

**MINUTES
DURHAM PUBLIC SCHOOLS
BOARD OF EDUCATION
NOVEMBER 21, 2013**

The Durham Public Schools Board of Education held its regular monthly meeting November 21, 2013, at 6:33 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; and Dr. Stacey Wilson-Norman, Deputy Superintendent of Academic Services; Hugh Osteen, Deputy Superintendent of Operational Services; Dr. Tina Hester, Chief Human Resource Officer; 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

Leigh Bordley shared comments and thanked the Northern High School Culinary students for the meal during Be Our Guests. She invited the Board Members and Superintendent Becoats to join her on the red carpet to pay tribute to the parents/guardians of students at Club Boulevard Elementary, Morehead Elementary, Carrington Middle, Lowe's Grove Middle, Hillside New Tech High, Southern School of Engineering, and Performance Learning Center.

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. Delecia Utley is the November Student of the Month for Hillside High School. Dr. Becoats invited Principal Logan to the podium to introduce Delecia who was presented a certificate and was asked, along with her mother, to walk the red carpet.

Principal for a Day Recognition- Business & community partners had the opportunity to learn more about the successes and challenges of a principal and discovered ways their organization could get more involved with schools and students. Some of the activities for the day included: greeting parents and students, reading the morning announcements, sitting in on classes, monitoring and eating lunch in the cafeteria, attending student performances, participating in physical education and more. We thank our community and business leaders for their participation in the 2013 Principal for a Day! Dr. Becoats introduced the participants and they were welcomed to walk the red carpet.

<u>School</u>	<u>Participant</u>	<u>Organization</u>
E. K. Powe	Anish Patel, Head Instructor	Kuman Math & Reading Center Durham Univ.
Glenn	Steve Toler, Managing Principal	Steve Toler LLC
Lakewood Montessori	Katie Wyatt, Executive Director	Kidznotes
Bethesda	Athalia Carroll, Marketing Cord.	Texas Roadhouse
Githens Middle	Kisha Daniels, Associate Professor	NCCU
CC Spaulding Elementary	Wendy Jacobs, Co. Commissioner	Durham County
Neal Middle School	Leslie Winner, Executive Director	Z. Smith Reynolds Foundation
Jordan High School	Kelly Witter Leovic, Dir. of STEM	U.S. Environmental Protection Agency
Y.E. Smith	Ellen Reckhow, Co. Commissioner	Durham County
Little River	Barry Thompson, Associate Pastor	Rose of Sharon Baptist Church
Hope Valley	Nancy Cox, School Board	DPS

Superintendent's Student Advisory Council- Members of the Superintendent's Student Advisory Council (SSAC) serve as student advisors to the Superintendent's decision-making process. These students provide feedback and suggestions on major district-wide initiatives and programs. In addition, the SSAC members serve as liaisons between the school administration, student peers, and Central Services administrators in an effort to identify, express and resolve student concerns. Dr. Becoats introduced the students, they were welcomed to walk the red carpet, and they were given certificates. Faith Moavenzadeh shared comments and explained what this group of students is working on (i.e. a website, book study on student leadership, and a service project to help other students) just to name a few.

<u>School</u>	<u>Student Representatives</u>
Durham School of the Arts	Melissa Carrico
J.D. Clement Early College	LaPrince-Miller Leigh Smith and Shazeeda Mohamad
Hillside High School	Imari McLean and Luther Holman, III
Hillside New Tech	Adrian Dorsey, Kieran Boudreau, and Sierra Dye
Jordan High School	Margaret Gunn, Taylor Grissom, Summer Hayes and Nikolas McGovern
Middle College	Faith Moavenzadeh, Brett Ellison, Alexandra Premont, and Gregory Myers
Northern High School	Mercy Mensah, Eliza Sorrell, and Taylor Walker
Performance Learning Center	Vanessa Portillo, Ashanti-Nia LeMay, and Beronica Hernandez
Riverside High School	Tiara Little, Jasmine Goldston, Luke Berndt, and Steven Powell
School for Creative Studies	Mattiyah Jones
Southern School of Energy &	Diamond Nowell, Ariadna Mishel Gomez, and Cynia Black

Sustainability

Southern School of Engineering Zaysha Tyson-Ford, Cristobal Alvarez, and Amari Hamilton

HS Foreign Exchange Program- DPS students and families recognize the value of global education. There are 12 foreign exchange students attending DPS this academic year hosted by DPS families. This is a record high! The countries represented are Denmark, Mexico, Sweden, Spain, Germany, Italy, Norway, Brazil, France, and Thailand. Ms. Nancy Cox introduced the DPS Foreign Exchange Students and they walked the red carpet.

