

Perquimans County Board of Education
Board Retreat – September 16-17, 2015

The Perquimans County Board of Education met for its annual board retreat on Wednesday and Thursday, September 16-17, 2015 in the meeting room at Albemarle Electric Membership Corporation in Winfall, NC. Board members present on Wednesday, September 16th included Susan Cox, Arlene Yates, Ralph Hollowell, Steven Magaro, Amy Spaugh and Anne White. Board members present on Thursday, September 17th included Susan Cox, Ralph Hollowell, Steven Magaro and Amy Spaugh.

Day 1 – September 16, 2015

Board Chair Susan Cox called the meeting to order and led the group in reciting the Pledge of Allegiance. Steven Magaro opened the meeting with a word of prayer.

Upon motion by Amy Spaugh and seconded by Arlene Yates, the Board approved the agenda without the closed session.

Driver's Education Program

In regard to Driver's Education, the proposed State budget includes funding Driver's Education for the next two years; however, the budget has not yet been voted on. Upon motion by Anne White and seconded by Steven Magaro, the Board voted unanimously to delay taking action on Driver's Education until the September 28th board meeting as recommended by the Superintendent.

Personnel Summary Report

Steven Magaro questioned the resignations/termination on the Personnel Summary Report. It was noted that with an adverse or controversial situation, the Board would need to enter closed session to discuss.

Bid for the Perquimans Central School Rear Parking Lot Lighting Project

Upon motion by Anne White and seconded by Ralph Hollowell, the Board voted unanimously to enter a contract with B & M Contractors in the amount of \$22,194.00 for the Perquimans Central School Rear Parking Lot Lighting Project. It was noted that in addition to submitting the lowest bid for this project, B & M also did the lighting work at Perquimans County Middle School.

First Reading – Revisions to Policy 4135: Tuition for Discretionary Admissions

Dr. Stallings stated the tuition policy was adopted to deter parents/students from moving back and forth from one county to another. This was a first reading only. The Board will decide if it is satisfied or dissatisfied with this policy and take action at the regular meeting on September 28th.

First Reading – Revisions to Policy 3650: Release of Students to Attend Colleges or Technical Institutes

Dr. Stallings stated this policy was adopted to prevent students from leaving high school to avoid doing senior projects. This was a first reading only. The Board will take action at the regular meeting on September 28th.

Hunter Education Certification Integration into Agriscience Applications

Agriculture Education Teacher Angel White presented information on Hunter Education certification. In the past, hunter safety involved participants handling facsimiles; therefore, this course could not be taught on campus. The course was taught outside of school in the evenings or on the weekends. The Hunter Education certification course is open to any student, regardless of skill level, so that students may learn

firearm safety, ethics and responsibility, conservation and wildlife management, wildlife identification, survival and basic first aid, specialty hunting and tree stand safety. Ms. White requested that the Board consider allowing this course to be offered through the Agriscience class because it will complement the curriculum taught in Agriscience Applications and it will reach a currently underserved segment of our student population. The NC Wildlife Resources Commission will provide free resources for instruction in these courses and assist in instruction when needed. It was the consensus of the Board to allow the Hunter Education certification course to be offered through the Agriscience class as requested.

Charter Schools

Anne White stated that charter schools are here to stay. She attended the open house for the new charter school in Elizabeth City since she has a student teacher at the school. The students there are excited because they are actively engaged. She stated that 6th graders will be added next year, so we have a whole year to do something differently at the 5th grade level to keep those students here. Dr. White suggested tapping into the resources of the New School Project. Brenda Dail will check into this and report back to the Board. Dr. White added that the charter school is looking to partner with us on professional development.

Superintendent Search

Dr. Edwin West and Ms. June Gray of the Masonboro Group met with the Board to discuss the criteria to guide the selection of the next superintendent. To establish these criteria, the Board used the input received from the two community forums, on-line survey, staff meetings at each school and Central Office, and student meetings at Perquimans County High School and Perquimans County Middle School.

Participants enjoyed lunch catered by Captain Bob's Restaurant.

Teacher Supplements

In regard to teacher supplements, it was suggested that this topic be revisited at budget time. The Board needs to make a good case to the County Commissioners regarding teacher recruitment and teacher retention. Discussion that followed included the possibility of offering incentives, signing bonuses, or supplements, attending out-of-state job fairs, hiring student teachers, collaborating with institutions of higher education on professional development, and creating a positive marketing program to share with elected officials. With so many of these things hinging on the budget, the Board discussed sharing information periodically with the County Commissioners so they will continue to be aware of some of the issues the school district is facing.

Teacher Tenure / Teacher Contracts

Human Resources Director Candy Tilley highlighted information from Board Attorney Richard Schwartz regarding the recent decision by the North Carolina Court of Appeals on teacher career status. As a result of these rulings, there are currently only two types of full-time teachers: tenured teachers who earned career status prior to August 1, 2013 and remain subject to the tenure law, and all other full-time teachers are one-year contract teachers whose employment is governed by the new statute which became effective July 1, 2014. The information from Mr. Schwartz also provided guidelines to follow regarding contracts or renewals, as well as nonrenewals and dismissals or demotions of one-year contract teachers.

Teacher Assistant / Bus Driver Rate Increases

Dr. Stallings provided a brief history about the salaries for teacher assistants / bus drivers and the disparities in their salaries. These are dedicated, loyal employees who help us out when the district is in

need. Upon motion by Steven Magaro and seconded by Arlene Yates, the Board voted unanimously to increase the rate of pay for teacher assistants / bus drivers so that they receive a common rate of pay per hour, regardless of what they are doing, at the higher rate of pay.

