

**Camden County Board of Education
Camden County High School Media Center
August 9th, 2018**

The Camden County Board of Education met in regular session on August 9th, 2018, in the Media Center at Camden County High School at 6:30 p.m. Board Members in attendance were: Christian Overton, Chairman, Jason Banks, Vice-Chairman, Board Members Chris Wilson, Sissy Aydlett, and Kevin Heath, Superintendent Joe Ferrell, and Board Attorneys John Leidy and Will Norrell. Others who attended the meeting and signed the guest register were Tabitha Anderson, April Pingree, Greg Pingree, Larry Lawrence, Bonita Robinson, Keisha Dobie, Amber M. Davis, Sarah-Margaret Andrews, LeVar Mizelle, Billie Berry, Lisa Byrum, Monique Hicks, Yolanda Anderson, Vallerie S. Jacocks, Ina D. Lane, Timothy T. Lazar and Anita Cuthrell.

The meeting was called to order by Chairman Overton at 6:35 p.m. Mr. Overton asked Board Members if there were any additions, deletions, or changes to be made to the August Closed Session Agenda. Each member was polled. Mr. Overton added Officer Mike Lawrence to the Closed Session Agenda. He said Officer Lawrence would give Board Members an update on *School Safety*. There were no other additions, deletions, or changes made to the August Closed Session agenda. Motion was made by Mr. Wilson to approve the amended Closed Session Agenda. Ms. Aydlett seconded the motion. There was no further discussion. All voted ayes, none opposed and the motion so carried.

The Board entered Closed Session beginning at 6:36 p.m. in order to approve Closed Session minutes; discuss confidential student matters; discuss confidential personnel matters; and to confer with the Board attorney regarding matters within the attorney-client privilege and preserve that privilege, all pursuant to N.C.G.S §143-318.11(a)(1), (3), and (6). All members of the Board were present. Also present were Dr. Joe Ferrell, Superintendent, John Leidy and Will Norrell, Board attorneys. Motion was made by Mr. Wilson to enter Closed Session. Ms. Aydlett seconded the motion. There was no further discussion. All voted ayes, none opposed and the motion so carried.

The Board returned to Open Session.

At 7:48 p.m., Mr. Overton called the meeting to order.

Mr. Overton asked Board Members if there were any additions, deletions, or changes to be made to the August Open Session Agenda. Each member was polled. Superintendent Ferrell asked that *Action Agenda C, Vending Machines* facilitated by Larry Lawrence be added. There were no other additions, deletions, or changes made to the August Open Session Agenda. Motion was made by Ms. Aydlett to approve the amended Open Session Agenda. Mr. Wilson seconded the motion. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Mr. Overton welcomed those in attendance, followed by a moment of silence, as is Board custom.

Mr. Overton asked Superintendent Ferrell if any Camden County resident had asked to address the Board by way of the Public Comment opportunity. Superintendent Ferrell advised Mr. Overton there were two requests; Tabitha Anderson and Wayne and Bobbi White had signed up for the public comment opportunity. Mr. Overton read the *Public Comment* statement.

He then invited Ms. Anderson to address the Board by way of the Public Comment opportunity. Ms. Anderson said she was not a resident of Camden County but she was employed by the State Employees Credit Union located in Camden County. She said she was committed to serving State employees, especially teachers. She gave the location of the Credit Union and advised that hours of operation were Monday through Friday from 8:30 a.m. until 5:30 p.m. She said she did presentations on Credit Union services and would be available to present to Camden County School System's employees. She closed by asking State employees to come see her for any of their banking needs. Ms. Anderson thanked the Board and concluded her public comments.

