

Minutes
Transylvania County Board of Education
January 12, 2009

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Public Comment
2. Good News Report
3. Resolution of Recognition, Thanks, Commendation and Congratulations
—Reception—
4. Former Students in the Military
5. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
6. Portfolio EOC Review Procedure
7. District Data Notebook Update
8. Professional Development
9. *WorkKeys* Assessments
10. FY10 Budget
11. Topics for Retreat
12. Important Dates
13. Other Items
14. Public Comment

The Transylvania County Board of Education met in regular session at 6:30 p.m. on January 12, 2009 at the Transylvania County Library. Present were Mike Rogers, Chairman; Chris Whitmire, Vice Chairman; Tawny McCoy, Shelia Norman, and Cindy Petit. Also present were Dr. Sonna Lyda, Superintendent; Jenny Hunter, Administrative Assistant; and approximately 65 staff, guests, and media. Chairman Rogers gave the invocation and Mrs. Norman led the Pledge of Allegiance. Chairman Rogers welcomed everyone and called the meeting to order.

1. Public Comment

Chairman Rogers announced that public comment had been expanded from two to three minutes per speaker with a maximum of 30 minutes overall. A second opportunity for public comment will be provided at the end of the meeting. There were no speakers.

2. Good News Report

Dr. Lyda introduced Rosman High School student representative, Seth Aiken, to the Board, and reported the following items:

- Brevard High senior Patrick O'Rourke recently made a presentation at the National Career and Technical Education Convention in Charlotte. Patrick spoke about his participation in the *NC Hop on BUS!* Competition and the value of that experience in his career plans. Last year, Patrick won a state award for his business plan to manufacture and market ski goggles with a built-in GPS system. Following his presentation, Patrick had requests for additional information about his project from teachers in Nevada, Michigan, Georgia, Arizona as well as North Carolina.

- At its annual gala on January 24, the Transylvania Chamber of Commerce will present the Transylvania Excellence in Education Award to Brevard Middle School counselor, Ginger Long. Mrs. Long will use award to help fund her project, "Career Day at PARI," which aims to help prepare sixth graders for the many career opportunities in North Carolina. This is the second year that Mrs. Long has won the award.
- The Club of International Languages at Rosman High School collected over 140 shoebox gifts and donated approximately 200 volunteer hours to Operation Christmas Child in November. The gift boxes will be sent to needy children overseas. The students sorted and packed boxes at the OCC warehouse in Atlanta. While there they toured Atlanta Braves Stadium, the Georgia Aquarium, the World of Coca-Cola Museum, and the International Farmers' Market. Julie Queen sponsors the club.

3. Resolution of Recognition, Thanks, Commendation and Congratulations

ON A MOTION BY MR. WHITMIRE, SECONDED BY MRS. NORMAN, the Board approved the following resolution:

BE IT RESOLVED by the Transylvania County Board of Education that recognition, thanks, commendation and congratulations be expressed to the following teachers for earning National Board of Professional Teaching Standards Certification:

Patrick Chapman, RHS
 Stacie Dotson, RHS
 Mandy Foster, BES

The Board also recognized the following educators who have already achieved NBPTS certification:

Sharon Hooper, 1999	Fran Michaels, 2005
Lisa Gillespie, 2001	Tonya Treadway, 2005
Louise Stroup, 2001	Jennifer Axtell, 2006
Kim Rosselle, 2002	Jeanne DeJong, 2006
Amy Schoenacher, 2003	Vickie Denton, 2006
Melissa West, 2003	Karen Kreigsman, 2006
Chris Yaxley, 2004	Ursula Leahy, 2006
Kathy Bailey, 2005	Sheila Mooney, 2006
Elizabeth Ballard, 2005	Ronda Seay, 2006
Sam Cathey, 2005	Erin Keane, 2007
Sarah Justice, 2005	Julie Queen, 2007
Ginger Long, 2005	

The Board recessed for a reception in honor of the new and current NBPTS teachers. Afterwards, Chairman Rogers expressed thanks to Carolyn Gordon and the Child Nutrition staff for the refreshments.

4. Former Students in the Military

The Board recognized former TCS students who are currently serving or have served in the U.S. Military. The list is read in its entirety twice a year. Chairman Rogers

expressed the Board's appreciation to all of the individuals and their families for their dedication and sacrifice.