Staff Resignations

Humans Resources Director Candy Tilley provided information on staff resignations for the period of July 1, 2014 to September 10, 2015. She noted that the majority of the staff resigned to transfer to another LEA that was closer to home/family. The use of exit forms has been reinstated with a return rate to date of 67%. In conjunction with this topic, Dr. Stallings shared information from the local working conditions survey for 2014-2015.

Upon motion by Arlene Yates and seconded by Ralph Hollowell, the Board voted unanimously at 2:36 p.m. to enter closed session pursuant to NCGS 143-318.11(a)(6) regarding personnel matters.

Upon motion by Amy Spaugh and seconded by Steven Magaro, the Board voted unanimously at 2:46 p.m. to return to open session.

Day 2 – September 17, 2015

Board Chair Susan Cox called the meeting to order and welcomed those in attendance.

The Journey Toward College and Career Readiness: Indicators and Opportunities

Superintendent Dr. Dwayne Stallings presented, "The Journey Toward College and Career Readiness: Indicators and Opportunities." His presentation included information on the following: (1) Post-secondary Education Information and Employment 2014; (2) ADM 1944-2014; (3) Market Share and NERESA Market Share; (4) NC Child Health Report Card 2014; (5) Public School Forum Roadmap of Need 2014; (6) 2015 County Commissioner Update; (7) Local School Finance Study 2014; (8) MetaMetrics NC CAP Roadmap of Need 2014; and 9) PowerPoint – High Performance in High Poverty Schools: 90/90/90 and Beyond.

Strategic Plan

An update on the Strategic Plan for 2015-2020 was provided by each team's co-chairs. Objectives and strategies were highlighted for each goal, along with information about implementation and completion of the objectives and strategies for each goal.

Goal #1 – Co-Chairs James Bunch and Melissa Fields

Every student in the Perquimans County Schools (PCS) graduates from high school prepared for work, further education and citizenship.

Goal #2 – Co-Chairs Brenda Dail and Bonita Jones

Every student has a personalized education.

Goal #3 – Co-Chairs Victor Eure and Candy Tilley

The Perquimans County School District has up-to-date financial, business, and technology systems to serve parents and educators.

Goal #4 – Co-Chairs Teresa Beardsley and Andrea Greene

Every student, every day has excellent educators.

Goal #5 – Co-Chairs Donna Harris and Jason Griffin
Every student is healthy, safe and responsible.

Goal #6 – Co-Chairs Dr. Dwayne Stallings and Board Chair Susan Cox
The Perquimans County School district works with elected officials to promote economic development.

Participants enjoyed lunch catered by Captain Bob's Restaurant.

Performance Data

Dr. Stallings presented the historical test data for Hertford Grammar School, Perquimans County Middle School and Perquimans County High School. The information presented included a comparison from 2011/2012 through 2014/2015 and illustrated proficiency scores by grade level, the College and Career Ready achievement levels, the Grade Level Proficient achievement levels, the school performance grade, the reading and math performance grade (for HGS and PCMS), whether or not growth and AMO were met, attendance rate, and the groups by which the AMO was missed.

Bus Procedures

Transportation Director Jeff Miller shared with the Board the new bus procedures for students crossing in the morning pick-up and the afternoon drop-off. If students have to cross, the driver holds his/her left palm up to signal the students to wait. When safe, with the doors open, the driver gives a "thumbs up," signaling students it's okay to cross and then point in the direction they are walking to cross the street. Students are reminded to also check for traffic before they cross the street. There are instruction cards for both bus drivers and students/parents for this new crossing procedure. Mr. Miller noted that an additional step has been added for bus drivers. At each stop, the bus driver will put the bus in neutral and apply the parking brake.

In addition, Mr. Miller stated he will meet with the athletic department tomorrow to discuss the driver's statement for school activity trips. Effective October 1, 2015, before every school-related athletic or other activity trip on an activity bus or charter motor coach, certain information must be read to comply with the North Carolina State Board of Education Policy TCS-H-006. The information instructs passengers to remain seated, refrain from distracting the driver, keep aisles clear at all times, keep voices down, use emergency exits for emergencies only, and be considerate of the comfort and safety of all passengers. The sponsor or chaperone of the trip signs a certification of compliance for each trip.

Pre-K Program

Director Brenda Dail provided information regarding Perquimans County Schools' Pre-K Program. Included in the determining eligibility factors for the NC Pre-K program are the following: Children must be four years of age on or before August 31st of the program year; the family gross income must be at or below 75% of the State Median Income level; and an educational need must be supported by the results from approved developmental screening instruments. The facility serving NC Pre-K children must maintain a four or five star rated license. The maximum class size is 18 children. All teachers shall hold, or be working toward a North Carolina Birth through Kindergarten (B-K) Standard Professional II or Preschool Add-on licensures. In addition, there is a local NC Pre-K Committee that meets regularly. Currently, there are two NC Pre-K classes at Perquimans Central School, with 36 children being served. There was discussion about possible expansion of the program; however, expansion is limited due to availability of classroom space at Perquimans Central School.

There being no further business, the meeting was adjourned.

Susan B. Cox, Board Chair

Dwayne K. Stallings, Superintendent