

**REGULAR MEETING  
NORTHAMPTON COUNTY BOARD OF EDUCATION  
Monday, August 1, 2011**

Members Present: Donald Johnson, Chair; Erica Smith-Ingram, Lafayette Majette, Kelvin Edwards, Rhonda Taylor, Dr. Eric Bracy, ex officio

Members Absent: Marjorie Edwards and Bill Little

Others Present: Administration, press and interested parties

The Northampton County Board of Education held its regular meeting on August 1, 2011 in the Board Room of the Northampton County Schools administrative building. Chair Donald Johnson called the meeting to order at 5:35 p.m.

**Closed Session**

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Majette and APPROVED, the Board convened in closed session at approximately 5:40 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 4-0. Mr. Kelvin Edwards was not present for the vote.

**Open Session**

On a MOTION by Ms. Taylor, SECONDED by Mr. Majette, the Board adjourned closed session. The motion passed by a vote of 5-0. The first closed session ended at approximately 6:50 p.m.

**Approval of Board Agenda**

On a MOTION by Ms. Taylor, SECONDED by Mr. Majette, the Board unanimously APPROVED the Board Agenda, as recommended by the Superintendent. The motion passed by a vote of 3-2. Ms. Erica Smith-Ingram and Mr. Kelvin Edwards voted against.

**Pledge of Allegiance**

Chair Johnson announced that he would like to request that the Board and audience stand and recite the Pledge of Allegiance at this time.

**Introduction of New Personnel**

Dr. Eric Bracy introduced to the Board and audience Dr. Mark Rumley, District Transformation Coach and Dr. Pascal Mubenga, School Transformation Coach from the State Department of Public Instruction. He informed them that they will be working in the school system this year.

**Consent Agenda**

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Majette, the Board unanimously APPROVED the consent agenda consisting of the following items, as recommended by the Superintendent. The motion passed by a vote of 5-0.

Board Minutes – Regular Meeting – May 23, 2011 and May 26, 2011

Request for Fund Raiser:

Squire Elementary PBIS Club – Candy Sale – August 25, 2011 – September 15, 2011

**Business Before the Board for Information**

**Travel Subsistence Rate Change** – Mr. Phil Matthews informed the Board that the subsistence rate for state employees for in-state and out-of-state travel was recently reviewed and changed to reflect the increase in the Consumer Price Index as indicated. Effective July 1, 2011 the subsistence reimbursement will be increased by 3.3% for food and decreased by 3.0% for lodging. The new subsistence rate will be effective for both years of the 2011-2013 biennium. The new rates of subsistence per day for travel related expenses will be as follows:

	<u>In-State</u>	<u>Out-of-State</u>
Breakfast	\$ 8.00	\$ 8.00
Lunch	10.45	10.45
Dinner	17.90	20.30
Lodging (actual, up to)	<u>63.90</u>	<u>75.60</u>
Total	\$100.25	\$114.35

**Directors' Updates** – Mr. Matthews also shared the Directors' Updates with the Board for the month of July 2011.

Ms. Erica Smith-Ingram – I would like to comment that in last month's Directors' Update there was one Director's Update missing and this month there is one missing. Can we make sure moving forward that we have a complete Directors' Update from all of the directors?

**Business Before the Board for Approval**

Surplus Property:

Ms. Smith-Ingram: I have a question in reference to the 75 playstations on the list that are being declared surplus. Are we declaring them surplus because they are of no more use academically?

Mr. Matthews: I would like to call on Ms. Rhonda Moses to address that since that is a technology question.

Ms. Rhonda Moses addressed the Board as follows: The playstations that are broken can no longer be used. In 1998, we did a federal grant with Lightspan. These were the playstations (1's) and they are not what the children use now. They were the first playstations that were ever made and they were purchased for the elementary students to take home.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. K. Edwards, the Board unanimously APPROVED for personal property items identified to be declared surplus, as recommended by the Superintendent. The motion passed by a vote of 5-0. This will allow for the items to be disposed of by way of public auction sale.

