

**MINUTES  
DURHAM PUBLIC SCHOOLS  
BOARD OF EDUCATION  
AUGUST 22, 2013**

The Durham Public Schools Board of Education held its regular monthly meeting August 22, 2013, 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; Pastor Fredrick Davis; Nancy Cox; Omega Curtis Parker and Leigh Bordley were present.

**Administration present:**

Dr. Eric J. Becoats, Superintendent; Dr. Lewis Ferebee, Chief of Staff; and Hugh Osteen, Chief Operations Officer, were present.

**Attorney present:** Ken Soo

**Call to Order**

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

**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. LaPrince-Miller Smith is August Student of the Month for J.D. Clement Early College High School. Dr. Becoats introduced Ms. Gloria Woods-Weeks who made the presentation. LaPrince-Miller was given a plaque and welcomed to walk the red carpet along with her parents.
  
- **Community Partner** – The 4 Rotary Clubs of Area 7 (Durham) were recognized for their contributions as a group for their participation in Annual Fill the Bus Campaign. This drive was organized by all 4 Durham Rotary Clubs and raised over \$60,000 in supplies and monetary donations for the Fill That Bus school supply drive to benefit Crayons2Calculators. This record setting drive will assist in providing free school supplies to Durham teachers, and help county schoolchildren begin the new year properly equipped.

As the drive grows, so does the reach of this organization. This drive is key in allowing C2C to fulfill its vision of providing all students in Durham with equal access to educational resources. The mission of Rotary International is to provide service to others, promote integrity, and advance world understanding, goodwill, and peace through its fellowship of business, professional, and community leaders and we thank them for their continued partnership. Dr. Becoats introduced Rotary representatives: Southwest Durham Rotary, Joyce McKinney; Durham Rotary, Marge Nordstrom; Durham Sunrise

Rotary, Zoila Airall; and North Durham Rotary, Eugene Perry. They were presented with a plaque and invited to walk the red carpet.

- **S.O.A.R.** - S.O.A.R. is a non-traditional 7-week academic and enrichment summer program that was offered to students in grades K-5. S.O.A.R simply means: Students are Obtaining Skills, Achieving Academic Success and Realizing their potential.

The S.O.A.R. Model was created by Jackie Love, homeless liaison of the Homeless Education Department. Ms. Love contracted with Community Education to plan, coordinate and supervise the S.O.A.R. summer enrichment program. The success of the program is contributed to: camp managers, Bridget James and Anissa Cadlett; coordinator of extended learning, Tracey Super-Edwards; elementary specialists, School Improvement Specialist and Parent Involvement Coordinator , Marcelle Thomas, teachers, group leaders and social workers. Ms. Thomas was awarded a Wal-Mart grant that provided Khaki pants for all camp participants.

The S.O.A.R. program provided tutoring in the mornings and a variety of enrichment activities in the afternoons. The program was well known for its S.O.A.R. Country store. The S.O.A.R. store was considered the “main attraction” on Thursdays. Students had the opportunity to earn S.O.A.R. bucks by demonstrating appropriate behavior throughout the day. Parents were eligible to receive S.O.A.R. bucks by fulfilling their parental involvement responsibilities. The store received donations from various Durham community partners. The S.O.A.R. program provided both academic and social skills.

The program was praised by Lisa Phillips, state coordinator for the North Carolina Homeless Education Program. Ms. Phillips recommended the S.O.A.R. model become implemented state-wide. Jackie Love and Bridget James have been invited to present the S.O.A.R. program at the upcoming Homeless Education Program’s state conference. Dr. Debbie Pitman thanked the group for their hard work and invited them to walk the red carpet.

- Chair Carter presented Dr. Lewis Ferebee, Chief of Staff, with a plaque and thanked him for his years of service and his commitment to raising achievement of Durham Public Schools students. Dr. Ferebee will be leaving DPS to become the new Superintendent for the Indianapolis Public School System. He graciously accepted the plaque and thanked Board Members for the opportunity to serve the DPS community.

