Meeting Date and Time: Monday, November 19, 2018 at 9:00 am

Location: Southern Middle School, Auditorium, 209 Southern Middle School Road, Roxboro, North Carolina.

Board members present: Dr. Kay Allen, Margaret Bradsher, Phillip Gillis, Freda Tillman, and Harriett Tillett.

At 9:00 a.m., Board Chair Dr. Kay Allen called the meeting to order and welcomed the Person High School and Person Early College for Innovation & Leadership students who were attending for Local Government Day.

Freda Tillman led the invocation and the pledge of allegiance.

Administration Present:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tr>
<td>Dr. Rodney</td>
<td>Superintendent</td>
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<tr>
<td>Jarrod</td>
<td>Assistant Superintendent</td>
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<tr>
<td>Ron</td>
<td>Executive Director of Student Support Services</td>
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<tr>
<td>Lily</td>
<td>Communications Director, Clerk to the BOE</td>
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<tr>
<td>Julie</td>
<td>Chief Finance Officer</td>
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<tr>
<td>Amy</td>
<td>Chief Academic Officer</td>
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<td>Lori</td>
<td>Chief Human Resources Officer</td>
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PUBLIC COMMENT

There were no public comments made during this meeting.

APPROVAL OF MINUTES

Motion: Moved at 9:08 a.m. by Freda Tillman and seconded by Phillip Gillis to approve the October 9, 2018 Regular Session Meeting Minutes as presented.

Motion carried 5-0.

DISCUSSION/ADJUSTMENT TO AGENDA

Dr. Peterson requested item B-1-U (Policy 2130) be changed from an Action item to an Information item.

Motion: Moved at 9:09 a.m. by Harriett Tillett and seconded by Freda Tillman to approve the adjustments to the agenda.

Motion carried 5-0.
SPECIAL RECOGNITION

1. STAR Spotlight

Lori Stacey recognized the Human Resources STAR Spotlight Recognition recipients. The STAR program was created to recognize employees for being selfless, working as and among a team, taking action, and achieving results. Each month a classified and a certified staff member from 2 schools will be recognized. Colleagues and community members will be able to nominate staff members for recognition. This month South Elementary School and Person High School will be recognize.

The following were recognized: Blakely Lord at Person High School, Mary Knight at Person High School, Carole Bray at South Elementary School, and Tyler Wade at South Elementary School.

ADMINISTRATIVE REPORTS AND RECOMMENDATIONS

A. Superintendent

1. CTE Credentials

Mrs. Amy Seate invited Mrs. Judy Bradsher to present this topic. She noted that we are number one in the state for receiving the highest percentage of credentials earned based on enrollment in our CTE courses that offer a credential. That means we are sending our students into the workforce with credentials that are recognized by industries. This makes our students marketable and employable as they have shown a mastery of a skill. We offer 41 CTE courses and 21 of those have credentials that we are currently working with our students to earn. Mrs. Bradsher noted that when she started credentials were at the the top of the list for the state. We made it a priority in our CTE department to move forward with credentials. For 2017-2018 we have 1312 credentials and 2972 students participating in CTE courses. Mrs. Bradsher noted that Dr. Peterson challenged our CTE teachers to award credentials. Credentials do cost money and the CTE department came together to strategically fund this opportunity for our students. We have the commitment of our teachers, staff, board, and students to make this happen. The goal is to have 95% of our CTE student earn credentials by 2022. Dr. Peterson noted that it is easy for him to say we need to improve on this, but the commitment of our staff and students is what made this happen. He thanked Judy Bradsher and our team. He noted that the community felt that our students were not employable, but he feels that this makes them more employable. The board also commended the group for their work.
B. Administrative Services

1. Policies Updates for Action

Mr. Dennis noted that we are in a policy revision at this moment, which is why there are so many policies for Action. Mr. Dennis went through each policy noting the changes. Many of the policies had minor language adjustments, any list policies were recommended to be deleted. Policies 1011, 1012, and 1301 are unique to PCS and the committee recommended deletion as there are some redundancies. In policy 1510, information regarding our bullying tip line was added. Policy 2130 was moved to information as more discussion was needed.

**Motion:** Moved at 9:26 a.m. by Freda Tillman and seconded by Margaret Bradsher to approve the submitted policies as presented.

**Motion carried 5-0.**

2. Policies for Information

Mr. Dennis noted that 1710 and 1720 will need to be removed and sent back to the committee for revisions that were provided by Tharrington Smith. Many of the policies brought for information had minor language changes, formatting changes, or updates to position references. Policy 2012 and 2117 are redundant and the recommendation will be to delete. Policy 2116 had not been updated since December 2009 and there was a major update. The changes were updated with the recommendations of NCSBA. Policy 2120 has major changes based on recommendations. Policy 2210 saw the deletion of the first paragraph. Policy 2230 had a major language change as it didn’t address committees.

Mrs. Bradsher requested the committee review policies 2310 and 2330 to bring consistency to timelines. Mrs. Tillman recommended the review of policies 2123 and 2130 and consider the combination of these policies.

C. Human Resources

1. 2019-2020 PECIL Calendar

Mrs. Stacey brought an initial 2019-2020 calendar for PECIL to the board. She noted that this calendar aligns with Piedmont Community College’s calendar. We worked with Mrs. Johnson, Mrs. Bradsher, and Walter Montgomery to develop. The major concern was aligning our spring breaks.
2. 2019-2020 PCS Calendar

Mrs. Stacey noted that 76% of the votes for the calendar options were for option 1 where semester 1 ends prior to winter break. She noted that there was a lot of feedback for this calendar. Some concerns with option 1 are the impact on semester 1 on semester-long courses, as in this option semester 1 is shorter than semester 2. We will need to be strategic in scheduling and the pacing at Person High School. Elementary and Middle Schools feedback were concerned with the layout of the workdays. She noted that these workdays will be the best option for curriculum review and many of those days will be optional workdays. Over 562 people participated in the survey of that 33% were employees, 42.5% were parents and guardians, and 13% were students. We plan to bring option 1 for approval.