Mr. Overton invited Mr. White to address the Board by way of the Public Comment opportunity. Mr. White said he was back again on behalf of Camden Education Foundation and in honor of Pat Cuthrell. He reminded the Board that the Foundation was planning a dance at the Shrine's Club on Saturday, August 18, 2018. He said there would be live music, dancing and a silent auction. Mr. White said Albemarle EMC had purchased a corporate table and Camden County Commissioners were interested in purchasing a table. He said he was hoping the Board of Education would purchase a table for this event. A corporate table would be \$300.00. He said if the Board decided to purchase a table, he could deliver tickets to Central Office. Mr. White said he was excited about the silent auction. One item to be auctioned would be a Carolina football. He said there were a lot of nice things to be auctioned; that local businesses had helped with donations. He said the event should be fun. He asked if there were any questions. He gave his telephone number (252.335.7560). He thanked the Board for the opportunity to speak. Mr. Overton thanked Mr. White for the information.

Daniel Nadj led the group pledge. Afterwards, Mr. Overton thanked Mr. Nadj for leading the group in recitation of the pledge.

Mr. Overton asked Superintendent Ferrell if there was anyone to appear during Open Session. Superintendent Ferrell told Mr. Overton no one had requested to appear before the Board during Open Session for the August meeting.

The Consent Agenda was presented as follows:

II. Consent Agenda

The following items are recommended for approval by consent of the Board:

- A. Approval of Minutes
(Regular Session Minutes – July 12, 2018)

- B. NCSBA PLS Update: Spring 2018 Policy Updates
(NCSBA PLS Update: Spring 2018 Policy Updates)

- C. Field Trip/Transportation Request Form -
(Lyndon Dupree, JLP Instructor at CCHS, has submitted a request to travel to Charlotte for cadets to present Colors at a Carolina Panthers game. The group will depart on Friday, August 17, 2018 and return on Saturday, August 18, 2018.)

Motion to approve the Consent Agenda was made by Mr. Wilson. Ms. Aydlett seconded the motion. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Mr. Overton introduced Lisa Byrum, Grandy Primary School's Assistant Principal. Ms. Byrum updated Board Members on the success of Grandy's *Read to Achieve Program* held at Grandy Primary School during July (*Information Updates A., Grandy Read to Achieve Program*). Ms. Byrum said Ms. Anderson had overseen the program. She said the program setting was like a camp site. She said it was a lot of fun and learning was contagious. Ms. Byrum said the summer program was getting better each year. She showed a PowerPoint presentation entitled *Camp Read-A-Lot*. Ms. Byrum said the summer program continued to be a highlight of Grandy Primary School. She said during the 15-day program, they strived to increase student fluency, vocabulary, comprehension, writing skills, listening skills and reading levels. Ms. Byrum said research showed that the average elementary school student slid back two to three months during the summer. She said the summer reading camp helped students avoid that slide. Ms. Byrum said the camp began on Monday, July 9th and continued through Friday, July 27th from 8:00 a.m. until 1:00 p.m. She said students visited the Camden County Public Library and for some students, that was the first time they had been to a public library. She said newsletters as well as progress reports were sent home. Ms. Byrum said a few students who had not been invited to participate in the program showed up and they were allowed to participate. In total, there were 54 students.

More students rode the buses this year than before. She reported that 100% of the students were going to go to the 4th grade because all had successfully completed the EOG test or had a good cause exemption. She said 100% maintained TAC levels and some grew as much as two levels. The PowerPoint presentation included photos of students participating in various activities beginning with Week 1 through Week 3. Ms. Byrum asked if there were any questions. There were no questions and she concluded her update.

Mr. Overton introduced Amber Davis, Principal of Camden Early College High School. Ms. Davis reported to Board Members on the August 7th opening of CECHS for the 2018-2019 school year (*Information Updates B., Camden Early College High School*). Ms. Davis said the first student day for Camden Early College High School was Tuesday, August 7th. She said CECHS had only been in session for two days but she was pleased to report that everything had gone smoothly thanks to the assistance of Central Office, especially Mr. Larry Lawrence and his staff. She said Maintenance was great in getting things done in time for the opening of school. Ms. Davis spoke about some of the improvements which had been done at CECHS. She said they had gotten new tile. In addition, the outside of the building had been pressure washed and flower beds had been mulched. Ms. Davis said there were 190 students at CECHS, five teachers and three support staff. She said Mr. Mike Reaves was at CECHS four days each week. As of August 20th, 120 students were taking courses at COA. Ms. Davis said Freshman Orientation was held on August 2nd. She said it had been a fun week and everyone was excited to begin the new school year. She said there was a lot of positive energy in the building. Ms. Davis closed by thanking the Board for their support of the CECHS program. There were no questions and Ms. Davis concluded her report.