Auction Sale:

Ms. Smith-Ingram: Is Chowan Realty the same realtor we used in the last auction?

Mr. Matthews: Yes.

Mr. Smith-Ingram: How much did we pay them the last time?

Mr. Matthews: We paid them the same price. At the last auction, we paid them 10% of the gross sale. They will charge us \$500.00 or 10% of gross sales, whichever is greater.

Mr. Majette: You are saying you will pay them \$500.00 in the beginning and anything over that. When does the 10% come in?

Mr. Matthews: If 10% of the gross sales are over \$500.00, you pay them 10% of the gross sales.

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Majette, the Board unanimously APPROVED to employ Chowan Realty & Auction from Murfreesboro, NC to conduct the surplus auction sale on August 13, 2011 beginning at 10:00 a.m. at the Central Services Maintenance campus, as recommended by the Superintendent. The motion passed by a vote of 5-0. The sale will be advertised in the local newspapers and businesses and Chowan Realty will also advertise on their website. Chowan Realty will charge (\$500.00) five hundred dollars or (10%) ten percent of gross sales whichever is greater.

Mileage Rate Change:

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. Taylor, the Board unanimously APPROVED the increase in the business standard mileage rate from 51 cents per mile to 55.5 cents per mile for Northampton County School employees effective July 1, 2011, as recommended by the Superintendent. The motion passed by a vote of 5-0.

FY 2011-2012 Budget Resolution:

Ms. Smith-Ingram: Is the cost of the wrecker included in the Capital Outlay Budget?

Mr. Matthews: The Capital Outlay Plan that we have right now involves spending \$145,000.00 that is budgeted for specific items and then spending another \$200,000 if available on the schools. The wrecker as it stands right now is an \$80,000 expense coming out of the \$145,000.00 that is budgeted and appropriated. In Facility Committee meetings past and in work sessions, we were not sure if the state was going to pay half the cost of the wrecker. At the Business and Finance Conference, they assured me that while they do not have a contract in place at this date during the school year, DPI would be paying half the cost of the wrecker. They buy the chassis and the school system has to buy the bottom. They assured me that the contract would be in place during this school year.

On a MOTION by Ms. Smith-Ingram, SECONDED by Ms. Taylor, the Board unanimously APPROVED the FY 2011-2012 Budget Resolution and the FY 2011-2012 Local Budget, as recommended by the Superintendent. The motion passed by a vote of 5-0.

2011-2012 Calendar Waiver – Professional Development:

Mr. Matthews informed the Board that the North Carolina General Assembly, in 2011 House Bill 200 (Session Law 2011-145), effective July 1, 2011, re-wrote a portion of the calendar law (General Statute 115C-84.2). Legislation: Session Law 2011-145 - House Bill 200, Section 7.29, Increase Number of Instructional Days that impacted the 2011-2012 district calendar structure. What has changed with school calendars:

- 1) Must have minimum of 185 days and 1,025 hours of instruction.
- 2) Ten teacher workdays (eliminated the five protected teacher workdays).
- 3) Local Boards shall designate two (2) workdays on which teachers may take accumulated vacation leave. Local Boards may designate the remaining workdays as days teachers may take accumulated vacation leave.
- 4) If the State Board of Education finds that it will enhance student performance to do so, the State Board may grant a Local Board of Education for an LEA or Charter a waiver to use up to five of the instructional days as teacher workdays. For each instructional day waived, the State Board shall waive an equivalent number of instructional hours.

Mr. Matthews further stated that the district applied for a waiver, which was approved by the State Board of Education in July, regarding the extra five student days and equivalent instructional hours for 2011-2012, for the purpose of providing mandated professional development on the new Essential Standards and Common Core.

