

**MINUTES  
DURHAM PUBLIC SCHOOLS  
BOARD OF EDUCATION  
APRIL 24, 2014**

The Durham Public Schools Board of Education held its regular monthly meeting April 24, 2014, at 6:30 p.m. in the Fuller Administration Building, 511 Cleveland Street, Durham, North Carolina.

**Board Members present:**

Heidi Carter, Chair; Minnie Forte-Brown, Vice Chair; Natalie Beyer; Nancy Cox; Omega Curtis Parker; Pastor Fredrick Davis; and Leigh Bordley were present.

**Administration present:**

Hugh Osteen, Interim Superintendent; and Dr. Stacey Wilson-Norman, Deputy Superintendent of Academic Services; and Ms. Chrissy Pearson, Chief Communications Officer were present.

**Attorney present:** Ken Soo

**Call to Order**

Chair Carter called the meeting to order and presided over a moment of silence.

**Be Our Guest**

Pastor Fredrick Davis shared comments and thanked the Northern High School Culinary students for the meal during Be Our Guests. He invited the Board Members and Interim Superintendent Osteen to join him on the red carpet to pay tribute to the parents/guardians of students at George Watts Elementary, Fayetteville Street Elementary, Mangum Elementary, Southwest Elementary, and Early College High Schools.

**Celebrations**

Board Members recognized students, parents, and community partners including:

***Duke University's DPS Student of the Month*** – This program spotlights students who distinguish themselves with character and integrity.

**Michael Spears, Jordan High School- February Student of the Month**

Jordan High Principal Jerome Leathers introduced the first student of the month, who was unable to join us in January. Michael Spears is the January Student of the Month for Jordan High School. In addition to maintaining a 4.6 GPA, Michael is a power forward on Jordan's basketball team and is an avid tennis player. He's also been playing piano for the past six years and serves as a volunteer at the Durham Arts Council. Michael hopes to get an academic scholarship to either Princeton or Yale and perhaps pursue a business degree. He credits his parents for pushing him in school early on, but says now he pushes himself to make good grades and to stay motivated. Michael received a certificate and he and his parents were invited to walk the red carpet.

**National Achievement Scholars –**

Beth Cross, Director of Advanced Academics, recognized students who were selected as National Achievement Scholars and to attend the 2014 session of the Governor's School of

North Carolina. The National Achievement Scholarship Program is an academic competition established in 1964 to provide recognition for outstanding African American high school students. Each year 160,000 students currently enter the National Achievement Program and about 1,600 are named Semifinalists. This year 700 students were named winners including three Durham Public Schools students. They are:

- Jelijah S. Clark, Hillside New Tech High School
- Sydney N. Brown, Hillside High School
- David Yeyeodu, Jordan High School

Each student was presented with a certificate and walked the red carpet.

#### **Governor's School -**

Ms. Cross introduced the thirty outstanding Durham Public Schools students who were selected to attend the 2014 session of the Governor's School of North Carolina. The Governor's School of North Carolina is a five-week summer residential program for intellectually gifted rising high school seniors (and some arts juniors), integrating academic disciplines, the arts, and unique courses on each of two campuses. The curriculum focuses on the exploration of the most recent ideas and concepts in each discipline and does not involve credit, tests, or grades. It is the oldest statewide summer residential program for academically or intellectually gifted high school students in the nation. Students from Durham School of The Arts were Jessica Alvarez-Miller, Emily Burke, Madeline Partner, Kylie Verbiest, Jonathan White, Una Healy, Grace Kirkpatrick, Cecelia Tannous-Taylor, Jean Christian Barry, Sydney Curtis, Kendall Conder, Zoie Manderico, Blake Dunkak, Noah Mlyn, and Adair Tompkins. The student from Early College High School was Minh Nguyen and from Hillside High School was Bakari Smith. The students from Jordan High School were Bailey Storms, Henry Kistler, IV, Michael Spears, and Vivian Cox. The student from Middle College High School was Julia Henn. The students from Northern High School were Ming Lin and Sarah McAdon, and the students from Riverside High School were Leah Wuebbens, Allasha Roth, Bailey Recktenwald, Talia Smart, Zachary Balleisen, and Austin Spero. Each student was recognized and invited to walk the red carpet.

