am as Superintendent of our schools, administrators, teachers, students and parents. I commend our principals and teachers for a job well done academically and I thank you for that!
- I would like to introduce Mr. Hans Lassiter who is joining us as our Director of Administrative Services. We welcome him to our staff!

Mr. Hans Lassiter addressed the Board and audience as follows: “Good evening Board Members, Dr. Bracy and the community. I am elated to join this body coming from Durham Public Schools formerly at Hillside High School. I look at this as a blessed opportunity to work with this community again, as I was here as an agent with the Department of Public Instruction a few years ago. This is somewhat of a homecoming. I am looking forward to getting to know all of you again and getting to know the principals and the community. I look forward to, as Dr. Bracy said, the outstanding progress and professional growth of our students. Thank you.”

Mr. Williams: I wanted to clarify a couple of issues before we go into closed session. The first issue is regarding Ms. Taylor’s question about uniforms. Were you referring to athletic uniforms or school uniforms?

Ms. Taylor: I was referring to school uniforms, because a committee meeting was held last month. I wanted to know if there were any changes.

Mr. Williams: My other issue is that we talked about a Board Retreat to set things in motion for the upcoming school year. Has anyone thought about a possible date for that, as the end of the month is rapidly approaching? There are a few things that I would like to present to the Board for consideration for the upcoming school year.

Chair Johnson: We did discuss either Wednesday or Thursday and it appeared to be a lot of conflict with both dates. We have not heard anything other than those two dates. We will just have to hash it out when we come back into open session.

Board Information

- NCSBA School Board 101 – July 16-17, 2012 - NCSBA Assembly Hall – Raleigh, NC
- NCSBA Southern Region Conference – July 23-26, 2012 – Biloxi, MS
- Next Regular Board Meeting – August 6, 2012 – Board Room – 5:30 p.m. (Closed Session) – Open Session beginning at approximately 6:30 p.m.

Attorney Rod Malone: On your website, I noticed that your September Board Meeting is scheduled for September 4, 2012, which places it the same time as my meeting in Bertie County. Is the Board willing to consider moving your meeting to any other date?

On a MOTION by Mr. Matthews, SECONDED by Ms. Smith-Ingram, the Board unanimously APPROVED to changed the September 4, 2012 Board Meeting to September 5, 2012. The motion passed by a vote of 7-0.

Closed Session

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. Taylor and APPROVED, the Board convened in closed session at approximately 7:30 p.m. pursuant to General Statute: 143-318.11(a)(1) to prevent the disclosure of confidential personnel files under G.S. 115C-321 or other information that is privileged or confidential pursuant to state or federal law, or not considered a public record; pursuant to General Statute: 143-318.11(a)(3) to consult with the Board's attorney in order to preserve the attorney-client privilege and pursuant to General Statute: 143-318.11(a)(6) to consider matters relating to initial employment of an individual employee or a complaint, charge, or grievance by or against an individual employee. The motion passed by a vote of 7-0.

Open Session

On a MOTION by Mr. Williams, SECONDED by Ms. Smith-Ingram, the Board adjourned closed session. The motion passed by a vote of 7-0. The closed session ended at approximately 11:15 p.m.

On a MOTION by Mr. Matthews, SECONDED by Ms. Taylor, the Board APPROVED a one year service agreement with Service Solutions, pending working out the language with both attorneys, as recommended by the Superintendent. The motion passed by a vote of 4-3.

Ms. Marjorie Edwards, Ms. Smith-Ingram and Mr. Clinton Williams voted against.

Mr. K. Edwards: In reference to the Service Solutions contract, it was mentioned earlier about the schools needing supplies. The need for the custodians to receive these supplies and staff development is critical, which will be provided with this contract.

Mr. Matthews: You are correct; it includes staff development, supplies and the custodian need to go to work as soon as possible. We will be 4½ custodians short that we will have to hire starting tomorrow.

On a MOTION by Mr. Matthews, SECONDED by Mr. Williams, the Board APPROVED the personnel list below as presented and recommended by the Superintendent. The motion passed by a vote of 6-1. Ms. Erica Smith-Ingram voted against.

Personnel

Certified Recommendations:

Anthony J. Hingley, Music/Band Teacher, Conway Middle School, 8/20/12

Kiarra Ambrose, Math Teacher, Northampton County High School, 8/20/12

Franklin Williams, Jr., Counselor, Northampton County High School, 8/20/12

Laura Szejnrok, Elementary Teacher, Gaston Elementary School, 8/20/12

Mark Barfield, Assistant Principal, Northampton County High School, 8/20/12

Mark Long, Assistant Principal, Northampton County High School, 8/20/12

Classified Recommendations:

Lakiva Bryant, Substitute Bus Driver, All Schools, 8/20/12

Thomas Williams, Child Nutrition Assistant Substitute, All Schools, 8/20/12

Annette Branch, Child Nutrition Assistant, TBD, 8/20/12

Teach For America Candidates:

Porshe Giddings, Physical Education Teacher, Central Elementary School 8/20/12

Kara Walsh, 3rd Grade Teacher, Central Elementary School 8/20/12

Kaylie Williams, 2nd Grade Teacher, Central Elementary School 8/20/12

Jenna DeMarco, 7th Grade Language Arts, Gaston Elementary School 8/20/12

Diana Pickett, 8th Grade Language Arts, Gaston Elementary School 8/20/12

Destyne'l Tiller, 7th Grade Math, Gaston Elementary School 8/20/12

Annie-Elise Hawkins, English II, Northampton County High School, 8/20/12

Grayson Cooper, Calculus/Geometry, Northampton County High School, 8/20/12

Gregory Scott, Science, Northampton County High School, 8/20/12

Kyria Edwards, Social Studies, Northampton County High School, 8/20/12

Amy Snider, Social Studies, Northampton County High School, 8/20/12

Administrator Contract Recommended Extension for One Year (12 months):

Ann Davis, Principal, 7/1/12

Tenure Recommendation for Approval:

Amber Jones, 1st Grade Teacher, Central Elementary School, Effective 2012-2013 School Year

Leave of Absence:

Mary R. Walters, Teacher Assistant, Central Elementary School, 4/2/12

Resignations:

Jesse Crutchfield, 1st Grade Teacher, Gaston Elementary School, 7/14/12

Lauren Light, Social Studies Teacher, NCHS-West, 6/14/12

Melanie Gile, Chemistry Teacher, NCHS-East, 6/13/12

Kerry Hanline, Elementary Teacher, Willis Hare Elementary School, 6/26/12

Kayla Maddox, Social Studies Teacher, Northampton County Alternative School, 7/11/12

Melissa Mong, Elementary Teacher, Gaston Elementary School, 7/16/12

Darlean Mason, Exceptional Children Teacher, Conway Middle School, 7/3/12

Retirements:

Edith Jenkins, Custodian, Northampton County Alternative School, 6/15/12

Adjournment

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Matthews, the Board adjourned the meeting at 11:25 p.m.

Approved: October 8, 2012

Dr. Eric C. Bracy, Superintendent