

Regular Session Board Meeting Highlights  
February 5, 2018

The Gates County Board of Education met in regular session on Monday, February 5, 2018, at the Gates County Board of Education Central Office. Chairman Felton called the meeting to order at 5:00 p.m. The following board members were present: Ray Felton, Glendale Boone, Claire Whitehurst and Dr. Daniel Dickerson. Mr. Leslie Byrum was not present due to sickness. Mrs. Boone made a motion to go into closed session to discuss matters that are confidential by law, including confidential student matters, pursuant to North Carolina General Statute 143-318.11(a)(1); to confer with the Board Attorney and preserve the attorney/client privilege as allowed by North Carolina General Statute 143-318.11(a)(3); and to discuss personnel as allowed by North Carolina General Statute 143-318.11(a)(6). The motion was seconded by Mrs. Whitehurst, and the board approved the motion unanimously. The Board entered into closed session at 5:00 p.m.

Mr. Felton reconvened open session at 6:09 p.m., with the following board members present: Ray Felton, Glendale Boone, Claire Whitehurst and Dr. Daniel Dickerson.

Dr. Dickerson made a motion to approve the agenda. Mrs. Whitehurst seconded the motion, and the board members approved the motion unanimously.

There was a moment of silence followed by the Pledge of Allegiance.

There were no public comments.

Mr. Felton recognized visitors Dr. Jim Watson, Mr. John Leidy, Board Attorney, and his associate, Will Norrell. He then read a thank you note from Alice Williams, wife of Dr. Williams, for flowers sent by the board, for her brother's funeral.

During the Superintendent's Report, Dr. Williams presented Certificates of Achievement, from the North Carolina Schools Board Association, to board members:

Ray Felton – Advanced Achievement

Glendale Boone –Silver Award

Leslie Byrum – Scholars Circle

Dr. Williams commented on the uncertainty of the K-3 Class Size Legislature. He has attended numerous meetings with other superintendents across the state, and the general feeling is that this issue will be resolved soon. Our district has reviewed classroom numbers, and we are prepared to meet the requirements when the decision is made.

He then asked Mr. John Leidy to present information on a new policy which addresses the length of teacher contracts. This new policy will allow boards to decide how to determine the length of teacher contracts in their respective districts. In 2013, career status contracts were eliminated for teachers who had not already achieved career status. Since that time, teachers, who had not met career status, have been given one year contracts. Beginning July 1, 2018, districts can recommend 1, 2, or 4 year contracts based on the criteria they establish. Teachers must work for

a period of three years in the same county, and must be proficient in their evaluations, before they can be considered for a 1, 2, or 4 year contract. Mr. Leidy said the board needs to consider what the district's priorities are, in order to determine how this is to be achieved. Some things to consider could be:

- Length of employment
- Need for teachers in particular subject areas, i.e. math and science
- Teachers who have achieved advanced degrees or National Board Certification
- What the surrounding counties are offering, which could deter retention and recruitment
- Rolling contract

Dr. Williams and Mrs. Tammi Ward, Director of Human Resources, then provided results of a survey, that Mrs. Ward had sent out to teachers in our district, that this would affect. The general consensus from the survey seemed to suggest that the length of the contract would not determine their decision to stay with our district, but did feel that it could be a determining factor in recruitment of teachers.

Mr. Leidy suggested that a policy be adopted by May 1, 2018, in order to be in place by July 1, 2018. Dr. Williams and Mrs. Ward will meet with the principals and prepare a proposal to present to the board.