Mr. Overton introduced Larry Lawrence, Chief Operations Officer. Mr. Lawrence reported to Board Members on various projects which Maintenance had taken on during the summer months (*Information Updates C., Summer Maintenance Projects*). Mr. Lawrence said he was late getting funding for summer projects which in turn had delayed the completion of some projects. He said some projects planned for Grandy will continue during the year. Some floors had been replaced, painting had been done and two bathrooms had been renovated. He wanted to thank the teachers and staff for working with Maintenance as they tried to complete the remaining projects. He said they had started in CIS and again, there would be ongoing projects in the schools during the year. He said overall, Maintenance had touched all schools but even though they had gotten off to a late start. Mr. Overton told Mr. Lawrence that he and his crew were to be commended for what they accomplished. Mr. Lawrence concluded his report.

Mr. Overton introduced Billie Berry, Chief Human Resources Officer. Mr. Berry updated Board Members on benefits administrator, Pierce Group Benefits, LLC for the 2018-2019 school year (*Information Updates D., Pierce Group Benefits, LLC*). Mr. Berry said Camden County School System reached the end of its agreement with Pierce Group this year.

Before entering into another agreement with Pierce Group or any other vendor, a benefits survey was sent out to employees. Mr. Berry said the survey results showed most employees were satisfied with Pierce Group services and the overall costs except for the dental insurance costs. Mr. Berry said in 2016, dental insurance premiums increased 11%, in 2017 there was no increase in premiums and in 2018 there was a 5% increase in premiums. The 2019 premiums were projected to increase 7.9%. After discussing the rising costs of dental coverage, Pierce Group suggested they get quotes from other dental insurance companies. Pierce had received a quote for 2.6% less than the projected 2019 rate. Mr. Pierce told Mr. Berry dental coverage was expensive because people bought dental coverage specifically to use it. Mr. Pierce advised that dental coverage was always likely to increase. Mr. Berry said a one-year agreement had been signed by and between Camden County Schools and Pierce Group Benefits, LLC. Mr. Pierce advised Camden County Schools may expect an increase of approximately 7% next year in dental. There were no questions and Mr. Berry concluded his update.

Mr. Overton introduced Daniel Nadj, Senior Student Board Member. Mr. Nadj introduced the new Junior Student Board Member, Riley Pingree (*Information Updates E., Student Board Members Update*). Mr. Nadj told the Board he looked forward to serving as the Senior Student Board Member for the upcoming school year. He said Ms. Pingree was selected last month to serve as the Junior Student Board Member and tonight was her first board meeting. Mr. Nadj gave some sports updates. Ms. Pingree announced the Annual JLP Car Wash on Saturday, August 11, 2018 along with some other scheduled school events. Student Board Members concluded their update.

Billie Berry, Chief Human Resources Office, presented Board Members with the Beginning Teachers Support Program for the 2018-2019 school year (*Action Agenda, Item A., Beginning Teachers Support Program (BTSP)*). Mr. Berry referred Board Members to *Action Agenda A*, a copy of which was in the board package. He said the program information had been revised to comply with State Board of Education policies. He said the bulk of the information was the mentor section and training. Mr. Berry asked if there were any questions regarding the BTSP. There were no questions and Mr. Berry concluded his presentation. Superintendent Ferrell recommended that the Board approve the Beginning Teachers Support Plan as presented by Mr. Berry. Mr. Overton said the Board had heard the Superintendent's recommendation. He asked if there was a motion. Motion was made by Dr. Banks for the Board to approve the Beginning Teachers Support Plan as presented. Motion was seconded by Mr. Wilson. There was no discussion. All voted ayes, none opposed and the motion so carried.

