

**MINUTES  
DURHAM PUBLIC SCHOOLS  
BOARD OF EDUCATION  
MAY 22, 2014**

The Durham Public Schools Board of Education held its regular monthly meeting May 22, 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.

**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.

**Xavier Smith, Southern School of Engineering - May Student of the Month**

Principal John Rollack introduced Xavier Smith who has been named the Duke University Durham Public Schools Student of the Month for May. The Southern School of Engineering junior holds a 3.4 GPA and is a member of the Southern High School golf team. In addition to his school commitments, Xavier also works part-time at Wendy's. His hobbies include working with computers, spending time with family, playing basketball and golf, and watching sports on television. After graduation, Xavier says he'd like to attend NC State or NC A&T University and major in civil or computer engineering and minor in sports marketing or business administration. He credits his parents for the motivation to work hard and to do well in school and says because of them, he's "prepared for life lessons." He also credits Officer Terry, Southern's School Resource Officer, with being a father figure and helping him to stay focused and get better at his golf game. Xavier received a certificate and he was invited to walk the red carpet.

**Get Involved Award -**

Principal Kenneth Barnes introduced Mr. Steve Rigsbee who received the Get Involved Award and shared the following statement: Everyone at Southern knows Steve Rigsbee. He is the bottle of glue that holds our school together. Mr. Rigsbee comes to our school EVERY DAY and makes himself available. One day he: fixed and serviced our school lawn mower to mow the athletic fields, fixed the connection pins on the soccer scoreboard so it would work for the game, dragged and painted the softball field, helped set up the auditorium for project presentations and distributed flyers around the community for an upcoming Southern's Got Talent and a

Community Day. That's all in one day. On other days he is available to talk to a student that needs some encouragement due to a tough time in class or on the court. He can also be seen setting up for any presentations that are going on in the school. He is the person that has that special touch on our sound systems. He has incredible patience with showing students and adults how to accomplish an activity. He is Southern's GO TO GUY. He is not only the person that any teacher can ask for help, he is the person that just knows when to show up. In our school community, Steve Rigsbee is the face of Southern. I really do not know that we would do without the talents and care that Steven Rigsbee gives to our school family EVERY DAY. Mr. Rigsbee received a certificate and he was invited to walk the red carpet.

**New Voices's 2014 Lara Jane Parker Award –**

Dr. Kristin Bell, Executive Director of EC Services recognized Ms. Deanna St. John, who teaches the Multiple Disabilities class at Easley Elementary, and has won the nonprofit organization New Voices's 2014 Lara Jane Parker award for individuals who directly serve children with severe communication and mobility disabilities in the Durham, Chatham, Orange, Wake and Chapel Hill-Carrboro school districts. Ms. St. John received a certificate and she was invited to walk the red carpet.

**North Carolina Council for the Deaf and Hard of Hearing Appointment -**

Dr. Bell also recognized Ms. Denise Nelson has been appointed by the Governor to serve as a member of the North Carolina Council for the Deaf and Hard of Hearing, with a term effective immediately and to expire in 2017. The council advises the Governor and General Assembly on issues related to deafness and hearing loss. She is the only teacher of the deaf/hard of hearing on the council and as the LEA representative. Ms. Nelson received a certificate and she was invited to walk the red carpet.

**The Quill State Tournament –**

Ms. Beth Cross, Director of Advanced Academics recognized the students who have received special honors in Advanced Academics. The Quill is a statewide on-demand writing tournament, and the first-place winners for middle schools came from Lucas Middle school. Team members for Lucas were Miranda Straubel, Hannah Fogle, and Mary Margaret Johnson. This was the first ever State Title for Lucas Middle School. Miranda, Hannah, and Mary received a certificate and were invited to walk the red carpet.

Next, Ms. Cross recognized the NC Association of Scholastic Activities Middle School Student of the Year, Miranda Straubel of Lucas Middle School. Miranda competed in four different scholastic competitions at Lucas, winning the school spelling bee, serving on the school quiz bowl and MATHCOUNTS teams, and competing in The Quill.