### **Superintendent’s Update**

Superintendent Becoats shared the following updates:

- DPS is proud of teachers and staff for a smooth school opening thus far
  - Year-round, specialty high schools are underway
  - Particular shout-out to Star Simpson at Holt; students and teachers were laser-focused

- A special thanks to the teachers returning to traditional schools
- Central Services served ice cream to all schools yesterday, showing our support after a difficult summer for North Carolina teachers
  - Teachers, this administration and Board support you!
- The North Carolina PTA and the Durham PTA Council are holding PTA training and work session
  - On September 10, at the DPS Staff Development Center
  - From 5:30-8 pm
  - Dinner is included for participants and child care provided
  - Limit: two PTA reps per school
- Strong PTAs and family involvement are crucial to school success
- Building a culture of support and excellence
- If your school does not have a PTA, please take up the banner and start one
- Details: contact Ann Rebeck at [anncrebeck@gmail.com](mailto:anncrebeck@gmail.com)
- Want to alert Board and families that the state is rolling out a new web-based system called Home Base
  - Will allow parents, students and teachers to access schoolwork, grades, attendance data and more
  - Because it is new to our state, there have been some bumps along the road in implementing it smoothly
  - When complete, will be a convenient way for families to stay informed about their child's attendance, grades and performance
  - Schools will communicate with their families when the system is ready for service
- DPS "Parents as Partners" Family Academy Festival, 10 am-2 pm, Saturday, September 7, Hillside High
  - Will introduce our families to the courses and services the DPS Family Academy will offer that will strengthen families and help them support their children's academic success. The four Core areas are:
    - Connect with their school
    - Work together for their child's success
    - Live healthy and strong
    - Empower their family
  - All are welcome to the festival. Fun activities, sample Family Academy courses, student performances, food and more
  - Again: Saturday, Sept. 7, 10 am-2 pm, at Hillside
- Monday is the ***Million Father March*** which is a special day when fathers and other men make a commitment to their children, their families, their communities and their

country with their dynamic presence at a school. Fathers are asked to make a year-long commitment by volunteering 10 hours during the coming school year at their child's school. This is the real Fathers Day!

- **WHEN:** Monday, August 26, 7:00am-8-30am
  - **WHERE:** (Hillside High School Lobby and Theatre)
  - **WHO:** Fathers, grandfathers, foster fathers, stepfathers, uncles, big brothers, and other significant male caregivers, mentors, and family friends
  - **WHY:** To demonstrate fathers' commitment to their children through their dynamic presence at school, by marching and pledging to volunteer for at least ten hours in the 2013-14 school year
  - **HOW:** (to participate): Contact Timothy Primus, Hillside High Assistant Principal, at (919) 560-3925 or [timothy.primus@dpsnc.net](mailto:timothy.primus@dpsnc.net) for more information about the 2013 Million Father March
- Vice Chair Forte-Brown announced the 50<sup>th</sup> Anniversary of the March on Washington, D.C. and it will take place this Saturday. On August 28, 1963, from 3:00 to 4:03 p.m., there were speeches that ended in 63 minutes. Sixty-three minutes of Peace is an initiative and we are asking our community that on August 28, Pay it Forward and do something for someone in your community. Show 63 minutes of Peace to someone (i.e. go shopping for the elderly, mow their grass, etc.) to honor Martin Luther King and his vision of Peace. The Council of Urban Education (CUBE) has adopted this initiative.
  - In addition, on September 28, the NCCU School of Education is sponsoring a 5K Walk/Run in support of the Interfaith Food Show. It will begin at 9:00 a.m. and Teams are welcome! More information is forthcoming.

### **Agenda Review and Approval**

Vice Chair Forte-Brown made a motion to add a letter "c" to agenda item 9 to add the North Carolina School Board Action Center (NCSBAC) initiative.

Chair Carter placed this item on the agenda as item "c" under agenda item 9. By unanimous board consent, the agenda was approved as noted.

**General Public Comment:** Twelve people signed up for Public Comment and were given two minutes each.

1. *Allan Lang* – Mr. Lang presented a concern regarding the Discovery Education Contract which has no provision for meetings during the course of the contract. While, the Department of Social Services' contract does provide for quarterly meetings to assess student progress. He stated we need a provision for therapists to be in touch with teachers, administrators, parents, and Guardian Ad Litems. He was concerned about the reference to the Measurement, Inc. contract which refers to Chewing School when there is no longer a Chewing School. Within the Measurement, Inc. contract, there is a

logarithm to determine plagiarism between students. The contract doesn't exercise its use; however, it is built into the software and is available for us to use.