Dr. Williams then asked Dr. Jim Watson to present his findings on a study of teacher supplements in counties across North Carolina. Dr. Watson presented a powerpoint, and he addressed the fact, that statewide we have seen a 30% decrease in teacher program enrollment in our colleges. We are facing a teacher shortage due to this, and other factors, such as retirement, low teacher salaries and the loss of the Teacher Fellow Program. The annual supplements have been used as a tool for counties to attract teachers. Out of 115 school districts in North Carolina, 111 of them pay their teachers a supplement, which come from local funds, and they vary greatly across the state. It is not surprising that the top ten counties, that pay the highest supplements, are the larger counties, where they have substantial revenue. The statewide average is \$4,194.00 per teacher and the statewide median is \$2,300.00 per teacher. He presented information on sixteen counties in the northeast, and Gates County is at the bottom. More importantly, of the five counties that we share borders with, Gates County is not only at the bottom, but we are considerably lower than any of them, with our annual supplement being \$550.00 per year. It has been determined that Gates County has not raised the supplement amount in approximately 25 years. Dr. Watson offered options for raising the supplements and how much this would cost the district. The board all agreed that this is something that needs to be addressed, especially since we are facing a teacher shortage, and this could hinder us in teacher recruitment.

During the Report from the Board, Board Members commented on the Special Olympics Polar Plunge. They were very pleased with the schools participation for such a great cause. Mr. Felton informed that he has received new drawings, from the architect, for the Central Middle School Project. The new drawings have very minor changes.

Mr. Rube Blanchard gave the Financial Report and provided an update on the New Beginnings Daycare. There is still some concern over the profit margin for the daycare. There was some discussion with board members, Mr. Blanchard and Dr. Paula Simpson. It was decided to form a committee to look into this matter. Those serving on the committee are Dr. Paula Simpson, Rube Blanchard, Gail Hawkins, Dr. Daniel Dickerson and Claire Whitehurst. Dr. Simpson will serve as Chair. The committee will bring a recommendation to the board.

Dr. Williams approved the following out-of-district requests for the 2017-18 school year:

- Robert Baker, III to attend T.S. Cooper Elementary School
- Aaliyah Boone and Jauhiem Boone to attend T.S. Cooper Elementary School
- Victor L. Jones to attend Gates County High School
- Jayden Spruill to attend Gatesville Elementary School

Dr. Williams approved the following out-of-district requests for the 2018-19 school year:

- Mary Grace Baker to attend T.S. Cooper Elementary School and James Baker to attend Central Middle School, contingent on release from Perquimans County Schools
- Addison Riddick to attend Gatesville Elementary School

The following Consent Agenda Items were approved:

1. Minutes - January 12, 2018 Regular Session
2. Auditor Contract with Donna H. Winborne, CPA, P.C.
3. Exceptional Children Signature Authorization
4. GCHS Band Overnight Trip
5. Budget Amendment No. 2 - Local Fund No. 8
6. Budget Amendment No. 2 - Capital Outlay Fund No. 4
7. Budget Amendment No. 3 - Federal Funds
8. Budget Amendment No. 4 - Local Fund No. 2
9. Budget Amendment No. 5 - State Funds
10. 1-19-2018 Revised 2017-2018 School Calendar
11. Gatesville Elementary Pre-K Fundraiser

The following personnel items were approved:

1. New Hires  
Behavior Support Teacher Assistant  
Debbie Boyce-Creecy – Gates County High School
2. Tutors  
Buckland Elementary School:
  - Elaine Vaughan – Retired Teacher
  - Kathy Sisson – Retired Teacher

Gatesville Elementary School:

- Lori Lories – Current Teacher
- Jessica Harrell – Current Teacher
- Lou Riddick – Retired Teacher
- Kathy Byrum – Retired Teacher

3. Substitute Teacher

- Joyce Cutler – Non-Certified

4. Observation Hours

- Bobbi Jo Morris – Gatesville Elementary

5. Resignations

- Andrea Roach - Bus Driver/Substitute Bus Driver
- Charlie Campbell – PE Teacher Central Middle School

In Other Business the following items were discussed:

- The regular March session will be held at T.S. Cooper Elementary School on Monday, March 5, 2018, with closed session beginning at 5:00 p.m. and open session at 6:00 p.m. *(This was later changed to closed session to begin at 4:00 p.m. and open session at 5:00 p.m.)*

There being no further business, Mrs. Boone made a motion to adjourn the meeting. Mrs. Whitehurst seconded the motion, and board members approved the motion unanimously. Chairman Felton adjourned the meeting at 8:04 p.m.