The calendar revisions reflect the *elimination of the five protected teacher workdays* (as mandated by legislation) and the *addition of the five required professional development days for training on the new*

*Essential Standards and Common Core* (as dictated by the terms of the waiver). The five required professional development days will be as follows:  
October 13 & 14, 2011 (Required Teacher Workdays/Common Core and Essential Standards)  
December 9, 2011 (Required Teacher Workday/Common Core and Essential Standards)  
February 17, 2012 (Required Teacher Workday/Common Core and Essential Standards)  
March 16, 2012 (Required Teacher Workday/Common Core and Essential Standards)  
On a MOTION by Ms. Taylor, SECONDED by Mr. Majette, the Board APPROVED the 2011-2012 Calendar Waiver for Professional Development, as recommended by the Superintendent. The motion passed by a vote of 4-1. Ms. Erica Smith-Ingram voted against.

### **Recessed Board Meeting**

Chair Johnson announced to the audience that the Board needs to recess the meeting for about two (2) minutes. On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. K. Edwards, the Board recessed the meeting at 7:05 p.m. 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 4-1. Mr. Lafayette Majette voted against. The Board returned at 7:10 p.m.

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

#### **2011-2012 Code of Student Conduct Revisions:**

Mr. Matthews presented the 2011-2012 Code of Student Conduct revisions to the Board and informed them that the only changes in the Code of Student Conduct are the legislative law changes.

Mr. Majette: I would like to make a statement. The Code of Student Conduct is for the school system to carry it out as it should be carried out. It is not just for certain children and certain people. When the students receive the Code of Conduct booklet, they should abide by it and it should be carried out. If you are not going to carry it out, don't approve it. Parents will push people as far as they can to get their point across. The principals have a tough job to do. Abide by what it says in the book; not friendship. Go by the handbook and the rules.

Ms. Smith-Ingram: I call for the Orders of the Day to move the agenda forward. What Mr. Majette is addressing with the principals is inappropriate at this time. What I wish to address is on pages 39-40 of the Code of Student Conduct. I don't see any dates on these pages. Is this the revision of August 2010-11 or is this something new as of this submission?

Attorney Rod Malone: The Legislature redid the whole student suspension process and rewrote it. We took your policy manual and implemented those changes, which are required by statute. Some of which impact the way that you do business and some of which do not. For instance, one of the things you now cannot do is, previously, if a student was suspended the principal would make the recommendation for long-term suspension. The hearing in many instances would occur at the school and be made up of a two or three teacher panel at the school level. The changes now made by the Legislature, the appeal cannot go to a panel made up of employees of the principal of that school. Certain school systems are having to move those appeals to the Central Office or another school to address that issue. There are rules now about clarifying that certain school systems, if a student was recommended for suspension, the superintendent would reassign the student directly to the Alternative School in lieu of the process moving forward. That rule has been changed so that while the superintendent can assign a student directly to the Alternative School, the parent would be entitled to a regular re-assignment hearing. This policy is designed to address all of the statutory changes that needed to be incorporated into your Code of Conduct Policy.

I have one change that we are proposing to be made after the draft goes to the superintendent's office. You are one of the few districts that we represent who still have Corporal Punishment as a policy. The Legislature left in Corporal Punishment, but did change who can administer it and who can be witnesses, although your policy already was limited in terms of who could administer it and who could witness it to the people that the statute allowed. Some policies allow teacher assistants to be a witness and the statute now prohibits those types of people from being able to be a witness. You have had your Corporal Punishment Policy since 1996 and it is certainly something you are free to eliminate at any point. I have also just handed out to you a change in the Alternative Education Services, which currently begins on page 29 and continues on page 30 in the Code of Conduct. The change is the addition of a new last paragraph, which will be added under Alternative Education Services to read:

“In addition, a principal may recommend to the Superintendent that a student be offered alternative educational services in lieu of recommending long-term suspension. If the Superintendent does assign the student to receive alternative educational services, the provisions of this Due Process policy do not apply. The Superintendent shall provide written notice of the reassignment pursuant to N.C.G.S. § 115C-368 and the appeal provisions of N.C.G.S. § 115C-369 shall apply.”