3. Dates missed due to Hurricanes

Mrs. Stacey proposed to change the calendar to deem December 20 an Optional Teacher Workday and October 12 the Annual Leave Day, to allow employees the opportunity to earn the Annual Leave time taken for October 12.

**Motion:** Moved at 9:45 a.m. by Margaret Bradsher and seconded by Harriett Tillett to approve the dates missed due to hurricanes as presented.

**Motion carried 5-0.**

D. Financial Services

1. Budget Amendment

Mrs. Masten noted that Title I, II, and III were approved and this amendment brings in the allocations for our budget. The capital improvement projects and special funds were also added. This now includes the majority of our allocations.

**Motion:** Moved at 9:46 a.m. by Freda Tillman and seconded by Harriett Tillett to approve the budget amendment as presented.

**Motion carried 5-0.**
E. Auxiliary Services

1. Capital Projects Report

Mr. King brought the capital reports and noted that these are large projects that over and above our general maintenance that the county funds. Mr. King noted that these projects will continue to be worked on throughout the year. Mrs. Bradsher requested that Mr. King point out a few examples for PHS. Mr. King noted the refinishing of the main gym floor and the auxiliary gym floor, and repairs to the gym bleachers. Mr. King also noted the signage in front of the school. One teacher asked about PECIL. Mr. King noted that PECIL is managed by PCC and any capital project for PECIL would be through the community college.

2. Capped Schools

Mr. King noted that the forecast has changed since it was initially given to you, and the board has updated copies of the forecast report. Mr. King noted that we will have capacity issues in a few elementary schools in the coming years due to HB90. We are looking at capacity issues next year with Oak Lane Elementary School, Stories Creek Elementary School, and North End Elementary School. We will be over capacity in 2021-2022 at Helena Elementary School. The Dual Language Program may influence these numbers. We need to look at this now, as there is already a 2 year waiting period for mobile units. Dr. Peterson noted that this will be directly related to the presentation at the joint meeting in the afternoon. Dr. Peterson noted that there is a capacity of the school and then there is the HB90 capacity of the school. Some schools may have to make changes this summer in preparation of HB90. Dr. Peterson is concerned because there is a need across the state. Dr. Peterson thanked Mr. King for presenting and Mike Miller from Numeraix for his work on this. Dr. Allen asked about the impact of the community development center and the location of this project and see what school it will impact. Dr. Peterson noted that he did have conversations on this and we would need a reanalysis every one to two years.

**Motion:** Moved at 9:58 a.m. by Freda Tillman and seconded by Harriett Tillett to approve the capping of Oak Lane Elementary School, Stories Creek Elementary School, North End Elementary School, and Helena Elementary School as presented.

**Motion carried 5-0.**
Dr. Peterson recommended the policy committee review the reassignment policy and see how other counties incorporate capped schools into their policy. He noted that we are only capping for reassignments.

Dr. Allen gave the Person High School and Person Early College students the opportunity to ask the board any questions they had.

The students asked the following and received the following answers.

- How long is the Superintendent in his role?
  - The Superintendent has a 4 year at this time. It is up to the board to decide if that contract will be renewed when the time comes.
- Comment: The calendar option with exams before winter break could impact EOG scores in a positive way.
- Has the board considered starting the school year earlier as PECIL does?
  - The state laws for school calendars have clear rules for when schools can start and end.
- What is a board member’s salary?
  - $5,000 a year
- What is the Election Process for Board Members?
  - Each member registers at the Board of Elections and campaigns for their position. Our entire board is re-elected every 4 years, as all 5 board members are elected at the same time in a non-partisan election. This means that we have the potential for a full new board every 4 years.

CLOSED SESSION

**Motion:** Dr. Peterson recommended the board adjourn to closed session at 10:05 am, motioned by Freda Tillman and seconded by Harriett Tillett.

**Motion carried 5-0.**

OPEN SESSION

The board returned to open session at 10:33 am.

ADMINISTRATIVE REPORTS AND RECOMMENDATIONS

A. Superintendent

1. Consent Items

   All consent items are approved in one motion.

**Motion:** Moved at 10:33 a.m. by Freda Tillman and seconded by Phillip Gillis to approve the consent items B-G (licensed personnel, classified personnel, substitute personnel, volunteers, and other personnel items) as presented.

**Motion carried 5-0.**
On a motion by Freda Tillman and a second by Margaret Bradsher, the Board adjourned at 10:34 a.m.

Motion carried 5-0.

Board Chair

Dr. Rodney Peterson, Secretary

Attachments:

- CTE Credentials
- Policies Updates for Action
  - 1000
  - 1010
  - 1011
  - 1012
  - 1100
  - 1200
  - 1300
  - 1301
  - 1302
  - 1303
  - 1304
  - 1310-4002
  - 1400
  - 1500
  - 1510-4200-7270
  - 1510-4200-7270 - R
  - 1600
  - 1610-7800
  - 1700
  - 1800
  - 2130
- Policies Updates for Information
  - 1710-4021
  - 1720-4015
  - 1730-4022
  - 1740-4010
  - 1742-5060
  - 1750-7220
  - 1760-7280
  - 2000
  - 2010
  - 2012
  - 2100
  - 2110

- 2019-2020 PECIL Calendar
- 2019-2020 PCS Calendar
- Dates missed due to Hurricanes
- Budget Amendment
- Capital Projects Report
- Capped Schools
- Licensed Personnel
- Classified Personnel
- Substitute Personnel
- Volunteers
- Other Personnel Items