2. *Pastor Sylvester Williams* – Pastor Williams, the Chairman for Economic Development of Durham Business Professional Chain, stated the need for a parent advocate independent of the school system to assist in appealing and determining if a suspension is appropriate.

Chair Carter stated that if any public comment warrants a Board response, the Board will comply.

3. *Denise Hester* – Ms. Hester supports the lawsuit against DPS, not as a punitive measure but to correct a long-standing systemic problem. She stated the suspension policy is out of alignment and does not lead to better quality of life for the student, school, or community. The current policy needs a different approach and alternatives to suspensions.
4. *Larry Hester* – Mr. Hester, Durham Business Professional Chain member, stated concerns about the progression of African American males over the last 25 years. We need violence intervention and self-esteem building for these young men. As a community, we can't lose one more child. Many don't have skills and turn to violence, crime, and drugs. We need non-discriminatory measures by removing cultural bias and use suspension (denying ability to be productive citizens) as a last resort. We need community participation comprised of the most effectual groups. The Board needs to meet with community leaders and begin work sessions instead of Kitchen Table conversations. DPS must not band-aid these issues of our African American young men.
5. *J. Ellis Ratliff* – yielded time to Mr. Larry Hester.
6. *Keith Daniel* – Mr. Daniel, a child of two Hillside High School Alumni, made an appeal and an invitation to the Durham Performing Arts Center (DPAC) to attend Duke Celebrates Durham: Where Great Things Happened in 1963. This event is scheduled for Saturday, October 5, from 12 noon until 5:00 p.m. Students are free and adults are \$5.00.
7. *James G. Chavis* – Mr. Chavis asked the public to get involved with advocacy for children. He is concerned about how the Performance Learning Center (PLC) will be funded this year and would like an appointment with Paul LeSieur and asked Chair Carter for her assistance in getting the appointment.
8. *Nia Wilson* – Ms. Wilson, Executive Director of Spirit House, stated that she was in support of the Title 6 complaint against Durham Public Schools. She raised concerns about the School to Prison pipeline stating that 1 out of 3 African American adult males will spend time in prison, and 16 and 17 year olds are charged as adults in the state of North Carolina. She would like to see community members most impacted, craft the solutions with alternatives to suspension.
9. *Wanda Boone* – Ms. Boone, who has worked with young people since 1974, stated that young people need more guidance and attention with images and challenges they are exposed to. She emphasized community involvement including youth, parents, businesses, and the Faith Community. She stated 7 strategies for community change and improvement:

- Providing information
  - Enhancing skills
  - Providing support
  - Reducing barriers
  - Changing consequences
  - Changing physical designs
  - Modifying and changing policies
10. *Tia Hall* – Ms. Hall, concerned parent and citizen, was in support of the Title 6 complaint against DPS and is concerned about the overall health of our community. When the students succeed; we all succeed.
  11. *Andrea Underwood* – Ms. Underwood, newly elected President of Durham Association of Educators (DAE) invites everyone to stand together and wear red for Public Education in partnership with North Carolina Association of Educators (NCAE) on Monday, August 26, 2013. She invited all to take the lead; and meet the challenges together.
  12. *Angela Thornton* – Ms. Thornton, a concerned parent, expressed individual experience with her child regarding bullying and school suspensions. She felt little support from the school for her son and hopes the Board will take this matter seriously while looking at policies regarding school suspensions.

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

Presented for approval:

- June 27, 2013 – Regular Meeting – Open and Closed Sessions
- July 1, 2013 – Organizational Meeting
- July 1, 2013 – Regular Meeting – Open and Closed Sessions
- August 5, 2013 - Open and Closed Sessions
- August 6, 2013 – Board Training Session
- August 12, 2013 – Special Meeting – Open and Closed Sessions

Pastor Fredrick Davis made a motion to approve the minutes as written and Leigh Bordley seconded. Ms. Bordley expressed concern about the wording on page 5 of the June 27, 2013, Open Session Minutes, under Administrative Services – speaker, Eddie Davis and on the same page, the Board Member’s names were not noted on 2 occasions. Ms. Gates will review the tape for clarity and revise the minutes as stated. Pastor Fredrick Davis withdrew his motion.