This is just to clarify that, as the statute allows, you do now have that flexibility. If a principal and the superintendent were to choose this, then it would be in lieu of the long-term suspension portion. It is possible that the student, under this policy in the statute, would be short-term suspended for ten (10) days, which is not appeal-able to the Board or the superintendent. This recommendation would go in place of a long-term suspension. They would now more clearly choose one or the other.

Ms. Smith-Ingram: There should be a correction on page 19, item #11 (Dress Code). The Dress Code is from pages 40-57.

Attorney Rod Malone: We need to clarify that version that you have has all of the changes noted in it, therefore, the page numbering may be different when the final version is done. I would also like to ask the Board to approve the Code of Student Conduct and grant the superintendent and my office some flexibility to read it one more time and make minor changes within the next day or two. Whatever changes we make, I will bring them back to the September Board Meeting.

Ms. Smith-Ingram: I am not sure that this Dress Code matches the last changes we made when we added the gray shirt. If we can make sure that this Dress Code captures that on page 55. It is my understanding that these copies are going to be made and ready for the first day of school.

Attorney Rod Malone: That is what the plan is.

Ms. Taylor: Some parents have been asking about going with a sneaker with a little bit of color with the black sneaker versus an all black or going with an all white sneaker.

Ms. Smith-Ingram: I can recall a parent that come up during Public Comment and there has been some people in the community who feel like the Dress Code is harming or impacting their children's education because they are getting suspended and missing instructional time or the teacher has to take instructional time to deal with dress code issues. I just feel that with this tough economy, we are being a little insensitive.

Attorney Rod Malone: Now that you mention that, the dress code is one of the areas where the Legislature made some changes: “The Legislature has placed restrictions on the ability to do out-of-school suspensions for what they deem minor violations like dress code.” I would like to ask the Board to give my firm some flexibility to work through the Code of Conduct. If it is okay with the Board, whatever additional changes we make from the version you approve tonight, I will bring back to the September Board Meeting.

Mr. Majette: When you bring it back in September the children will already be in school. If there are any changes there, who will be responsible for the Dress Code?

Attorney Rod Malone: What I am asking is that the Board authorize it to be approved tonight subject to minor changes that may need to be made within the next couple of days between the superintendent's office and my office. Then it would be printed and assimilated as it normally would. I would simply bring back the final version to you to review in September.

Ms. Smith-Ingram: I would also remind you that this coming weekend is tax-free weekend. I think the parents need to see the most current version of the Dress Code so that they can shop during tax-free weekend.

Mr. Majette: We want to have it in the hands of the students and parents before school opens.

Attorney Rod Malone: We can absolutely do our part by Wednesday of this week. A final version is forthcoming.

On a MOTION by Ms. Taylor, SECONDED by Mr. K. Edwards, the Board APPROVED the 2011-2012 Code of Student Conduct revisions pending the corrections to be made by the Superintendent's office and the attorney to get it out to the parents by the tax-free weekend, as recommended by the Superintendent. The motion passed by a vote of 4-1. Mr. Lafayette Majette voted against.

On a MOTION by Ms. Taylor, SECONDED by Mr. Majette, the Board APPROVED the personnel list below, as recommended by the Superintendent. The motion passed by a vote of 3-2. Ms. Erica Smith-Ingram and Mr. Kelvin Edwards voted against.

Ms. Smith-Ingram: "I emphatically vote no and let it go on the record whereas this is a disservice to the Northampton County residents."

