

Minutes
Anson County Board of Education
Regular Meeting
Monday, January 26, 2015, 5:30 p.m.
Charles Riddle Staff Development Center

The Anson County Board of Education met in regular session on Monday, January 26, 2015. All members were present. Others in attendance were Michael Freeman (Superintendent), Howard McLean (Associate Superintendent), Marty Godwin (Assistant Superintendent), Holly Berry (Chief Financial Officer), Mike Flake (Board Attorney) and Anne Hyatt (Board Clerk).

I. Call to Order

Chair Bobbie Little opened the meeting and welcomed all visitors.

II. Invocation

Chair Little asked Mr. Liles to give the Invocation.

After the Invocation, Dr. Little said she knows she speaks on behalf of the board and expressed to Lisa Davis their sincere appreciation of all of the years she served as board chair. Dr. Little further stated she knows it is not an easy job. Lisa replied by saying it has always been a honor to serve the citizens and especially the children of our community and she thanked Dr. Little.

III. Conflict of Interest Statement

In compliance with the requirements of Chapter 138A-15(e) of the State Government Ethics Act, Chair Little reminded board members of their duty to avoid conflicts of interest and appearances of conflicts of interest under Chapter 138A. Dr. Truman and Mr. Turner indicated their conflict of interest with the personnel report. There were no other conflicts of interest communicated by the members. Chair Little then requested that if, during the course of the meeting, members became aware of an actual or apparent conflict of interest that they bring the matter to her attention. She further explained it would then be the member's duty to abstain from participating in discussion and from voting on the matter.

IV. Adopt Agenda

Mike Turner made a motion to approve the agenda. Carol Ann Gibson asked to move Consent Items a.03 and a.06 to New Business for discussion. Mr. Turner then amended his motion to move the Consent Items a.03 and a.06 to New Business and approve the agenda as amended. Carol Ann Gibson seconded the motion and it was then unanimously adopted by the board. Motion carried.

V. Approve Minutes

(Regular Meeting 12-15-14)

Upon a motion by Mike Turner, seconded by Lisa Davis, the regular meeting minutes of December 15, 2014, were unanimously approved by the board. Motion carried.

VI. **Closed Session**

- **Matters Related To Personnel**

Chair Little entertained a motion that the board go into closed session for the purpose of considering a personnel action that involves an officer or employee of this board pursuant to North Carolina General Statute 143.318.11(a) (6). This motion was made by Frank Liles, seconded by Beulah Pratt and the motion was unanimously approved by the board. The board went into closed session at 5:38 p.m.

There was no action taken.

VII. **Reconvene Open Session**

- The board returned to open session at 6:45 p.m. upon a motion by Carol Ann Gibson, seconded by Marilyn Bennett, and approved by the board. There was no discussion. Motion carried.

VIII. **Public Comment**

Ms. Donna McNair was present and began by thanking the school system for hosting a Public School Presentation on December 8, 2014. She said the information shared was timely and informative especially to those who had not been attending recent board meetings and the information was thought-provoking. Ms. McNair explained thoughts that were generated from the presentation and that information is attached to the minutes.

Ms. Vancine Sturdivant was present to speak in reference to an Academy she recently learned about at a conference she attended where school board and commissioners come together and attend a local leaders Academy together. Ms. Sturdivant said she talked with the county commissioners and their chairman and she then gave a document of information about the Academy to all board members as well as the superintendent. She suggested getting together with the commissioners and going to the Academy together.

IX. **Chair's Report**

- Public Engagement: Several members spoke about public engagement events and activities they have been involved in or schools they have visited.

X. **Superintendent's Report**

- Mr. Freeman gave a report on the Budget, Personnel, Current Job Postings, Community Use of Facilities, Anson Academy Accountability Model and NC Guide to Strengthening our Public Schools.

Mr. Turner asked for a follow-up on the child nutrition money since the audit discussion. Mr. Freeman explained they are still focusing on that division and communications are ongoing. He said they are at the point now to reconvene their committee to look at community eligibility again. He stated they are encouraged to think (this year) they are closer to the qualifications needed to have all of our schools to be considered for eligibility. He said this gives us opportunities to explore serving free meals universally, providing we can get participation from all our students to the level needed. He explained they are not there yet and the committee is continuing to study it intently.