**Literacy Summit –**

Dr. Wilson-Norman, Deputy Superintendent of Academic Services, made a special recognition for the 2014 DPS Literacy Summit. She recognized the Superintendent's Closing the Achievement Gap Task Force co-chairs, Martinette Horner and Donna Rewalt for their commitment and support to Durham Public Schools' first Literacy Summit. She also

acknowledged the tremendous efforts of Mr. Donald Amos, Brogden Middle School Custodian, without whom this summit would not have been possible. We appreciate their hard work as we tackle the issue of literacy. They all received a certificate and were invited to walk the red carpet.

Mr. Benjamin Downing, Science Specialist, recognized the amazing talents in the area of Science:

**Team 900 –**

Team 900 competed in their first championship event in robot building. This event allowed students to display not only their scientific skills in building, but they were able to display sportsmanship, creativity and innovation. This helped them to win the team “Creativity Award” at the championship level. The Team members were announced and presented their robot. All Team Members present were congratulated and invited to walk the red carpet.

**Gravity Games Team –**

The GRAVITY GAMES event was one of the science enrichment activities that Amanda Parfitt’s 6th grade science class at Githens Middle School class participated in this year. The event was held in Lenoir, NC on April 5th. The students won the privilege of building a soapbox derby car by entering a video contest. Students designed, built and painted the car which they drove in the race. They placed ninth out of 35 cars, many built, maintained, and driven by adults. They were also chosen to be filmed by a Google team on race day. Mr. Downing recognized two representatives from the team, Genevieve Furges and Livorio Garcia. They were congratulated and invited to walk the red carpet.

**Envirothon Teams -**

The Envirothon is an annual competition in which middle school and high school teams compete for recognition and scholarships by demonstrating their knowledge of environmental science and natural resource management. The teams exercise their training and problem solving skills in a competition centered on 5 testing categories: soils/land use, aquatic ecology, forestry, wildlife and current environmental issues. Mr. Downing recognized the Githens Team represented by Teacher Harlyn Strongoli, Zachary Burcik, and Haven and Christian Williamson. The High School teams have the added component of an oral presentation that requires the students to assemble their knowledge of all the tested subjects and use critical thought to solve a complex environmental problem and present their solution to a panel of judges. The Team Members present were congratulated and invited to walk the red carpet.

**Rocketry Team –**

The Jordan High School team of 10 students made the 2014 national finals of the Team America Rocketry Challenge. The competition goal is to carry two hen’s eggs intact to an altitude of 825 feet and stay aloft between 48 and 50 seconds using a rocket with a liftoff mass of 650 grams or less. The team placed 25th out of 103 teams competing at the national finals on May 10th, and 25th out of 713 teams competing overall across the United States. The team had the best score out of the 3 teams from North Carolina in the finals. Their rocket, “American Eagle”, features a

custom paint finish from Jordan student Lauren Phillips. They were recognized at the U.S. Capitol with U.S. Congressman Butterfield. The Team Members present, led by teacher, Mr. Josh Roberts, were congratulated and invited to walk the red carpet.

### ***Community Partners***

#### **Mount Level Missionary Baptist Church -**

Meg Goodhand, Instructional Facilitator at Sandy Ridge Elementary School, presented representatives from Mt. Level Baptist Church. Mt. Level volunteers support Sandy Ridge's PBIS store weekly and created a backpack program to help fill the weekend food gap for students who may not have access to meals away from school. They were congratulated and invited to walk the red carpet.

#### **Howell Family –**

Principal Bell introduced the Howell Family. Dwayne and Janice Howell and their mother Maggie Thompson, have been vital contributors to the educational efforts of Parkwood classrooms for the past two years. They have contributed financially and with supplies to support instructional activities both in the class and the community. Ms. Janice Howell was congratulated and invited to walk the red carpet.