Chair Carter asked for discussion about any other minutes or a motion. Leigh Bordley made a motion to approve the minutes with the understanding that Ms. Gates will review the tape and correct the wording for speaker Eddie Davis and add the names of the two Board Members. Natalie Beyer seconded and the motion passed unanimously.

## **Consent Agenda**

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

- a. **Y.E. Smith Elementary School – Emergency Summer Repairs**
- b. **Neal Middle School – Bids for Temporary Mobile Classrooms**
- c. **Easley Elementary School – Bids for Asphalt Paving**
- d. **Bids for Criminal Background Checks**
- e. **Driver’s Education Salary Schedule**
- f. **Museum of Life and Science and Durham Public Schools Partnership**
- g. **Contract for Professional Services between Durham Public Schools and Discovery Education**
- h. **Contract for Professional Services between Durham Public Schools and Signature Learning Resources, Inc.**

Nancy Cox made a motion to approve Consent Agenda. Omega Curtis Parker seconded and the motion passed unanimously.

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

- a. **Federal and State Liaisons for Advocacy Appointments**  
**Recommendation: Action**  
**Public Comment: None**

Chair Carter introduced the agenda item and began discussion. Vice Chair Forte-Brown made a motion to continue with the same Federal and State Liaisons; Natalie Beyer as the Federal Liaison and Nancy Cox as the State Liaison. Leigh Bordley seconded and the motion passed unanimously. Ms. Beyer and Ms. Cox graciously accepted the appointment and noted that it was a team effort.

- b. **Modified Board Meeting Schedule**  
**Recommendation: Action**  
**Public Comment: None**

Chair Carter introduced the agenda item and began discussion. Chair Carter stated that the modification was to move the Closed Session to 4:30 p.m. prior to the Open Meeting. Pastor Davis was not in favor of the change and since the Board needs full participation, there will not be a change in the schedule at this time.

- c. **North Carolina School Boards Action Center (NCSBAC) Initiative**  
**Recommendation: Action**  
**Public Comment: None**

Vice Chair Forte-Brown shared that at a specially-called meeting on April 26, 2013, the NCSBA Board of Directors voted unanimously to authorize the creation of the NC School Boards Action Center, a new 501(c)(4) organization designed to strengthen local school board advocacy efforts. The fee structure is based on school population and the fee for DPS would be \$8,000.

There was continued discussion by Board Members and by unanimous consent, it was decided to have further discussion and to vote on this request at a future Board Meeting.

### **Reports of the Committees**

#### **I. Administrative Services Committee**

##### **a. Resolution Opposing the State Education Budget**

**Recommendation: Action**

**Public Comment: None**

Committee Chair Natalie Beyer introduced the topic and shared the following comments:

The Budget and Tax Center released a report "Putting NC on a path to Mediocrity". The General Assembly's Budget fails to invest in a strong education system for NC. The budget reflects a choice to give tax cuts to corporations and the wealthy rather than adequately investing in students and public schools. These tax cuts represent \$2.8 billion dollars in lost revenue over the next 5 years. The 2013-15 Budget approved by the General Assembly and Governor reduces K-12 spending 1.5% from continuation levels and 6.4% from funding levels in 2008. It eliminates funding for 1 in 5 Teacher Assistants; increases class sizes; phases out salary incentives for teachers with advanced degrees; phases out due-process rights for teachers; phases out the NC Teaching Fellows Program while shifting public funding to Teach for America; creates a radical \$10 million dollar school voucher program; and freezes teacher salaries and ignores step-pay increases for experienced educators.

In Durham Public Schools the budget cut 113.5 Teachers, 85 Teacher Assistants, and 6 Instructional Support positions. Further cuts of over \$3 million dollars were in areas such as textbooks, classroom material, and Limited English Proficiency services. DPS Budget staff anticipated the majority of these cuts but they represent \$4.2 million dollars beyond our worst projections. In Durham we are thankful for strong local support for our public schools. We will be discussing a proposed solution to our budget shortfall with our County Leadership in the coming days so that Durham Public Schools students will have what is needed.