5. Consent Agenda

Dr. Lyda presented a revised personnel report. ON A MOTION BY MR. WHITMIRE, SECONDED BY MRS. MCCOY, the following items were approved on a vote of 4:1 (FOR: McCoy, Petit, Rogers, Whitmire; AGAINST: Norman):

Minutes from December 1, 2008 meeting
Minutes from December 15, 2008 meeting
Minutes from December 18, 2008 meeting
Revised personnel report for January 12, 2009 (see attached)

Chairman Rogers announced that the revised personnel report includes the resignation of Dr. Sonna J. Lyda, effective June 30, 2009. He expressed the Board's thanks and gratitude for all that Dr. Lyda has meant to the Transylvania County Schools, saying, "The Board is very sorry to lose Dr. Lyda. She has brought 37 years of integrity, character, and great morals to this school system, and there is no telling the number of students and faculty that she has affected for the good—probably thousands. Dr. Lyda was my eighth grade teacher many years ago. I had no idea that I would one day sitting here next to her, and she had no idea either. I consider her to be a great friend. She has climbed the ladder to the top. Her career shows how a strong work ethic, motivation, and determination can help someone achieve great things. She will leave a lasting legacy. We appreciate her very much."

Mrs. McCoy observed that the many tears among the assembly spoke volumes of how much Dr. Lyda means to everyone. Mr. Whitmire remarked that 37 years of dedication is a remarkable legacy, and a testament to Dr. Lyda's honor and integrity in giving the Board this advance notice of her retirement. Mrs. Norman stated that she regards Dr. Lyda as a great friend as well as a superintendent. Adding, "I knew this was coming, but I didn't know it would be this soon," Mrs. Norman explained that her dissenting vote was cast because she simply could not vote to accept the resignation. Mrs. Petit remarked that Dr. Lyda has been wonderful to her as a parent over the years and wished her the very best in the future.

Chairman Rogers remarked that the Board now faces the very important task of hiring a new superintendent. He stated that the Board is committed to finding the best candidate possible to lead the school system and to remaining one of the best school districts in the state.

6. Portfolio EOC Review Procedure

Dr. Bo Williams updated the Board on a new option that is available for the current EOC testing cycle. Should a student fail to achieve Level III on the initial test, and if the principal and teacher feel that the student is working at proficiency level, they may ask a district review committee to evaluate a portfolio for the student. The student must be passing the teacher's standards in order to qualify for the review procedure. It is hoped that the new procedure will help address some concerns regarding Policy IK.

7. District Data Notebook Update

David Sutton presented updates to the following strategic indicators:

- *Annual Teacher Turnover Rate* – The state has implemented a new reporting method, resulting in some duplication of numbers from the previous reporting cycle. Transylvania’s turnover rate for 2007-2008 was 13.82%, slightly under the state rate of 13.85%. Transylvania had twice the retirement rate as the state average.
- *Average Annual Local Teacher Salary Supplement* – For 2007-2008, the average supplement was \$3,123 per teacher. This was higher than Henderson County (\$2,163), but less than the state average (\$3,327). Chairman Rogers stated that the Board is proud of its record of increasing the teacher supplement rate each year.
- *Percentage of Core Academic Classes Taught by Highly Qualified Teachers* – At 99.61%, Transylvania exceeded the state (97.79%) and region (99.17%). Mr. Sutton noted that CTE and physical education teachers are not included in the core academic teaching population as determined by the U.S. Department of Education.
- *Percentage of Core Academic Subject Area Teachers Completing High Quality Professional Development* – TCS had a large increase over the previous year, from 78.74% in 2006-2007 to 93.53% in 2007-2008. The state rate was 65.77% and the regional average was 82.57%. The federal definition of “High Quality” staff development refers to college courses and other sustained, measurable, and professional research-based activities. Workshops do not meet the federal HQ criteria.
- *National Board Certification Rate* – This is a new indicator. Transylvania County ranks fifth in the region with 14.37% of teachers holding NCPTS certification.

8. **Professional Development**

Dr. Scott Elliott and Mrs. Lisa Anderson gave an update on professional development in Transylvania County. Dr. Elliott explained that North Carolina teachers must earn 15 Continuing Education Units (CEU’s) in a five-year period to maintain their professional license or certification. Licensure renewal is the responsibility of the teacher. Teachers receive one CEU for each year of service. They need 100 hours of training every five years to renew. Specific requirements vary among content area/grade level taught. A detailed guideline is available online. Two major challenges exist—time and money. The state calendar legislation removed five teacher workdays from the school year and restricted an additional five days from being used for professional development. It is the administration’s goal to help teachers maintain their professional licenses or certification with the resources available.

Mrs. Anderson reviewed the four basic models used to deliver professional development in Transylvania County:

- Traditional workshops and professional conferences. Travel expenses are the major constraints for these methods.
- Online courses. Flexible, convenient, and inexpensive delivery method.
- One-on-one training. For special, individual renewal needs.
- Professional Learning Communities (PLC’s). Groups who meet as learning professionals with a specific goal. Curriculum council is an example of a PLC.

