

Board Highlights
May 12, 2015

The Gates County Board of Education met to discuss personnel as outlined in N.C. General Statute 143-318.11 (a)(6).

The Gates County Board of Education met in regular session on, Tuesday May 12, 2015 at Buckland Elementary School. Madam Chair Glendale Boone called the meeting to order at 7:13 p.m., and welcomed visitors and staff.

There were no public comments.

Mr. Byrum made a motion to amend the minutes from the Work Session with the County Commissioners on April 20, 2015, requesting that language regarding the choice of funding for teachers or new schools, be stricken. His motion also included the approval of the minutes from the regular session meeting on March 30, 2015. Mrs. Whitehurst seconded the motion, and board members approved the motion unanimously.

Mr. Byrum made a motion to amend the agenda, by striking number thirteen – Consideration of 2015-2017 Update to the Strategic Plan, and adding number twenty-nine-Reduction in Force Resolution. Mrs. Whitehurst seconded the motion, and board members approved the motion unanimously.

Agenda Items

During the Superintendent's Report, Mrs. Tammy Boone presented information on the Kindergarten Entry Assessment (KEA) program. All schools will be mandated to implement this program, starting with kindergarten in 2015-2016. Beginning with the 2016-2017 school year, the KEA process will be mandated for grades kindergarten through third grade. Serving on Gates County Schools' district team are kindergarten teachers Lisa Wilkins, Sandy Savage and Christy Stevens. Jeremy Wright will serve as the principal representative and Tammy Boone as the district leader. Mrs. Stevens shared this assessment focuses on the whole child, not just test scores. They will use different measures to determine how the child is learning, such as pictures, video, written notes and audio notes. Mrs. Wilkins asked the board members to participate in an exercise to demonstrate how this program works. She read the story "The Three Bears". After completing the story, she provided building blocks and asked the board members to work in pairs, to build a house. As they worked, Mrs. Wilkins listened to the conversations between partners and Mrs. Boone videoed the interaction, thereby gaining knowledge of how each individual handles the assignment. Mrs. Savage shared a slideshow and informed that parents will be given information prior to implementation of the new program.

Dr. Williams presented an Honorary Diploma to Merrill Wiley Peele. Judith Peele sent a heartfelt e-mail to Dr. Williams to request an Honorary Diploma for her mother-in-law. Mrs. Peele was not allowed to graduate in 1956 because she got

married while still attending school, and this violated school policy. The board had previously approved the honorary diploma at the March 30, 2015 Board Meeting. Mrs. Peele's family was in attendance, and everyone was very appreciative of the honor.

Dr. Williams read the Reduction in Force Resolution which was added to the agenda for approval. He stated that our request for funds from the local board of commissioners has been denied, thereby creating a need for a reduction in force as a means of addressing the Board's financial exigency.

Dr. Benthall and Natosha Norman gave an update on the Damascus After School Program. They commented they had learned a lot in their first year and were excited about the progress of the students. They presented a video showcasing students participating in the program. Ms. Norman read testimonies from parents and teachers. They informed there would be a Pancake Day at the Community Center Saturday, May 16, 2015 from 7 am to 9 a.m.

During the Academic Report, Ms. Vivian Goldsby, principal at Buckland Elementary School, welcomed the board members, staff, parents and students. Mrs. Braatz, music teacher, and students, presented a program of music and cheers, focusing on the theme of "Aim High". Ms. Goldsby thanked Mrs. Amy Roth, teacher assistant, for her hard work in promoting the theme around the school. The staff also presented a special Happy Birthday skit to Dr. Williams in honor of his birthday.

Student Advisors Deja Gainey, Michelle Munoz and Morgan Barnes and Olivia Parker presented Good News from the schools.

During the Board Report, Mrs. Whitehurst thanked Mrs. Barbara Toti for her dedication in organizing Teal's Day, at the high school, to assist in the battle against ovarian cancer, and Trotting for Talynn held on Saturday, May 9, 2015, to help Talynn Gurganus, who has been diagnosed with Bohring-Opitz Syndrome. She noted that we were sad to lose Mrs. Doris Jean Stallings, retired teacher's assistant, and Dale Saunders, long-time board member, who both passed away in the last month. Dr. Dickerson commented that he had attended career day at Central Middle School and thought it was a very nice event, and well attended. Mr. Byrum also thanked Mrs. Toti. He noted that he had attended the Viking Ball at Central Middle School and the prom at the high school, and thought both were fantastic. He thanked Ms. Goldsby for hosting the meeting and providing the academic report. Mrs. Whitehurst commented, in light of the budget news that Dr. Williams had shared, that we will persevere, and Gates County Schools will continue to provide the best education for our students. Mrs. Boone shared that she had attended a Digital Learning Webinar on March 22, 2015. She also had attended the Viking Ball and the prom and thought they were both wonderful. She attended plays presented by Mrs. Barbara Toti's drama students, and thought they were great.