Keisha Dobie, EC and Special Programs Director, presented Board Members with the 2018-2019 grant applications for Title I/Title II (*Action Agenda, Item B., Title I/Title II Grant Applications*). Ms. Dobie referred Board Members to Action Agenda B which was included in the Board package. She said she would ask for approval of the grant applications. She advised there were not many changes this year. Ms. Dobie said schools were ranked in order from the highest to lowest percent of low-income students. Since the percentage of students being ranked was less than two tenths of a point between Grandy Primary School and Camden Intermediate School, both schools were priority ranked as first. She said this was an important part of the grant that was changing since CIS would be implementing Title I classes. Ms. Dobie said the fact that Grandy Primary School fed into Camden Intermediate School at 4th grade provided rationale to allow the schools to have equal needs for Title I support. She said there would be one Title I Resource teacher at Grandy Primary School and one Title I Resource teacher at Camden Intermediate School. Ms. Dobie said Title II is a professional development plan and funding for Title II had changed very little. She said state and regional training was planned in areas such as MTSS, Digital Learning Competencies, CECAS/ECATS and School Safety. She said Ms. Anderson's MTSS training focused on the success of every student. After training, the LEA should implement its own train-the-trainer modules for the academic standards. She said local and statewide improvement plans would be created and implemented to address NC Academic standards. Ms. Dobie said the final narrative was due August 17, 2018. She asked if there were any questions. There were no questions. Ms. Dobie asked permission to submit the applications and concluded her presentation. Superintendent Ferrell recommended that the Board approve the Title I/Title II grant applications as presented by Ms. Dobie. Mr. Overton said the Board had heard the Superintendent's recommendation. He asked if there was a motion. Motion was made by Mr. Wilson for the Board to approve the Title I/Title II grant applications as presented. Motion was seconded by Ms. Aydlett. There was no discussion. All voted ayes, none opposed and the motion so carried.

Larry Lawrence, Chief Operations Officer, updated Board Members on bids received for vending machine services (*Action Agenda, Item C., Request for Vending Services 2018-2019 School Year*). Mr. Lawrence said new procurement requirements mandated that Child Nutrition must solicit proposals from qualified suppliers for vending machine services in the schools including the commission percentages of sales. The only bid received was from CRH Catering Company. Mr. Lawrence said the company had been stocking one of our vending machines for several years. He said they provided the machine and the snacks met the Smart Snack Rules. He said the company had a good track record and Child Nutrition would receive 25% commission of the profits. Mr. Lawrence asked if there were any questions regarding the vending machines contract. There were no questions. Superintendent Ferrell recommended that the Board approve continuing with CRH Catering Company for providing snacks for our vending machines for the 2018-2019 school year, including 25% commission of the profits.

Mr. Overton said the Board had heard the Superintendent's recommendation. He asked if there was a motion. Motion was made by Mr. Wilson for the Board to approve continuing with CRH Catering Company for providing snacks for our vending machines for the 2018-2019 school year, including 25% commission of the profits. Motion was seconded by Ms. Aydlett. There was no discussion. All voted ayes, none opposed and the motion so carried.

Superintendent Ferrell recommended Personnel as presented during Closed Session as follows:

EMPLOYMENT	POSITION	SITE	EFFECTIVE DATE
William Jones	Social Studies Teacher	CCHS	08.20.18
Karen Garnon	EC Teacher	GPS	08.20.18
Dionne Wesley	Elementary Teacher	CIS	08.20.18
Christa Brogan	Permanent Bus Driver	Camden Co Schools	08.27.18
Roberta Heath	Media Coordinator	CCHS	08.20.18
Jennifer Lilly	EC Teacher	CCHS	08.20.18
Rachel Keith	Elementary Teacher	GPS	08.2018 <i>Pending Background Check</i>
Emily Caroline Lee	Elementary Teacher	GPS	08.2018 <i>Pending Background Check</i>
Christy Stanley	Elementary Teacher	GPS	08.2018
SUBSTITUTES	POSITION	SITE	EFFECTIVE DATE
Patrece Smith	Substitute Bus Monitor	Camden Co Schools	08.27.18
William Royal	Substitute Bus Driver	Camden Co Schools	08.27.18
Jean White	Substitute Teacher	Camden Co Schools	08.27.18

