

Minutes
Anson County Board of Education
Regular Meeting
Monday, February 16, 2015, 3:00 p.m.
Charles Riddle Staff Development Center

The Anson County Board of Education met in regular session on Monday, February 16, 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 George Truman to give the Invocation.

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. There were no 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

George Truman made a motion to approve the agenda. Mike Turner seconded the motion and it was unanimously adopted by the Board. Motion carried.

V. Approve Minutes

(Regular Meeting 01-26-15)

Upon a motion by Frank Liles, seconded by Carol Gibson, the regular meeting minutes of January 26, 2015, 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 Carol Gibson, seconded by Mike Turner and unanimously approved by the board. The Board went into closed session at 3:04 p.m.

There was no action taken.

VII. Reconvene Open Session

- The Board returned to open session at 3:38 p.m. upon a motion by Mike Turner, seconded by George Truman. There was no discussion. Motion carried.

VIII. Public Comment

Michelle Turner was present to speak to the board and said she represents the Near River Dwellers. She distributed handouts to the board and explained their upcoming Armed Forces Day Pow Wow to be held at Ray Shelton Ball Field on May 15-17, 2015. She explained there will be a Children's Day on Friday, May 15th and encouraged the board and administration to share the flyer with the children in Anson County Schools.

Donna McNair was present to speak and read from a document that is attached communicating the following statement to the board and superintendent:

"This is an official statement to Anson County Board of Education. I would like to say that representatives from the concerned citizens have been coming before this board since August 2014. We have expressed concerns about the racial imbalance in the school system in your teaching staff and in your central office leadership staff. And, as of today, it does not appear that our concerns have been taken seriously. You have listened politely, but you have done nothing. We have submitted our issues and concerns in writing on at least three if not four occasions. Yet, we have not received a written response on any of the issues. The school system under the leadership of the superintendent has allowed key staff to present plans for recruitment. In general, and, I think it was your transformation director who gave a brief discussion of the use of some grant funds to participate in career days at historically black colleges which he said had not been part of the practice in previous years if I am not mistaken. However, the talk is cheap. There has not been presented to our knowledge any concrete evidence in the form of any memorandum of agreement that has been presented to this board. If so, it must have been in your packet it's not something that any of us have seen. Neither has there been any official response to other issues that have already been presented. Now it seems to us that we are not being heard. It also seems that the system thinks it can put on a presentation (which was a good presentation) and that will satisfy our concerns. But, we are not easily convinced that what was presented had a positive impact or had the positive impact that the system was hoping for. Evidence of this lack of success is reflected in your 2013-2014 school performance scores, which we will address at a later time once we have had a chance to analyze it as well. To the Anson County School Board, we want to know who is in charge. Are you in the charge of the school system or is the school system in charge of you. Not once have you addressed our concerns. You have left it in the hands of the superintendent and we would like an answer. We think that the superintendent reports to the board and not the other way around. Now, we are well aware that we cannot force this board to do anything. We cannot force you to take any actions on the concerns we brought before you. But, we do hope that you will have good integrity by ensuring greater diversity in the hiring practices here in this county. If not, then we will have to shine the spotlight on who is being hired and what appears to be a heavy dose of nepotism and a buddy system. I hope that I am wrong. Since we have not been taken seriously and have not received any appropriate written response to our concerns, we have no other recourse but to try to seek this information in a more formal channel. It's been six months. It is time act. I have said numerous times that we are not the enemy but we can't keep going down this road with you sitting there listening and thinking that is enough. I

have been to the superintendent, along with some others, in the very first meeting in August. And even in that meeting, a gesture was made that I could say was threatening at that time. But I..." At this time, the board attorney stopped Ms. McNair because she had gone over her allotted speaking time of five minutes (he indicated her speaking time was five minutes and thirty seconds). Ms. McNair then added the following, "I will just stop it right there. I just want some answers, thank you very much for your time." Dr. Little thanked Ms. McNair.

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. Dr. Truman specifically complimented the middle school after he recently visited the school and recognized the excellent work being delivered by the staff and students and asked the superintendent let them know what an outstanding job they are doing.

X. Superintendent's Report

- Mr. Freeman gave a report on the Budget, Personnel, Current Job Postings, Community Use of Facilities and Instructional Programs.