### **Superintendent's Updates**

Interim Superintendent Osteen shared the following updates:

- **Congratulations to the Seniors of Early College High School, City of Medicine Academy, and Middle College High School as they Graduated on the NCCU Campus today!**
- **Congratulations to the 309 High School students who earned All A's this school year. They celebrated by attending a Durham Bulls Game with their families.**
- **Be Safe Seniors as the end of the year approaches and you prepare for your future!**
- **DPS shares the loss of a student from Southern School of Energy and Sustainability, Aaron Bagley. There was a moment of silence to reflect and remember Aaron and his family.**

Vice Chair Minnie Forte-Brown presented the Youth Employment in Durham initiative. D-WORK Employment Academy targeting youth 14-19 Project BUILD, a multi-disciplinary gang prevention and intervention program, is offering a free one-week employment readiness "boot camp" for youth ages 14-20. The D-WORK (Durham Work Opportunity and Readiness for Kids) program, a partnership with the Becoming program and the Durham Literacy Center, will be held June 16-20 to provide young people with the chance to spend a week learning from local employers about getting and keeping a job, entrepreneurship and identifying their personal career goals. Youth successfully completing the boot camp will be paired with local employers for a six to eight week unpaid internship. For more information about how you can connect a student with

the program, contact Project BUILD at (919) 560-0537 or email Michelle Young at [myoung@dconc.gov](mailto:myoung@dconc.gov).

### **Agenda Review and Approval**

Chair Carter requested a motion to include the newly elected Board Members in the Superintendent Search candidate interview process as an addition to the agenda. Nancy Cox made a motion to add the newly elected Board Members in the Superintendent Search candidate interview process. Natalie Beyer seconded and the motion passed 5 to 2 (Vice Chair Forte- Brown and Pastor Fredrick Davis opposed).

A motion was made to approve the amended agenda to add the newly elected Board Members in the Superintendent Search candidate interview process. The motion was seconded and passed 5 to 2 (Vice Chair Forte- Brown, and Pastor Fredrick Davis opposed).

Chair Carter placed the approved agenda topic between number 8 and 9 on the agenda.

**General Public Comment:** Four people signed up to speak.

1. *Minnie Harrington* – was not present to speak.
2. *Denise Johnson* – Ms. Johnson read a letter she wrote to the Board of Education regarding a bullying incident at her son's school. She wanted the Board to be aware of this situation so that it would not happen again. She supplied a copy of the letter for each Board Member. Chair Carter stated that the appropriate administrator would be in touch with her.
3. *Minister Paul Scott* – Minister Scott spoke to Board Members regarding the purpose of the G.R.E.A.T. program and asked Board Members to consider finding a better way to stop violent acts in the schools rather than spending funds on the G.R.E.A.T. program. He recommended two books: *The New Jim Crow* by Michelle Alexander and *Criminalizing A Race* by Charshee C. L. McIntyre.
4. *Andrea Underwood* – Ms. Underwood, the President of the Durham Association of Educators, stated that taking away career status was unconstitutional and thanked the Board of Education for joining Guilford County in a lawsuit to stop the 25% contract litigation. She shared the We Heart Public Schools campaign and more information was posted at [www.NCAE.org](http://www.NCAE.org). Lastly, she gave Kudos to the staff in the Office of Student Assignment. She said they were courteous and doing a tremendous job in providing great support and customer service.

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

Presented for approval:

- April 24, 2014 - Regular Meeting – Open and Closed Sessions
- April 25, 2014 – Superintendent Search Profile Meeting – Open Session
- May 1, 2014 – Budget Public Input & Board Work Session – Open Session
- May 12, 2014 – Superintendent's 2014-2015 Budget Adoption – Open Session

Nancy Cox made a motion to approve the minutes as written. Vice Chair Forte-Brown seconded and the motion passed unanimously.

### **Consent Agenda**

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

- a. Proposed Increase in Attorney Fees**
- b. Eno Valley Elementary School – Bids for HVAC System Installation**
- c. Eno Valley Elementary School – Purchase Order for HVAC Equipment**
- d. E-Rate Applications for 2014-2015**
- e. Construction Management Services 2014-2015 Contract Extension**
- f. Y.E. Smith Elementary School – Bids for Kitchen Hood Replacement**

Natalie Beyer made a motion to approve Consent Agenda. Vice Chair Forte-Brown seconded and the motion passed unanimously.