#### **Robert E. Yager Foundation Excellence In Teaching Award -**

Dr. Charles Nolan, Principal of Middle College High School, recognized the winner of the Robert E. Yager Foundation Excellence In Teaching Award. Lori Khan, a science teacher at Middle College High School, was named one of six regional winners for 2013-14 of the Robert E. Yager Foundation Excellence in Teaching Award from the National Science Teachers Association. Ms. Khan, who also recently earned certification from the National Board for Professional Teaching Standards, was honored for exemplifying excellence and innovation in the field of science education. Ms. Khan will present at the NCSTA National Congress on Science Education this summer in Washington, D.C. She was congratulated and invited to walk the red carpet.

#### **Counselors of the Year -**

Michelle Smith, Director of Student Support Services, recognized the 2014 DPS Counselors of the Year. The following counselors were selected by their peers for outstanding service to students.

- Ashley Altman- Forest View Elementary
- Kimberly Macdonald -WG Person Middle
- Holly Guss - Northern High

They all were presented with certificates and invited to walk the red carpet.

#### **National Board Certification –**

Jennifer Nifong, Professional Development Specialist, recognized the Durham Public Schools 2013-2014 NBCT honorees. This evening we congratulate the 15 Durham Public School teachers who received their National Board Certification and an additional 13 teachers who renewed their National Board Certification. NBCT is an advanced teaching credential achieved upon successful completion of a voluntary assessment program designed to recognize effective and accomplished teachers who meet high standards based on what teachers should know and be able to do. The following teachers received their National Board Certification: Sandra Jameyson, Lori Khan, Melissa Dempsey, Ashley Bunn, Elizabeth Moffitt, Amanda Haas, Charlene Pennington-Best, Alexa Garvoille, Mia Morris, Jasmyne Jones, and Jametra Hinton. The following teachers renewed their National Board Certification: Christopher Barth, Devy Bell, Wanda Carter, Amy E. Davis, Stacy Elliott, Evelyn Fuller, Ruth Key, Charlene North, Robin Ray Derr, Sashi Rayasam, and Linda Tugurian. Each teacher was recognized and invited to walk the red carpet.

#### **Special Thanks -**

Chair Carter announced that this Be Our Guest dinner was the last for the year and gave a special thanks to Northern High School Culinary students and their teacher, Jeremy Blankenship, for preparing all the wonderful meals throughout the year. She invited Mr. Blankenship and students to walk the red carpet.

#### **PBIS –**

Mina Forte-Ferguson, PBIS Coordinator, recognized our 17 schools that have received State recognition for Positive Behavior Interventions & Support (PBIS) implementation. Positive Behavior Interventions & Support (PBIS) refers to the application of positive behavioral interventions and systems to achieve socially important behavior change. We have 17 schools that have been recognized at 3 levels. The following schools was recognized and the school representatives were invited to walk the red carpet: R.N. Harris Elementary, Spring Valley Elementary, C.C. Spaulding Elementary, Lakewood Elementary, Mangum Elementary, Oak Grove Elementary, Merrick-Moore Elementary, Holt Elementary, Easley Elementary, Eastway Elementary, W.G. Pearson Elementary, Eno Valley Elementary, Bethesda Elementary, Lowes Grove Middle, Neal Middle, Githens Middle, and Lakeview School.

#### ***Community Partners***

##### **Alliance for Healthy Schools Program -**

Kate Turner, DPS Wellness Coordinator, introduced the Alliance for Healthy Schools Program. Alliance for Healthy Schools provides outstanding wellness guidance on healthy snack guidelines from the FDA and new vending machine content rules. They are also a valuable

resource for physical activity and nutrition education for Durham Public Schools. Ms. Turner presented a certificate to Shavvon Simmons-Wright and invited her to walk the red carpet.

**The Women Inspiring Learning (Momentum) – W.I.L.L. Program –**

Andrea Underwood, President of Durham Association of Educators, presented The Women Inspiring Learning program. The Women Inspiring Learning (Momentum) - W.I.L.L. program focuses on girls in the Durham community and cultivates their aptitude for science by pairing them with a mentor, exposing them to many career possibilities and providing academic enrichment with hands-on experience. Ms. Underwood presented a certificate to Mrs. Chimi Boyd-Keyes, Staff Coordinator of the W.I.L.L. Program and is also the Director of the Women's Center at North Carolina Central University, and invited her to walk the red carpet.