### **Personnel**

#### **Certified Recommendations:**

Alexa Baird, Elementary Education, Central Elementary School, 8/8/11

Brittany Baker, High School Mathematics, NCHS-West STEM, 8/8/11

Odessa Garner, Elementary Education, Willis Hare Elementary School, 8/8/11

Dale Hammer, High School Mathematics, NCHS-West STEM, 8/8/11

Vichi Jagannathan, High School Science, NCHS-West STEM, 8/8/11

Amber Jones, Elementary Education, Central Elementary School, 8/8/11

Lauren Light, High School Social Studies, NCHS-West STEM, 8/8/11

Caitlin McCaffery, High School English/Language Arts, NCHS-West STEM, 8/8/11

Jaime McSteen, Middle Grades Science, NCHS-West STEM, 8/8/11

James Thomas Pope, Automotive Technology Services Instructor, NCHS-East, 8/8/11

Matthew Ryan, High School Social Studies, NCHS-West STEM, 8/8/11

Elaine Sabatine, High School Science, NCHS-East, 8/8/11

Brellynn Thomas, High School English, NCHS-West STEM, 8/8/11

Emily Toukoushian, Elementary Education, Central Elementary School, 8/8/11

Joshua Wallace, Physical Education, NCHS-West STEM, 8/8/11

#### **Classified Recommendations:**

Cheryl Anderson, Mentor Youth & Seniors, Rich Square-W.S. Creecy Center, 8/3/11

Tiffany Blacknell, Mentor Youth & Seniors, Rich Square-W.S. Creecy Center, 8/3/11

Terry Buffaloe, Mentor Youth & Seniors, Rich Square-W.S. Creecy Center, 8/3/11

Peggy Cary, Mentor Youth & Seniors, Rich Square-W.S. Creecy Center, 8/3/11

Domonic Everett, Mentor Youth & Seniors, Rich Square-W.S. Creecy Center, 8/3/11

Renarda Richardson, Mentor Youth & Seniors, Rich Square-W.S. Creecy Center, 8/3/11

Darlene Simmons, Mentor Youth & Seniors, Rich Square-W.S. Creecy Center, 8/3/11

### Community Coaches:

Leslie Long, NCHS-East, Assistant Vs. Football, 8/1/11  
Tracy Wilkins, NCHS-East, Assistant Vs. Football, 8/1/11  
Demetrius Lassiter, NCHS-East, Assistant Vs. Football, 8/1/11  
Joshua Wallace, NCHS-West STEM, Head Football, 8/1/11  
Melvin Rogers, Jr., Conway Middle School, Assistant Vs. Football, 8/1/11  
Charles Edwards, Conway Middle School, Head Football, 8/1/11  
Kimberly Butler, NCHS-East, Girls' Tennis, 8/1/11  
David Hasty, NCHS-East, Volleyball, 8/1/11  
Patrice Squire, NCHS-West STEM, Head Volleyball, 8/1/11  
Marvin Rawles, Sr., NCHS-West STEM, Assistant Vs. Football, 8/1/11  
Donald Bennett, NCHS-West STEM, Assistant Vs. Football, 8/1/11  
Tyrone Hargrove, NCHS-West STEM Middle, Assistant Middle School Football, 8/1/11

### Bona-Fide Volunteer Coaches for No Pay or Employment:

Charles Edwards, NCHS-East, Assistant Vs. Football, 8/1/11  
Melvin Rogers, Jr., NCHS-East, Assistant Vs. Football, 8/1/11

### Change of Months of Employment (10 months to 12 months/paid from Exception Children's Funding):

Tikisha Joyner, Compliance Specialist, Central Services, 7/1/11

### Rescission of Non-Renewal and Acceptance of Resignation:

David Hasty, Science Teacher, NCHS-East, 6/16/11  
Anita Taylor, Middle Grades, Northampton County Alternative School, 6/16/11

### Medical Leave: (12 weeks)

Melinda B. Flythe, School Nurse, Central Elementary School/Gaston Elementary School, 8/11/11