Mr. Rube Blanchard presented the financial report.

Dr. Williams approved the following out of district requests:

- Craig and Susan Baker for James and Mary Grace Baker
- Shawna Mullins for Caleb Daniels
- Sharneka Depugh for Saniyah Depugh
- Christina Strobel for Regan Strobel
- Adrienne Beasley for Campbell Beasley
- Mark and Amy Hall for Avery Hall
- Lori Harders for Logan Harders
- Kelley Harris for Noah Harris
- Kim Kirby for Dustin Kirby
- Heather Matthews for Katie Matthews
- Susan Parker for Olivia Parker
- Shannon Pittman for Lathen and Lyric Pittman
- Mr. & Mrs. Floyd Wilkins for Elle and Noah Wilkins
- Mr. & Mrs. Johnny Greene for Katie and Jack Greene
- Carnesha Parker for Shamira Parker
- April Sheets for Emma Sheets
- Rebecca Leary for William Leary
- Charlene Walker for Harmony Gatling
- Jennifer Jones for Shala'Jah Stallings
- Renee Kuchenbrod for release of Leah Nichole to attend Edenton/Chowan Schools
- Michelle Newsom for Brycen Newsome
- Heather Boyd for Avery Boyd and Eleanor Boyd
- JoJo Nichols for Jacob and Ross Nichols

Mrs. Tammy Boone presented the District Professional Development Calendar. This has been presented to the principals and will go in the handbooks and on the school calendar. She also presented the Press Release for the Title III Federal Grant Program.

Beginning with New Business, Adrienne Bradley presented Series 1300, Series 4000, Series 3000, Series 5000, Series 6000, Series 7000 and Series 9000 policies for review.

Approval Items

Mrs. Gail Hawkins requested the approval of the Medicaid Reimbursement Agreement.

Mrs. Hawkins requested the approval of Interpreting/Transliterating Services Contract.

Mrs. Hawkins requested the approval of Visually Impaired Services Contract.

Mrs. Hawkins requested the approval of Exceptional Children Division IDEA Preschool Grant for 2015-2016.

Mrs. Hawkins requested the approval of the IDEA Part B Grant.

Tammy Boone requested the approval of the Gates County Public Schools Grading Policy.

Mrs. Boone requested the approval of the Gates County Public Schools Promotion/Retention of Students Policy.

Tammi Ward requested the approval of two overnight trips during the summer, 2015 for the Marching Barons.

Mrs. Ward requested the approval of fundraiser request for Gates County High School's Softball Team.

Mrs. Ward requested the approval of overnight trip request for the FFA students to attend the FFA Convention in Raleigh June 16-18, 2015.

Mrs. Ward requested the approval of the Gates County High School's Dress Code Policy for the Student Handbook.

Mrs. Ward requested the approval of overnight trip request for the Red Baron Football Team to attend FCA Camp June 16-19, 2015.

Sallie Ryan requested the approval for Gatesville Elementary School's Student Council to attend a field trip to the Museum of Life and Science in Durham June 6, 2015.

Jennifer Hill requested the approval of the 2015-16 Academic Calendar.

Mr. Blanchard requested the approval of the following budget amendments:

- Budget Amendment No. 6– Local Fund No. 2
- Budget Amendment No 7– Local Fund No. 8
- Budget Amendment No. 8 – State Funds
- Budget Amendment No. 5 – Federal Funds

Mr. Blanchard requested the approval of Property Insurance Renewal.

Mr. Blanchard requested the approval of the Proposed Budget for July 1, 2015 – June 30, 2016.

Dr. Williams requested the approval of the Reduction in Force Resolution, previously read.

PERSONNEL APPROVALS

1. ADMINISTRATIVE INTERNSHIP

Aron Martin – Administrative Internship at Gates County High School

2. LONG-TERM SUBSTITUTE TEACHER

Jessie Lawrence – Long- Term Substitute Language Arts Teacher at Central Middle School – replacing Krystle Williams while she is out on leave for the remainder of the school year - *tentatively approved by Superintendent 4-14-2015*

3. SUBSTITUTE CUSTODIAN

Kendrick McCullough – *tentatively approved by Superintendent 4-13-2015*

4. RETIREMENT

Sallie Ryan – Principal Gatesville Elementary School – Effective 7-1-2015

Glenda Prudden Riddick – Teacher – Gates County High School - Effective 7-1-2015

Barbara Wiant – Teacher – Gates County High School - Effective 7-1-2015

Nell Stallings – Teacher – T.S. Cooper Elementary School - Effective 7-1-2015

5. RESIGNATIONS

Katie Marett – School Psychologist – Buckland Elementary School - Effective 7-1-2015 – tentative approved by Superintendent 5-4-2015