**Superintendent's Updates**

Interim Superintendent Osteen shared the following updates:

- **Teacher Appreciation Week is coming May 5-9.**
- **DPS Literacy Summit Saturday, May 3, 8:30 a.m. at Brogden Middle School**
- **Proctors Needed for Exams/Tests**
- **Advanced Academics Expo coming May 6, 5:30 p.m. to DPS Staff Development Center**
- **High Schools receiving recognition this month**
- **Administrative Professional Reception**

Vice Chair Forte-Brown announced that recruiting top talent is job #1 and Durham Public Schools had missed the Career Fair with North Carolina Central University School of Education. She spoke with Freddie McNeil, Interim Assistant Superintendent of Human Resources, and he moved quickly, spoke to the Dean of Education at NCCU, and now Durham Public Schools will host a Teacher Career Fair on May 6, 2014, at NCCU. She thanked Mr. McNeil for his quick response to make this happen.

Ms. Forte-Brown, who is a past National School Boards Association (NSBA) Board Member, shared that NSBA recently passed a resolution in support of the Common Core. The resolution includes the following:

NSBA supports high academic standards, including Common Core standards voluntarily adopted by states with local school board input and free from federal direction, federal mandates, funding conditions or coercion. NSBA urges states to provide financial and technical support to enable school districts to implement, in an effective and timely manner, voluntarily adopted rigorous standards, including the Common Core.

She went on to say that the Common Core is the minimum standard. The rationale is as follows:

- Common Core standards do not mean Common Core curricula. Local school boards are responsible for the implementation of any new academic standards such as Common Core, which include locally approved instruction and materials in a manner that reflects community needs.
- Common Core standards can support comparative international performance evaluations that help us prepare our students to compete in a global economy.
- Common Core can support educational consistency for an ever growing mobile society. An example would be the support of common educational standards for children of military families who are required to relocate from state to state.
- Common Core can support efficiencies in educational research, development of educational materials and application of technological advancements in education.
- Support for Common Core standards is congruent with high standards.

Ms. Forte-Brown wanted the community to be clear and understand that the Common Core is the minimum standard and the National School Boards Association fully supports the Common Core.

#### **Agenda Review and Approval**

Natalie Beyer made a motion to approve the agenda as written. Nancy Cox seconded and the motion passed unanimously.

**General Public Comment:** One person signed up to speak.

1. *Beverly Hardin* – Ms. Hardin, Executive Director of Communities in Schools, thanked the School Board for their support and shared that 450 students were served last year and over 4000 county wide. She added that there are many more children that need help and she looked forward to working with Durham Public Schools in this effort.

#### **Board of Education Meeting Minutes**

Presented for approval:

- March 17, 2014 – Joint BOE-BOCC Meeting
- March 27, 2014 - Regular Meeting – Open and Closed Sessions
- April 9, 2014 – Superintendent Search Planning Meeting

Leigh Bordley stated that a correction needed to be made in the March 17, 2014 Joint BOE-BOCC Meeting. She did not attend that meeting and her name needed to be removed from the attendees list. The Board Minutes were approved by common consent with the noted correction.

### **Consent Agenda**

Chair Carter noted that all Consent Agenda items were thoroughly discussed in committee.

- a. **Burton Elementary School – Bids for Renovations**
- b. **Bethesda Elementary School – Bids for Asphalt Paving**
- c. **Carrington Middle School – Bids for Restroom Upgrades**
- d. **E.K. Powe Elementary School – Bids for Kitchen Hood Replacement**
- e. **George Watts Elementary School – Bids for Cafeteria Renovations**
- f. **Glenn Elementary School – Bids for Asphalt Paving**
- g. **2007 Bond Project Transfer**
- h. **Brogden Middle School – Bids for Restroom Upgrades**
- i. **Eno Valley Elementary School – Bids for Roofing**
- j. **Acquisition of Adjacent Lot at W.G. Pearson Middle School**
- k. **Budget Resolution Amendment #2 (2013-2014)**
- l. **Specialty Calendar Approval 2014-2015**

Natalie Beyer made a motion to approve Consent Agenda. Pastor Fredrick Davis seconded and the motion passed unanimously.