Board Members took turns reading the resolution:

#### **RESOLUTION OPPOSING THE TREATMENT OF NORTH CAROLINA'S CHILDREN AND PROFESSIONAL EDUCATORS IN THE 2013-2015 STATE EDUCATION BUDGET**

WHEREAS, the Durham Public Schools Board of Education is committed to academic excellence, technological innovations, social responsibility, and life-long learning; and,

WHEREAS, the Durham Public Schools Board of Education, in partnership with the community, will provide challenging learning experiences for students in a safe and supportive environment; and,



WHEREAS, the Durham Public Schools Board of Education finds the following beliefs paramount in ensuring that all children in Durham Public Schools are provided a sound, basic education in accordance with the Constitution of the State of North Carolina:

- All students can achieve a high levels regardless of ethnicity, race, or socioeconomic background;
- Quality teachers, provided with continuing educational opportunities, are the key to effective student learning;
- All students and teachers should have access to innovative instructional practices and technology;
- Effective and efficient systems are necessary to support student and employee success;
- The success of Durham Public Schools will be demonstrated by the achievement of our students and their positive participation in society; and

WHEREAS, the Durham Public Schools Board of Education believes that the aforementioned vision and beliefs are not supported effectively by the 2013-2015 state budget because of the following:

- The 2013-2015 state budget limits the educational opportunities provided for students in North Carolina by eliminating funding for teachers, instructional support and teacher assistants;
- The 2013-2015 state budget limits the ability to attract and retain quality teachers by ranking North Carolina's teacher pay as 46<sup>th</sup> in the nation;
- The 2013-2015 state budget elimination of teacher master's degree supplements limits the ability to attract and retain quality teachers;
- The 2013-2015 state budget diverts needed resources for public schools to other programs; and

WHEREAS, the Durham Public Schools Board of Education believes the most recently passed state budget hinders the Pre-K-12 preparation of students for a successful post-secondary transition into the workforce so that North Carolina might compete in the global economy.

NOW THEREFORE BE IT RESOLVED that the Durham Public Schools Board of Education stands opposed to the treatment of North Carolina's children and professional educators in the 2013-2015 state education budget and urges full funding for public education in North Carolina.

Pastor Fredrick Davis made a motion to approve the resolution as written. Leigh Bordley seconded and the motion passed unanimously.

## **II. Instructional Services Committee**

- a. **Contract for Professional Services between Durham Public Schools and Measurement Incorporated for NC Write**  
**Recommendation: Action**  
**Public Comment: None**

Committee Chair Leigh Bordley recognized Dr. Lewis Ferebee, who introduced the topic and to lead the discussion. Dr. Ferebee stated that the 2013-16 contract with Measurement, Inc. will serve approximately 27,456 Durham Public Schools students in grades 2 – 12. It will improve writing performance for students, and supports teachers with superior technical support. Dr. Ferebee introduced Dr. Teresa Day to answer any questions.

Pastor Fredrick Davis made a motion to approve the contract as written. Vice Chair Forte-Brown seconded and the motion passed unanimously.

Nancy Cox invited Board Members to visit Rogers-Herr Middle School to see how they are using this program and what a wonderful learning opportunity it is for students.

Natalie Beyer asked if this program is optional for teachers. Dr. Ferebee stated that this program is one of many resources but was not mandatory.

Natalie Beyer brought up Mr. Lang's concern about the reference of Chewning in the contract. Dr. Ferebee will follow-up; however, the reference was regarding enrollment for last year.

Pastor Fredrick Davis acknowledged Dr. Teresa Daye for her efforts of bringing Common Core to the West End Community. 300 children received backpacks to prepare them for the start of school. Chair Carter noted that the Durham Rescue Mission gave away 3000 backpacks to students as well. Vice Chair Forte-Brown recognized White Rock Baptist Church for their efforts and support at C.C. Spaulding Elementary School.

### **III. Support Services Committee**

#### **a. Contract for Professional Services between Durham County Department of Social Services and Durham Public Schools**

**Recommendation: Action**

**Public Comment: None**

Dr. Debbie Pitman introduced the topic and began the discussion. Dr. Pitman shared that this is an annual contract. Changes were made to the contract after feedback was given from Board Members to strengthen clauses allowing DPS to have a role at the interviews, increasing the role of the Principals, and allowing DPS to give feedback on performance.