<u>Student</u>	<u>Country</u>	<u>School</u>
Caroline Rasmussen	Denmark	Northern
Andrea Equiza Oropesa	Mexico	City of Medicine
Porntippa Juntarajaturaput	Thailand	Riverside
Luca D'Ambrosio	Italy	Jordan
Rafael Faure	France	Jordan
Elsa Lindgren	Sweden	Jordan
Lucia Amado Gonzalez	Spain	Hillside
Nilas Syverud Guibrabdsen	Norway	Hillside
Marina Miranda Souza	Brazil	DSA
Josie Tigges	Germany	DSA
Charissa Srikorakul	Thailand	Southern
Viktoriyah Lyakh	Ukraine	Southern

Truancy Court Judges- Truancy court judges volunteer to serve the public schools in Durham on a regular basis throughout the school year. During truancy court, judges educate parents and students on North Carolina's attendance laws and consequences for violation of those laws. They assist in identifying the underlying cause of truancy, motivate students and parents to prioritize education, and facilitate the development of a plan to remedy truancy.

Conflict Resolution Center (CRC) provides oversight to all the truancy courts currently in selected elementary and all secondary schools. Dr. Becoats invited Dr. Pitman and Theresa McGowan to the podium to recognize DPS Truancy Judges. Also Judge Craig Brown was honored for his contributions to the truancy program. All were welcomed to walk the red carpet.

Community Partners – Celebrating community partners who provide support to our students and school improvement efforts.

The Summit Church – The Summit Church has been an outstanding partner with Hillandale and Little River Elementary Schools. Their service includes mentoring and serving lunch to the teachers and staff. Summit Church makes serving lunch special for teachers and while eating, teachers are able to have their cars washed by the volunteers! Summit Church prides itself on giving back to the community and working with school principals to address the needed resources. Summit Church gives of their time selflessly with a caring attitude that makes a

tremendous difference in the schools. Dr. Becoats introduced and thanked Pastor Ryan Doherty of the North Durham Campus, KJ Hill, Director of Urban Development, and Matt Miglares, Pastor of Local Outreach. They were given a plaque and asked to walk the red carpet.

Superintendent's Updates

Superintendent Becoats shared the following updates:

- Reminder of Community Conversations for solutions to discipline and suspensions.
 - Saturday, Dec. 7 at 10:30 a.m. at Staff Development Center
 - Monday, Dec. 9 at 6:30 p.m. at Northern High
 - Tuesday, Dec. 10 at 6:30 p.m. at Southern School of Energy and Sustainability
 - We will provide Spanish-language interpretation.
 - Happy to bring together our community to share ideas as we provide alternatives to suspension and work to keep students in school.
- Thanksgiving next week:
 - Holidays begin for schools on Wednesday; Central Services offices will be closed to public.
 - Spend time with your family and best wishes for a safe holiday weekend!

Agenda Review and Approval

Chair Carter asked for a motion to remove item "g" from the consent agenda to the upcoming Administrative Services Committee Meeting. Vice Chair Forte-Brown made a motion to approve the agenda with the exception of item "g". Natalie Beyer seconded and the motion passed unanimously.

General Public Comment: None

Board of Education Meeting Minutes

Presented for approval:

- October 21, 2013 – Special Meeting – Open and Closed Sessions
- October 24, 2013 - Regular Meeting – Open and Closed Sessions
- November 4, 2013 – Special Meeting – Open and Closed Sessions
- November 12, 2013 – Special Meeting – Open and Closed Sessions

Nancy Cox made a motion to approve the minutes as written. Vice Chair Forte-Brown seconded and the minutes were approved as written by unanimous consent.

Consent Agenda

Chair Carter noted that all Consent Agenda items were thoroughly discussed in committee. She asked for a motion to remove item “g” from the consent agenda to an upcoming Administrative Services Committee Meeting.

- a. **Pearson Elementary School – Bids for Repair, Roof and Chiller Replacement**
- b. **Staff Development Center – Bids for Roof and Canopy Replacement**
- c. **2007 Bond Project Transfers**
- d. **Information Technology – Data Center Colocation Agreement**
- e. **Information Technology – Mobile Unit Cabling Agreement**
- f. **Carrington Middle School – Cell Tower Lease Extension**
- g. **Budget Resolution (2013-2014)**

Vice Chair Forte-Brown made a motion to approve Consent Agenda with the exception of item “g”. Nancy Cox seconded and the motion passed unanimously.

Reports of the Committees

I. Instructional Services Committee

- a. **Revised Policy 3200.6 – Credit for High School Courses – Second Reading**

Recommendation: Action

Public Comment: None

Nancy Cox, Committee Chair, stated the North Carolina State Board of Education voted to count all high school level courses with mandatory assessments a minimum of 20% per test. The administration recommended revising this policy to reflect that all final exams for high school courses will count 20% toward a student’s final grade. Vice Chair Forte-Brown wanted to make sure the community understood that this was a state decision not a local choice.

Vice Chair Forte-Brown made a motion to approved Revised Policy 3200.6 – Credit for High School Courses. Leigh Bordley seconded and the motion passed 6 to 1; Natalie Beyer opposed.