Alegrea Boone – Cross Country Coach at Gates County High School – Effective 2015-2016 school year

Nathan Brown – Ladies Tennis Coach at Gates County High School – Effective 2015-2016 school year

Willie Riddick – Mechanic at Bus Garage – Effective 4-16-2015

6. RECOMMENDATION TO APPROVE RIF RESOLUTION

Dr. Williams and Mr. Leidy discussed the process of entering a reduction in force due to a financial exigency. Reduction in force (RIF) means a “justifiable decrease in the number of positions” in a particular category of employment. “Justifiability” is generally based on a perceived need for a programmatic change of some kind, or a financial exigency. RIF procedures provide a means of terminating the employment of employees who work in positions cut in response to such changes. It is a process authorized and controlled by statute and/or board policy. Financial exigency means (a) any significant decline in the board’s financial resources that compels a reduction in the school system’s current operational budget; (b) any significant decrease or elimination in funding for a particular program; or (c) any insufficiency in funding that would render the board unable to continue existing programs at current levels.

Dr. Williams recommended the board approve a reduction in force resolution. The resolution will be added to the business session. Dr. Williams will read the resolution in the open meeting.

RESOLUTION

Whereas, the Board is authorized by law to implement a reduction in force when necessary in certain situations;

Whereas, the Board has adopted policy number 7920 governing Professional Personnel Reduction in Force, which allows a reduction in force as part of a system reorganization, to address declining enrollment or in the event of financial exigency;

Whereas, financial exigency means (a) any significant decline in the Board's financial resources that compels a reduction in the schools system's current operational budget; (b) any significant decrease or elimination in funding for a particular program; or (c) any insufficiency in funding that would render the Board unable to continue existing programs at current levels;

Whereas, the Superintendent has submitted a memorandum regarding a potential reduction in force pursuant to Board policy;

Whereas, the Superintendent learned on May 11, 2015 that the funding provided by Gates County will be \$896,000.00 less than what was requested by the Board to balance our budget;

Whereas, the board projects that it will have approximately \$525,006.01 in fund balance at the close of the June 30, 2015 fiscal year;

Whereas, the board has previously by resolution decided that it will maintain a minimum of \$200,000 in fund balance;

Whereas, the board expects to have approximately \$325,000 available for use from fund balance without having to go below a minimum of \$200,000 in fund balance;

Whereas, the board anticipates it will need to find approximately \$571,247.99 in savings or reductions than the school districts operation budget for the 2015-2016 school year;

Whereas, the superintendent has presented information showing that the amount of \$571,247.99 will need to be saved out of personnel related expenses;

Whereas, it appears that there will be a significant decline in the Board's financial resources that will compel a reduction in the school system's current operational budget; there is likely to be a significant decrease or elimination of funding in a certain program and there is likely to be insufficiency in funding that would render the Board unable to continue existing programs at current levels;

Whereas, the Superintendent has made a recommendation that the Board consider a reduction in force as a result of a financial exigency;

Whereas the Superintendent has made a recommendation that certain positions be considered for a reduction in force as an effective means of addressing the Board's financial exigency with the least disruption or impact on the Board's ability to provide a sound, basic education for all students;

Whereas, the Board has considered and discussed a variety of ways to avoid a reduction in force but has determined that a reduction in force of licensed employees is necessary;

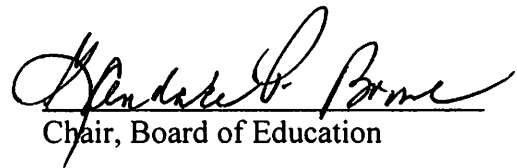
Whereas, the Board has also considered ways of avoiding a reduction in force of non-certified staff, and has determined that elimination of some positions held by certified staff as well as some positions held by non-certified staff will be necessary as part of a reduction in force.

WHEREFORE, It is hereby resolved as follows:

1. The Board declares a financial exigency that necessitates considering ways of reducing Board expenditures in order to have a balanced budget;
2. The Board hereby determines that a reduction in force of licensed employees and non-certified staff is necessary;
3. The Superintendent is hereby directed to recommend to the Board which individuals are to be dismissed, demoted or reduced to part-time employment, based on the criteria set fourth in Board policy 7920.
4. The Board will consider the Superintendent's recommendations and may, in the future,

enter further resolutions, orders for dismissal or demotion of individual to address this financial exigency.

This resolution was adopted following a motion made by Leslie Byrum,
seconded by Dr. Daniel Dickerson, which passed on May, 12, 2015.


Chair, Board of Education