### **Reports of the Board of Education**

- I. **North Carolina School Boards Action Center (NCSBAC) Request for Contribution**  
**Recommendation: Action**  
**Public Comment: None**

The North Carolina School Boards Action Center (NCSBAC) is a 501(c)(4) organization designed to strengthen local school board advocacy efforts. They are asking Durham Public Schools for an annual contribution of \$8,000 based on 2013-2014 projected ADM.

Vice Chair Forte-Brown, a member of the Board of Directors for the North Carolina School Boards Association (NCSBA) stated that this would be a valuable contribution. The NCSBAC will help in lobbying efforts in Raleigh and we need our voices heard. She said there are 115 districts and they all don't have delegates or aren't as progressive.

Nancy Cox stated that we wanted the NCSBA to fight at the Delegate Assembly and we lost. She said that this \$8000 could go towards a lobbyist for our district. Chair Carter said that it seemed difficult to feel re-assured and Leigh Bordley said she would like for funds go to legal fees for attorneys to do the talking and was weary of handing funds over to another organization. Natalie Beyer questioned whether this was a move by NCSBA to be more proactive and set a vision, as it seems like they have been more reactive. Vice Chair Forte-Brown stated that this Board needed to be more advocacy driven.

Chair Carter suggested that the Board would research this request and bring it back to a future Board Meeting. Board Members concurred.

### **Reports of the Superintendent**

#### **I. 2014 -2015 Budget Proposal**

##### **Recommendation: Action**

**Public Comment: None**

Interim Superintendent, Hugh Osteen, proposed a \$408 million 2014-2015 Budget which is balanced and transparent. Mr. Osteen shared that the format of the document has changed to provide the Board and our community with greater detail and clarity about how our citizen's financial resources are used to invest in Durham County's children; our community's greatest asset and responsibility. This budget was built based on three pillars: Impact on students and schools, Efficiency, and Stewardship.

Aaron Beaulieu, Chief Financial Officer, presented a thorough PowerPoint of the 2014-2015 Proposed Budget. He asked Board Members to submit their questions by Monday, April 28, 2014, and he would be prepared to respond to all questions at the Board Budget Work Session on May 1, 2104, at 6:30 pm.

Mr. Beaulieu shared some key points of the 2014-2015 Proposed Budget as follows:

- Matching 2% raise for all DPS employees
- Matching proposed Governor raises for new teachers
- Covers inflationary and fixed cost increases
- Funds 60 teaching positions for projected growth and current vacancies
- Will not request any local increase from County Commissioners and utilizes \$10.8 million of \$19.7 of unassigned fund balance
- Covers projected increase for charter school enrollment and pays out and additional \$716,000
- \$1.1 million of internal redirections – travel, utilities, contracted services, technology and central office

Highlights of the Proposed One-time money expenditures (funded from lapse salaries):

- Proposed one-time teacher bonus of \$500
- Local district cost for Read to Achieve at \$530,000
- Support funding for the arts
- School technology 1 to 1 initiatives
- Summer staff development
- Continued funding for contractual agreements for schools

Mr. Beaulieu shared the next steps to include continuing to monitor ADM for DPS students and charter schools by looking at trends; for every 20 students off may cause loss of a teaching

position. In addition, he would continue to review expenditures and programs. He shared the list of “to-be-determined” requests not built in this budget (to name a few):

- W. G. Pearson renovations;
- An interpreter for the system.;
- To fund Made In Durham initiative;
- To assist the City with funding the G.R.E.A.T. Officers;
- Additional months of compensation for counselors; and
- Additional mentors across the district.

He shared that the list is growing as additional requests are being received. He reminded Board Members that this was the beginning of the process in preparing the Proposed Budget for 2015-2015. He stated that the 2014-2015 Proposed Budget could be viewed at <http://www.dpsnc.net/about-dps/budget/fy-2014-15-budget-page> and additional information could be found at [www.ncpublicschools.org/fbs](http://www.ncpublicschools.org/fbs).