### **Consideration of Including the Newly Elected Board Members in the Superintendent Search Interview Process**

Chair Carter introduced the agenda topic and began discussion. She asked Board Members to consider the following elements with regard to including the newly elected Board Members in the Superintendent Search interview process.

- Confidentiality – the newly elected Board Members would have to sign a confidentiality agreement.
- Allows newly elected Board Members the opportunity to review applications, be present for the interviews, and debrief with the Board.
- Current Board will make the final decision.
- The importance of including the newly elected Board Members to gather insight and to build a collaborative team.
- By including the newly elected Board Members would be in the best interest of the Team and Board.

Pastor Fredrick Davis made a motion not to accept Chair Carter's proposal to include the newly elected Board Members in the Superintendent Search. Vice Chair Forte-Brown seconded the motion.

Thorough discussion ensued regarding whether or not to include the newly elected Board Members. Pastor Fredrick Davis stated if the newly elected Board Members are approved to take part in the Superintendent Search interviews, then he would not be involved. Attorney Ken Soo stated that any decision must be made by a majority of the Board and there could be a possible deadlock.

Chair Carter restated the motion on the floor not to accept Chair Carter's proposal to include the newly elected Board Members in the Superintendent Search. The motion failed 3 to 4 (Chair Carter, Natalie Beyer, Nancy Cox, and Leigh Bordley opposed). Chair Carter asked to entertain a motion to include

newly elected Board Members in the Superintendent Search process. Natalie Beyer stated the motion and Leigh Bordley seconded.

Pastor Fredrick Davis made a substitute-motion to include the newly elected Board Members and to give them voting privileges. Vice Chair Forte-Brown seconded. Discussion continued regarding whether it was legal for the newly elected Board Members to vote before July 1. Attorney Soo stated that Board Members elect do not have authority to vote until they are sworn in. Pastor Davis asked if the current Board could give them authority and Mr. Soo stated only in an advisory role until they were sworn in according to State Statute. Omega Curtis Parker asked Attorney Soo if there was a legal way for a Board Member to rotate off the Board prior to July 1 so newly elected Board Member can begin serving. Mr. Soo said that there was a process for filling a vacancy on the Board, but ultimately it was the Board that needed to decide.

Pastor Davis reminded Board Members that his substitute-motion did not fit within the law and that it was not legal per Attorney Soo. Mr. Soo said that it was not a question of not being legal; the Board couldn't authorize the newly elected Board Members to vote. Board discussion ensued of what was best for the system and the Durham community.

Pastor Fredrick Davis asked Board Liaison, Julianne Gates, to read his substitute-motion aloud. Ms. Gates restated Pastor Davis' motion to include the newly elected Board Members and to give them voting privileges. Nancy Cox made an amendment to the substitute-motion for a non-binding vote for the newly elected Board Members. Leigh Bordley seconded her motion.

Pastor Fredrick Davis asked Mr. Soo if he chose not to participate in the Superintendent Search interviews, would he go to jail. Mr. Soo said that Pastor Davis would not go to jail if he did not participate.

At 8:37 p.m., Chair Carter called for a 5 minute recess. The Board reconvened at 8:45 p.m. and Chair Carter asked for a vote of whether or not to amend the substitute-motion by adding the phrase to a non-binding vote. The motion failed 1 to 6 (Chair Carter, Vice Chair Forte-Brown, Pastor Fredrick Davis, Omega Curtis Parker, Leigh Bordley, and Natalie Beyer opposed).

Chair Carter re-stated Pastor Davis' original substitute-motion to include the newly elected Board Members with voting privileges. The motion failed 3 to 4 (Chair Carter, Nancy Cox, Leigh Bordley, and Natalie Beyer opposed).

Chair Carter restated the original motion to include the newly elected Board Members in the Superintendent Search process in a confidential way, to review applications, sit in on the interviews and debrief with Board Members to offer their opinions about the candidates. The motion passed 4 to 3 (Vice Chair Forte-Brown, Pastor Fredrick Davis and Omega Curtis Parker opposed).