Dr. Truman made a recommendation for the board chair to accompany Mr. Freeman and Mrs. Berry to meet with Anna Baucom (County Commissioner Chairperson) to see what funds are available to help with renovations at Anson High School (specifically renovations to the gymnasium). Mr. Freeman said those discussions have already started and he mentioned the facilities review will go hand-in-hand with this subject. Mr. Freeman said they can certainly schedule and make that conversation happen. Mrs. Berry added that she requests an update monthly on the balance report for construction from the county. Mr. Freeman said this would parallel with the budget process as well as the facilities review. Mr. Freeman stated if Dr. Little would like him to schedule that meeting, he will move forward. Dr. Little indicated her desire for Mr. Freeman to schedule that meeting.

Instructional Programs: Mr. Freeman indicated his appreciation for the support from neighboring districts of the performance grades. He said the growth our schools made is something to be proud of. He mentioned another Bill is being introduced in the general assembly due to recognizing there is a problem with this process when a school makes growth but makes a F grade. He explained how Anson High School held its' own in comparison with other high schools in neighboring districts where the high school received growth and other schools did not make growth. Mr. Freeman stated he was in a meeting last Friday with other superintendents and they were having a conversation about how most other high schools fell within the range of Anson High School. He said they are proud of the growth but they will not be satisfied until they get much higher grades. He further explained we do not need teachers leaving because of the grades; he said we need to build them up and support them through this phase.

Dr. Little said she goes in and out of schools in Wake County and some schools who thought they would be A schools were not. She said you can't label the children because of the performance grades that schools received.

XI. Consent Items

Dr. Truman asked why Morven Elementary School was not part of the ERATE Agreements and Mrs. Berry said Morven was already 100 percent wireless.

- Upon a motion by Dr. Truman, seconded by Lisa Davis, the following consent items were approved by the board (Personnel Report, Budget Amendments, Security Monitoring Contract for Peachland-Polkton Elementary School (ASG Security), Field Trip Request for Anson Middle School (Revised), Purchase Agreements for ERATE for Anson Early College High School, Anson High School, Anson Middle School, Anson New Technology High School, Ansonville Elementary School, Lilesville Elementary School, Peachland-Polkton Elementary School, Wadesboro Elementary School and Wadesboro Primary School. Motion carried.

XII. Old Business

Policies for Approval

Upon a motion by Carol Ann Gibson, seconded by Mike Turner, the board approved the following policies:

- 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

XIII. New Business

Policies for Review

Mr. Freeman said the following policies will lay on the table for review until the next meeting for possible approval. Mr. Freeman said to get him feedback or questions on the policies as soon as possible.

- 4130 Discretionary Admission
- 4134 Admission of Foreign Exchange Students
- 4135 Tuition for Discretionary Admissions
- 4150 School Assignment
- 4152 Unsafe School Choice Transfer
- 4342 Student Searches
- 4600 Student Fees
- 4700 Student Records
- 4705/7825 Confidentiality of Personal Identifying Information
- 4720 Surveys of Students
- 3000 Goals and Objectives of the Educational Program
- 3100 Curriculum Development
- 3101 Dual Enrollment
- 3110 Innovation in Curriculum and Instruction
- 3130 Grouping for Instruction
- 3135 Homework
- 3140 Evaluation of Instructional Programs
- 3210 Parental Inspection of and Objection to Instructional Materials
- 3225/4312/7320 Technology Responsible Use
- 3226/4205 Internet Safety
- 3227/7322 Web Page Development
- 3230/7330 Copyright Compliance
- 3410 Testing and Assessment Program
- 3430 School Improvement Plan
- 3431 Conflict Resolution
- 3440 Recognizing Excellence
- 3510 Religious-Based Exemptions from School Programs
- 1320/3560 Title I Involvement
- 3640/5130 Student Voter Registration

Chair Little asked Donna McNair if the document she gave to Dr. Little at the beginning of the meeting was the edited copy they were to be waiting on (Dr. Little was referencing the January board meeting document where Donna McNair wrote the word “draft” on the document she handed to Dr. Little. Ms. McNair indicated at the January meeting that she would get the edited version to the board). Ms. McNair said she would get that to Dr. Little.

XIV. Adjourn

A motion to adjourn was made by Frank Liles, seconded by Carol Gibson.

There was no discussion. The motion carried. The meeting adjourned at 4:23 p.m.

Dr. Bobbie Little, Chairperson

Mr. Michael Freeman, Secretary