### Retirement:

Felix Williams, In School Suspension, NCHS-West STEM, 6/27/11

### Resignations:

Austin Ames Anderson, High School Science, NCHS-East, 7/29/11  
Shanique Beale-Williams, Exceptional Children, Conway Middle School, 6/16/11  
Nyoka Green, Mathematics, NCHS-East, 6/30/11  
Starlesha Hargraves, High School English, NCHS-West STEM, 6/16/11

### **Superintendent's Information**

Dr. Bracy addressed the Board and audience as follows:

- Convocation will be held on August 17, 2011 at NCHS-West at 8:30 a.m.
- On August 8, 2011, we will have a joint meeting of the Department of Social Services, Employment Security Commission, State Employees Credit Union, personnel, finance and three colleges will be held here in the Board Room at 1:00 p.m. The purpose of this meeting is to inform employees affected by the RIF of their entitlements, benefits, and helpful programs in the community.

Ms. Smith-Ingram: Since we are still under the Superintendent's Information I think we all should stand and give our Superintendent a hand because of two recognitions he has received this week.

Chair Johnson: Dr. Bracy, will you please announce what you have been selected for?

Dr. Bracy: "I have been appointed to the Executive Board of the North Carolina School Superintendent's Association (NCSSA) and I have also been appointed to the Board of Directors and Region 3 President of the North Carolina Association of Curriculum and Development (NCASCD)."

## **Public Comments**

The following person addressed the Board during Public Comment:

*Mr. Eugene Taylor* – “I was here a few meetings ago and several people came before you and requested a copy of the RIF list. As I understand it, there are several people who will not have a job and have not been notified and those that will have a job have been notified. In the past, I have not attended every one of the meetings, but I have attended quite a few and have never known for it to go on as long as it has this time for people not knowing if they have a job or not. That is not good business as I see it for the Northampton Board of Education to do this kind of thing. People would like to know whether they are going to be able to pay their bills, eat or make their house payment. I don’t think it is fair to not notify those people in time so if they are not going to have a job then they could be looking for a job. I have been wondering how many do you have on the list that won’t have a job for the next school year.”

Chair Johnson: We have heard your question, but usually the policy of the Board is that we do not have dialogue between questioning. If you need that answer we will get it for you.

*Mr. Eugene Taylor*: I need that answer.

Chair Johnson: We will get that information for you.

Mr. K. Edwards: I would like to comment in addition to what Ms. Ingram has said about the Superintendent. I think the Board of Education should pay honor to the people in the schools because we have had something phenomenal to happen to my knowledge. We had our two high schools, Northampton County High School-West STEM and Northampton County High School-East, make not only ABC’s, but they made AYP also. If everyone saw the paper, it was a rare feat throughout the state as we look at how the AYP changes affected education, but yet our two high schools not only made ABC’s, but made AYP. That is commendable, noteworthy and deserves high honors!

Chair Johnson: Those comments are well taken and we can give them a hand of applause.

Ms. Smith-Ingram: We know that all of our other schools worked hard as well to include our middle and elementary schools. We look forward to greater things next year.

## **Board Information**

- Convocation – August 17, 2011 @ Northampton County High School-West – 8:30 a.m.
- First Day for Students – August 25, 2011
- Next Regular Board Meeting – September 6, 2011 – Board Room – 5:30 p.m. (Closed Session) – Open Session beginning at approximately 6:30 p.m.
- NCSBA District 3 Meeting – September 14, 2011 – Wilson County Schools – 4:00 – 8:00 p.m.

## **Recessed Board Meeting**

The Board recessed the meeting at 7:40 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.

## **Open Session**

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. K. Edwards, the Board adjourned the closed session. The motion passed by a vote of 5-0. The third closed session ended at approximately 9:35 p.m.



**Adjournment**

On a MOTION by Ms. Smith-Ingram, SECONDED by Mr. Majette, the Board adjourned the meeting at 9:40 p.m.

Approved: December 5, 2011

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Dr. Eric C. Bracy, Superintendent