Omega Curtis parker made a motion to approve the contract as written. Pastor Fredrick Davis seconded and the motion passed unanimously.

Leigh Bordley thanked staff, Teresa McGowan, and Michael Becketts at DSS for their hard work.

**b. Revised Policy 4132.7 – Transfers for Children of Durham Public Schools Employees – Second Reading**  
**Recommendation: Action**  
**Public Comment: None**

Committee Chair Omega Curtis Parker recognized Dr. Debbie Pitman, who introduced the topic and began the discussion. Dr. Pitman stated that revised policy 4132.7 would provide consideration to grant a transfer for a child if the parent is employed at a calendar magnet school and requests a student transfer to another calendar magnet school because their child's assigned grade is not offered at the school where they work.

Omega Curtis Parker made a motion to approve the revised policy 4132.7-Transfers for Children of Durham Public Schools Employees. Vice Chair Forte-Brown seconded and the motion passed unanimously.

Natalie Beyer noted the changes to policy 4132.6 and Ms. Donna Hudson stated that there would be no changes to policy 4132.6 and to strike those changes from the policy.

Pastor Fredrick Davis asked for clarity of which employees this policy would consider. Ms. Hudson stated that it was for teachers at the schools and it would not apply to Central Service Staff.

**c. Durham Public Schools' Family Academy**  
**Recommendation: Information**  
**Public Comment: None**

Committee Chair Omega Curtis Parker recognized Dr. Debbie Pitman, who introduced the topic and began the discussion. Dr. Pitman introduced Kendra O'Neal-Williams and Dietrich Danner and thanked them for their hard work. Kendra O'Neal-Williams and Dietrich Danner presented the Board with an update on the Durham Public Schools' Family Academy. The DPS Family Academy will serve as the comprehensive center for family and community engagement to empower families with the training, information and support needed to help them become full partners in education. The following four strands were presented:

- Strand 1: Connect With Your School – provide information that can empower families to advocate and raise confident educated children equipped for success.
- Strand 2: Engage Together for School Success – provide families information and support in meeting their children's academic needs and opportunities.
- Strand 3: Live Healthy and Strong – support families with information and activities that promote healthy living, physical, and emotional development.

- Strand 4: Boost Family Success – engage families in personal and professional development (i.e., financial literacy, continuing educational opportunities, and career development).

The Family Academy Festival is scheduled for Saturday, September 7, 2013, from 10:00 a.m. until 2:00 p.m. at Hillside High School. The catalogue will be on-line and classes will begin the later part of September to the second week of December. For more information, please contact the DPS Community Education Department at (919) 560-3820.

Ms. O'Neal Williams thanked the committee members especially Karen Carr and Althia Scriven for their hard work.

#### **Closed Session**

Attorney Ken Soo requested to add to closed session to consult with the board attorney to preserve the attorney-client privilege as provided in NCGS 318.11(a)(3).

On a motion by Leigh Bordley, seconded by Nancy Cox, the board convened in closed session to consider confidential personnel matters under NCGS 143-318.11(a)(6) and 115C-319, confidential student information protected under NCGS 115C-402 and the Family Education Rights and Privacy Act (FERPA), 20 USC 1232g, 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 8:24 p.m.

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

The board reconvened in open session at approximately 10:32 p.m.

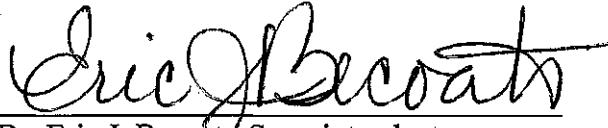
#### **Personnel Approval**

The Administration recommended approval of the August 22, 2013, Personnel Reports for Information, Approval, and the Substitute List. On a motion made by Natalie Beyer to approve the Personnel Reports for Information, Approval, and the Substitute List dated August 22, 2013; seconded by Nancy Cox, the motion passed unanimously.

Having no further business, the meeting adjourned at approximately 10:34 p.m.



Heidi Carter, Chair  
Durham Public Schools Board of Education



Dr. Eric J. Becoats, Superintendent  
Durham Public Schools