FOR INFORMATION ONLY:

TRANSFER	POSITION	SITE	EFFECTIVE DATE
Hope Swinney	from Elementary Teacher @ GPS to Art Teacher @ CMS/ GPS	CMS	08.20.18
Ashley Miller	from PE Teacher @ GPS To PE Teacher @ CIS	CIS	08.20.18

Motion was made by Mr. Wilson and seconded by Ms. Aydlett to approve employment recommendations as presented by Superintendent Ferrell. There was no discussion. All voted ayes, none opposed and the motion so carried.

Superintendent Ferrell announced the following resignations:

RESIGNATIONS	POSITION	SITE	EFFECTIVE DATE
Varick Taylor	Art Teacher	CMS	07.25.18
Debbie Willis	Daycare Assistant	GPS	08.31.18
Megan Coltrain	Daycare Assistant	GPS	08.10.18
Melissa Harnly	AIG Teacher	GPS/CIS	08.06.18
Theresa Moore	CN Assistant	GPS	09.02.18
Cody Eaves	Health & P.E. Teacher	GPS	08.08.18

VI. Announcements

- A. Camden County Education Foundation Dance
(Dance scheduled for Saturday, August 18th, 2018, from 7 – 10 p.m. at Shrine's Club, Camden, NC)

Mr. Overton announced the date and time of the Camden Education Foundation Dance.

- B. Convocation
(Convocation has been scheduled for Thursday, August 23rd, 2018, at Camden County High School in the cafeteria beginning at 11:00 a.m.)

Mr. Overton announced the date and time of 2018-2019 Convocation.

- C. First Student School Day (Traditional Schools)
(Monday, August 27, 2018)

Mr. Overton announced the first day of traditional school as August 27, 2018.

- D. NCSBA Fall District Meeting
(The 2018 Fall District 1 Meeting is scheduled on Thursday, September 6, 2018; registration begins at 3:30 p.m. and meeting time is 4:00 p.m. until 8:00 p.m. at South Central High School, 570 West Forlines Road, Winterville, North Carolina in Pitt County)

Mr. Overton announced the date and time of the NCSBA Fall District 1 Meeting. He asked Board Members to let Ms. Cuthrell know if they planned to attend.

- E. NCSBA Annual Conference
(NCSBA Annual Conference will be held on Monday, November 12, 2018 to Wednesday, November 14, 2018 at Sheraton Four Seasons in Greensboro, North Carolina)

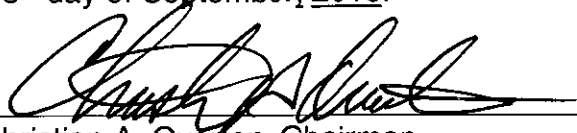
Mr. Overton announced the date, time and location of the NCSBA Annual Fall Conference. He asked Board members to let Ms. Cuthrell know if they planned to attend.

There were no *Other Business or Future Agenda Items* on the agenda.

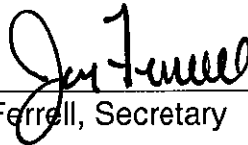
Mr. Overton asked if anyone had a *Future Agenda Item*. There were no *Future Agenda Items* discussed or requested to be included on the September agenda.

At 8:24 p.m., Mr. Overton asked if there was a motion to adjourn. Motion to adjourn Open Session was made by Mr. Wilson and seconded by Ms. Aydlett. There was no further discussion, all voted ayes and the motion carried unanimously.

Respectfully submitted this 13th day of September, 2018.



Christian A. Overton, Chairman



Dr. Joe Ferrell, Secretary