### **Reports of the Committees**

**I. Support Services Committee**

**a. Revised Policy 4131 – Programs Magnet Schools – Second Reading**

**Recommendation: Action**

**Public Comment: None**

Omega Curtis Parker, Committee Chair, recognized Dr. Debbie Pitman, Assistant Superintendent for Students, Family and Community Services, who introduced the item and began the presentation. Dr. Pitman stated that the administration recommended revising this policy to reflect the following changes:

- Revision of Board Policy 4131.2.G, *Assignment Priorities*, was presented for the Board's consideration to support late assignments to Josephine Dobbs Early College for students who enroll in Durham Public Schools from another Early College Program.
- Revision of Board Policy 4131.2.H, *Assignment Priorities*, was presented for the Board's consideration to support late assignments to program magnet schools if the lottery applicant pool has been exhausted for the respective assignment year, and the school remains under enrolled by more than 10% of its enrollment capacity.

After thorough Board discussion, Omega Curtis Parker made a motion to approve Revised Policy 4131 – Programs Magnet Schools. Vice Chair Forte-Brown seconded and the motion passed unanimously.

**II. Administrative Services Committee**

**a. Child Nutrition Services – Universal Free Breakfast**

**Recommendation: Action**

**Public Comment: None**

Natalie Beyer, Committee Chair, recognized Mr. Scott Denton, Assistant Superintendent of Auxiliary Services, and Mr. James Keaton, Executive Director of Child Nutrition Services, who introduced the item and began the presentation. Mr. Keaton stated that Child Nutrition Services conducted a pilot program to determine if a Universal Free Breakfast Program could be sustained financially. He said eleven (11) elementary schools, three (3) middle schools, two (2) secondary schools and six (6) high schools participated in the pilot and that all students at these twenty-two (22) schools were served free breakfast regardless of meal status. The twenty-two (22) schools in the pilot program demonstrated an increase in reimbursement that exceeded the loss of student revenue. He stated the pilot has demonstrated that a Universal Free Breakfast Program can be maintained financially. Mr. Keaton said that The Universal Free Breakfast Program allows that all students will be able to eat free regardless of meal status, thereby reducing the stigma associated with the breakfast program. Nationally, data shows that schools with Universal Free Breakfast Programs recognize higher test scores, reduced disciplinary actions and more focused students. In addition, no students will accrue negative balances for breakfast meals. Lastly, he said that a Universal Free Breakfast Program would provide tremendous goodwill in the



community. Mr. Keaton recommends this program for Board approval and would like the slogan to be "Breakfast Is On Us!"

Chair Carter thanked Mr. Keaton and his staff for the hard work and effort. Vice Chair Forte-Brown stated that Ms. Nadine Blake, former Executive Director of Child Nutrition Services, was present and in support of this initiative. Mr. Denton stated that Ms. Blake did so much for Child Nutrition and she laid the foundation in her efforts.

Natalie Beyer made a motion to approve expanding the Universal Free Breakfast Program to all schools in 2014-2015. Vice Chair Forte-Brown seconded and the motion passed unanimously.

Pastor Fredrick Davis asked Attorney Soo if he would be in violation criminally if he did not participate in the Superintendent Search interview process. Mr. Soo stated that there would be no criminal violation if he did not participate.

### **Closed Session**

On a motion by Natalie Beyer, seconded by Nancy Cox, 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, to consider 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 9:04 p.m.

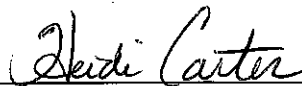
### **Open Session – Personnel Recommendations**

The board reconvened in open session at approximately 10:41 p.m.

### **Personnel Approval**

Interim Superintendent Osteen recommended approval of the May 22, 2014, Personnel Reports. On a motion made by Nancy Cox to approve the Personnel Reports dated May 22, 2014; seconded by Natalie Beyer, the motion passed unanimously.

Having no further business, the meeting adjourned at approximately 10:42 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