II. Support Services Committee

- a. **Student Support Updates**

Recommendation: Information

Public Comment: None

Ms. Omega Curtis Parker, Committee Chair, recognized Dr. Debbie Pitman, Assistant Superintendent of Student, Family, and Community Services, who introduced the item and began the presentation. She provided an update on the supports provided to students and schools including the redesign of character education, programs and strategies in

response to suspensions, and alternatives to suspension centers. Dr. Pitman shared in Response to Suspensions, the following areas:

1. Programmatic Support- Programmatic and Intervention
2. Data Analysis and Progress Monitoring
3. Professional Development
4. Alternatives to Suspension Options and Community Partnerships
5. Community Conversations

Dr. Pitman shared with the Board and invited the community to the upcoming dates for the Community Conversations. Durham Public Schools is committed to working together with the community as One Durham to find common solutions that will lead to better outcomes for all students.

- Saturday, Dec. 7, 10:30 a.m.-noon, DPS Staff Development Center at 2107 Hillandale Rd.
- Monday, Dec. 9, 6:30 p.m.-8 p.m., Northern High School at 117 Tom Wilkinson Rd.
- Tuesday, Dec. 10, 6:30 p.m.-8 p.m., Southern School of Energy and Sustainability at 800 Clayton Rd.

Concerns were expressed regarding how the students are monitored in attendance and suspensions to detect the early warning signs. At-risk names of students were submitted to Principals at the last Principals' Academy in order to assist in monitoring these students. Once a week, System of Care is reviewing cases across the community and a lot is happening in the schools and community to connect and reach more children.

Superintendent Becoats assured Board Members that he would reach out to Principals to encourage their participation in the Community Conversations so that all voices are heard.

III. Administrative Services Committee
a. Long Range Facility Plan Update
Recommendation: Action
Public Comment: None

Natalie Beyer recognized Mr. Hugh Osteen, Deputy Superintendent of Operations, who introduced the item and began the presentation. The Long Range Facility Plan provides an analysis of facility needs for the next ten years. Mr. Osteen stated the plan supports the planning and funding decisions regarding capital improvements to our district's facilities. This plan is updated every three to four years and can be found on the DPS Website.

Mr. Osteen stated the last update occurred in May, 2010, and Cummings/SMG was hired to update the report. Mr. Osteen commented they had visited several school sites and had met with several staff members to gather input for the report. Mr. Osteen shared that the report is a historical document with constant changes. He explained that this plan identifies almost \$400 million in capital funding needed for the next ten years. Mr. Hugh Osteen shared a section by section update and thoroughly answered all questions.

Ms. Beyer stated the Board takes this planning very seriously in order to be efficient in spending tax payer dollars. Chair Carter encouraged the public to review the Long Range Facility Plan which is located on the website.

Pastor Davis questioned the use of W.G. Pearson Middle School after the 2014-15 school year. Mr. Osteen assured Pastor Davis that the building would remain open to other programs such as Second Chance, Student U, and other student services/activities.

Natalie Beyer made a motion to approve the 2013 Long Range Facility Plan. Pastor Fredrick Davis seconded and the motion passed unanimously.

Closed Session

On a motion by Vice Chair Forte-Brown, seconded by Leigh Bordley, the board convened in closed session to consider confidential personnel matters under NCGS 143-318.11(a)(6) and 115C-319, 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 8:00 p.m.

Open Session – Personnel Recommendations

The board reconvened in open session at approximately 10:42 p.m.

Personnel Approval

Superintendent Becoats recommended approval of the November 21, 2013, Personnel Reports for Information, Approval, and the Substitute List. On a motion made by Vice Chair Forte-Brown to approve the Personnel Reports for Information, Approval, and the Substitute List dated November 21, 2013; seconded by Leigh Bordley, the motion passed unanimously.

Chair Carter stated the Board of Education had completed the Superintendent's Evaluation and unanimously agreed to not extend his contract past June 30, 2016, and not to offer a performance based increase at this time.

Superintendent Becoats shared the following comments:

Board of Education Members, I want to thank you for providing my annual evaluation. As most of you know this is the first year we have utilized this new hybrid evaluation instrument and in it of itself has some challenges. However, it is ultimately beneficial for the district to use it for the superintendent, principals, and teachers.

One challenge in the 2012-13 process was a lack of agreed upon measures for evaluating each goal which made it difficult to adequately demonstrate progress for all areas. I do feel sure that in 2013-14 hopefully we will have greater uniformity and we'll be able to move forward with a common purpose.

As you may recall at the September Board Retreat, 2 Board Members did agree to work with staff on developing those agreed upon measures.

I do support the decision made by the Board of Education not to provide me with a financial increase given teachers have not received an increase as originally recommended by the governor.

I believe we have significant work to be done and I will do my best to ensure that we will meet the goals and objectives that are in my current contract dated June 30, 2016.

Chair Carter asked for a motion to adjourn the meeting. Leigh Bordley made a motion to adjourn. Natalie Beyer seconded and the motion passed unanimously.

Having no further business, the meeting adjourned at approximately 10:47 p.m.



Heidi Carter, Chair
Durham Public Schools Board of Education



Hugh Osteen, Acting Superintendent
Durham Public Schools