Chair Carter thanked Mr. Beaulieu for an awesome presentation and asked for Board discussion. She began the discussion by questioning the one-time money proposal costing \$4.7 million. Mr. Beaulieu stated that these funds came from lapsed salaries reflected in amendment #2 as part of the current local budget. Ms. Omega Curtis Parker questioned the first bullet under the one-time money proposal to give classroom teachers a one-time bonus of \$500. She wanted to know who was identified as a classroom teacher; specifically was a media coordinator considered a classroom teacher. Mr. Beaulieu stated that media coordinators were not part of the calculations for this proposed budget but the proposal was up for review. Ms. Parker made it very clear that she felt that media coordinators did lesson plans, had the same evaluation, and were very much a classroom teacher. Pastor Fredrick Davis suggested changing the definition of a classroom teacher and stated that he didn't want diversiveness among employees.

Natalie Beyer stated that there was a chance that County funding is going down. Chair Carter stated that more students with the same amount of money is less per pupil. Leigh Bordley shared, with regards to the local operational reductions, how important it was to join together and make sacrifices in order to fund budget items that directly impact our students. Nancy Cox suggested a healthy conversation regarding funds going from DPS to Charter Schools. She stated that she was not convinced as a taxpayer that DPS needed to absorb the cost of additional charter school students, especially funding charter schools with very small operations. Vice Chair Forte-Brown asked Attorney Soo how the Chapel Hill- Carrboro school district didn't have to pay local cost to charter schools when Senate Bill 237 requires all districts to pay. Mr. Soo explained that Chapel Hill-Carrboro did pay the local cost; however, they have special tax districts and historically, funds generated from a certain tax district had to stay within that tax district. He said that DPS doesn't have a special tax and is based on local current expense funding.

Mr. Beaulieu stated that he would adequately be prepared to answer all questions on May 1 and to have all questions to him by Monday, April 28, 2014. Chair Carter asked how items were placed on the “to-be-determined” list. Mr. Osteen stated that these were informal requests from



Board Members, the community or County Commissioners. Chair Carter said that Durham CAN had invited Board Members to the Delegate Assembly on Sunday and they were requesting a district interpreter and a Family Liaison at Holt and Lakewood Elementary Schools. Vice Chair Forte-Brown suggested inviting Durham CAN to the May 1 public input meeting.

The Board has scheduled a public input meeting on May 1, 2014, at 6:30 pm, to give citizens the opportunity to comment on the proposed budget, followed by a Board Budget Work Session. This will take place in the Fuller Administration Building, 511 Cleveland Street. The Board is expected to adopt the 2014-2015 budget on May 12 and deliver it to the Board of County Commissioners by May 15.

Chair Carter thanked Mr. Beaulieu, Paul LeSieur, and their staff for all their hard work!

### **Closed Session**

On a motion by Vice Chair Forte-Brown, seconded by Natalie Beyer, the board convened in closed session to consider confidential student information protected under NCGS 115C-402 and the Family Education Rights and Privacy Act (FERPA), 20 USC 1232g, confidential personnel matters under NCGS 143-318.11(a)(6) and 115C-319, and to consult with the board attorney to preserve the attorney-client privilege as provided in NCGS 318.11(a)(3).

The board convened in closed session at approximately 8:42 p.m.

### **Open Session – Personnel Recommendations**

The board reconvened in open session at approximately 10:36 p.m.

### **Personnel Approval**

Interim Superintendent Osteen recommended approval of the April 24, 2014, Personnel Reports for Information, Approval, the Substitute List, and the following additions as discussed:

- A contract extension for Aaron Beaulieu, Chief Financial Officer, with a compensation adjustment;
- A new contract for Scott Denton, Executive Director of Auxiliary Services, with a compensation adjustment and title change to Assistant Superintendent of Auxiliary Services; and
- A contract extension for Dr. Terri Mazingo, Assistant Superintendent of Research and Accountability.

On a motion made by Nancy Cox to approve the Personnel Reports for Information, Approval, the Substitute List, and noted additions dated April 24, 2014; seconded by Natalie Beyer, the motion passed unanimously.

Having no further business, the meeting adjourned at approximately 10:38 p.m.



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Heidi Carter, Chair  
Durham Public Schools Board of Education



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Hugh Osteen, Interim Superintendent  
Durham Public Schools