Mr. Freeman mentioned they have worked with state and federal folks to obtain guidance. He said they will keep the board informed on this topic.

NC Guide to Strengthening our Public Schools: Mr. Freeman briefly discussed the NC Guide to Strengthening our Public Schools document with the board and said superintendents are working to make a difference across the state. They are working to be unified and all superintendents have had input in this guide. Mr. Freeman said the NC Superintendent's Association has a respectable and strong relationship with the general assembly and they are receptive to this document. He clarified this document was created to help us be unified and to create a public education system that prepares students for success in a globally competitive world. He emphasized there are six key goals and areas of strategic focus. Mr. Freeman explained the six goals are Prepared Graduates, Assessment, Instructional Delivery, Digital Learning, Human Capital and Funding Public Education. He further explained the document will go into detail on each of those six key areas. Mr. Freeman mentioned that you will see Anson County's needs woven into this guide specifically in the area of recruitment and retention (Human Capital area). He said even though it's a state document, Anson County's voices are well heard. Mr. Freeman stated he is excited about this document and he will share this information at the Economic Development Summit in March. He said he has already apprised the local Chamber of Commerce that they will receive copies of this document. Mr. Freeman said they plan to lobby in March at the general assembly to discuss what's in the document with legislatures.

XI. Consent Items

- Upon a motion by Frank Liles, seconded by Marilyn Bennett the following consent items were approved by the board (Personnel Report, Budget Amendments, Sole Source (Carol K. Hale Professional Development - Math Foundations), Carol K. Hale Contract for Professional Development) and Anson Academy Accountability Model. Motion carried.

XII. New Business

c.01 – Policies for Review

Mr. Freeman said the following policies will lay on the table for review until the next meeting for possible approval. He asked members to review the policies and make contact with him or Mr. Godwin if there are questions about any of the policies.

Mr. Freeman said Policy 4201/7271 is a brand new policy and must be adopted by the board by March 31, 2015.

- 1510/4200/7270 School Safety
- 1740/4010 Student and Parent Grievance Procedure
- 1742/5060 Responding to Complaints
- 1750/7220 Grievance Procedure for Employees
- 1760/7280 Prohibition Against Retaliation
- 2130 Board Member Compensation and Expenses
- 2230 Board Committees
- 2330 Board Meeting Agenda
- 2335 Advance Delivery of Meeting Materials
- 4201/7271 Injury and Loss Prevention
- 7241 Drug and Alcohol Testing of Commercial Motor Vehicle Operators
- 7410 Teacher Contracts
- 7420 Superintendent

- 7422 Deputy/Assistant/Associate Superintendent Contracts
- 7425 School Administrator Contracts
- 7431 Classified Personnel
- 7500 Workday and Overtime
- 7510 Leave
- 7520 Family and Medical Leave
- 7560 Permitted Salary Deductions for Absences and Discipline of Exempt Employees
- 7620 Payroll Deductions
- 7635 Return to Work
- 7710 Membership in Professional Organizations
- 7730 Employee Conflict of Interest
- 7805 Superintendent Evaluation
- 7810 Membership

c.02 – Security Monitoring Contract for Peachland-Polkton Elementary (ASG Security):

Carol Ann Gibson asked if the security system will be on Windstream or will it be on Carolina Digital. Mr. Freeman said it will be on Windstream. Mrs. Gibson said she has a problem with approving a contract that has nothing on it. Mr. Freeman said he will get back with Mr. Cox and get the contract completed and will table this contract for the next meeting. Mr. Freeman explained this contract is compatible with contracts similar to this that were approved several months ago. Mr. Freeman clarified the reason this contract was brought before the board is because it's a multi-year contract and not because of cost. Dr. Truman made a motion to table the Security Monitoring Contract for Peachland-Polkton Elementary (ASG Security) until the next meeting. The motion was seconded by Beulah Pratt and was unanimously approved by the board. Motion carried.

c.03 – Carolina Digital Phone (Guilford Communications, Inc.) Agreement:

Carol Ann Gibson asked who our communications carrier is now. Mrs. Berry said Encore Technologies is our vendor currently. She said they issued a RFP for VOIP Services and, after evaluation, Carolina Digital came out on top with the best score. She said they are looking at about a \$4000 savings a month going with Carolina Digital. Mrs. Gibson asked if you could make a call if the power goes out. Mr. Freeman said you can make a 911 call on a landline. Mr. Freeman further explained there will be a line you can pick up if power is out to make a call. Ms. Gibson also asked how long the phone listing will be in the Windstream phone book and stated Windstream does not have to list them. Mr. Freeman and Mrs. Berry explained we still have Windstream services and those numbers will still be listed in the phone book. Mrs. Gibson also asked if the phones were compatible with this company and Mrs. Berry said yes. Upon a motion by Carol Ann Gibson, seconded by Mike Turner the board unanimously approved the Carolina Digital Phone (Guilford Communications, Inc.) Agreement. Motion carried.

XIII. **Adjourn**

A motion to adjourn was made by Frank Liles, seconded by Mike Turner. There was no discussion. The motion carried. The meeting adjourned at 7:30 p.m.

Dr. Bobbie Little, Chairperson

Mr. Michael Freeman, Secretary

DRAFT

Anson County Concerned Citizens

Position Paper

To the Anson County School Board Chair, Dr. Bobbie Little, the School Board Members, the Superintendent, Mr. Michael Freeman, School Leadership and concerned citizens present here tonight, I say to you on behalf of the citizens, "Good Evening."

The Concerned Citizens would like to take this time to thank the School System for hosting a Public School Presentation on _____. The information shared was timely, informative, especially to those who had not been attending recent Board meetings and the information was indeed thought provoking.

Several thought generated by such information we wish to share with you this evening. They all center on the following issues:

1. Other than those colleges and universities that the School System normally visits, what inroad have been made to establish Memoranda of Agreement with historically black colleges and universities as well as other institutions of higher learning that have a large diverse potential teaching population? As mentioned earlier, these Agreement could ensure greater participation of students through the Teacher Education Department on the various campuses during their scheduled career days. It would become part of the student requirement to visit the recruitment table of those school systems who have these formal agreements with the colleges and universities.
2. What progress has been made with these same institutions of higher learning to secure Partnerships for a steady stream of Student Teachers to this county? This Partnership could insure greater diversity through a one year of service commitment which may result in permanent employment for some upon graduation should they choose to seek employment here. In the event they choose to go elsewhere at the completion of their student teaching experience, this County will have had their presence for that year

and our students will have been exposed to them for this short period of time.

3. What efforts are being made to fill the many vacancies caused by the loss of retired teachers, several of whom represent cultural diversity, due to legislative restrictions impacting their eligibility for continued retirement status and/or continued qualification for insurance coverage? Again this is another area where serious attention needs to be given to who will be hired in their places.

The Concerned Citizens wish to help in whatever way we can. All we need is some assurance that you want our help and some evidence that you are trying to use every available tool to bring about more racial and cultural harmony across the School System.

On a last note: Once the Anson County School has received its School Report Card for the 2014 school year and the information has been shared with the public, the Anson County Concerned Citizens will host a Public Forum on the State of Our Children. The data to be looked at and seriously considered will be as follows:

- Academic Achievement
- Student Graduation Rate
- Student Physical and Mental Health
- Student Attendance/Absenteeism
- Student Suspensions and Dropout Rate/Impact on Rising Crime of Young Offenders and Unemployability
- Etc

The Forum will be made up of the various stakeholders and information holders in Anson County. Panelists we hope will include:

- County Sheriff
- Chief of Police
- Representation from the Judicial System (Judge, Magistrate, Clerk of Court, Lawyer)
- Director of Anson County Department of Social Services
- Mental Health Department Administrator
- Director of Anson County Health Department

- Anson County Medical Profession (Doctor and Hospital Administrator)
- School Board Chair
- School Board Superintendent
- Clergy Representation
- A Retired Teacher
- Currently Employed Teacher
- County Parent Involvement Coordinator and Parent
- School Social Worker
- President of Chamber of Commerce
- Local Manufacturer President or Representative
- A Concerned Citizen

• Afterschool Enrichment Program Rep, +

We are excited about the strides that are being made thus far by our School System. However, we realize that the School System cannot do the whole job of educating our children without a comprehensive system being in place to support their efforts.