Dr. Lyda discussed the second major challenge—money. State allotments for professional development are not sufficient to fund what is needed. Schools control 75% of the district’s staff development budget, and the central office controls 25%. Funds are allotted per ADM; therefore, smaller schools have less staff development money. A new model, based on the North Carolina Teacher Academy, would allow a core group of teachers to be trained during the summer to deliver staff development to others locally throughout the year. This would be more cost effective than sending staff out of county to workshops and conferences. Online tools and PLC’s will increasingly replace workshops and conferences as costs increase and budgets shrink. Mr. Whitmire and Mr. Rogers commended the administration’s progress in meeting the challenge of providing quality staff development.

9. WorkKeys Assessments

Dr. Jeff McDaris gave a report on the *WorkKeys* assessment system. *WorkKeys* helps employers to identify the characteristics needed for success in a particular career field or position, and helps prospective employees evaluate career readiness and additional skills and education they may need for their desired career or position. As part of the Tech Prep Grant, Transylvania high school students who complete a career pathway in CTE will have the opportunity to complete a *WorkKeys* assessment. *WorkKeys* is not required of any student and their score has no impact on grades. Dr. McDaris noted that *WorkKeys* certificates are beginning to be required by some North Carolina employers.

10. FY10 Budget

Norris Barger provided a first look at the 2009-2010 budget documents. Dr. Lyda warned that the state’s budget outlook is very bad this year. Budget requests will need to be kept to a minimum. She informed the Board that the Child Nutrition program would need local help this year. The program has operated in the black for many years. This year, dramatic increases in food and labor costs and an increased number of families on free and reduced lunch have resulted in a deficit for the program. A \$50,000 line item for the Child Nutrition program is included in the local budget needs. Chairman Rogers challenged Board members to be mindful of the stringent economic challenges ahead as they begin work on the budget.

11. Topics for Retreat

The Board will hold its annual planning retreat on February 2, 2009. The following topics have been proposed:

Topics for Retreat	Topics for Future Meetings
Community Land Trust	Academic Coaching / Policy IK
Strategic Plan	Technology
FY10 Budget:: <ul style="list-style-type: none"> ▪ Nurses ▪ Facilities Engineer ▪ Parent Coordinator ▪ Capital ▪ Central Office Facility ▪ Funding Sources 	Drug Awareness Program
Communication to Schools	Dropout Rate
Calendar	Math – Core Curriculum
	Special Programs (EC, AIG, At-Risk)

	High School Scheduling
	Response to Intervention
	Indoor Air Quality

Mr. Whitmire asked about follow-up on the field trip policy. Dr. Lyda reported that this would be scheduled for a regular meeting once the Board attorney completes his review of the policy. Mr. Whitmire also suggested for a future meeting more discussion on childhood obesity, particularly how to help children make healthy choices and increase levels of exercise/activity. He indicated there was a third item which he would introduce at a later time.

12. **Important Dates**

Jan. 14	RES Math/Science Fair		
Jan. 15	BES Math/Science Fair		
Jan. 16	Student Day (formerly teacher workday)		
Jan. 19 - 20	Teacher Workdays		
Jan. 20	BMS Math/Science Fair		
Jan. 21	PFES Math/Science Fair		
Jan. 22	RMS Math/Science Fair		
Jan. 22	TCH Math/Science Fair		
Jan. 22-23	NCSBA "School Board 101" Training		Raleigh, NC
Jan. 27-29	TCS Math/Science Fair	TBA	TC Library
Jan. 29	Math/Science Fair Awards Program	TBA	BHS
Feb. 2	RETREAT	5:30 p.m.	MEC
Feb. 16	REGULAR MEETING	6:30 p.m.	MEC
Feb. 19-20	NCSBA Law Seminars		Raleigh, NC
Feb. 25	Parent Advisory Council	7:30 a.m.	MEC
Feb. 26	Superintendent's Communication Council	3:45 p.m.	MEC
Feb. 27	Student Advisory Council	7:30 a.m.	MEC

Make-up Days

December 1 will be made up on June 9.

13. **Other Items**

The Board invited student representative Seth Aiken to share his comments. Mr. Aiken requested more information on the new EOC review procedure and the possible flex calendar, and spoke about the need to have first semester exams before Christmas. Dr. Lyda stated that she would discuss the EOC procedures at the next Student Advisory Council meeting. Chairman Rogers encouraged anyone with calendar concerns to contact their state legislators regarding the school calendar legislation.

Chairman Rogers outlined the first steps in the Board's search for a new superintendent. He stated that at the conclusion of the meeting, the Board would recess until 6:00 p.m. on January 13, 2009, at which time representatives from Roberts & Stevens, PA; the North Carolina School Boards Association; and Dr. Roger Metcalf would present proposals for superintendent search services. The Board would also schedule public input sessions to get feedback on the characteristics and qualities desired in the individual who will become the next superintendent.

14. Public Comment

None.

There was no further business, and ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. NORMAN, the meeting was recessed at 8:55 p.m. until 6:00 p.m. on January 13, 2009 at the Morris Education Center.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
January 12, 2009**

- I. ACCEPT THE REPORT OF RESIGNATIONS/TERMINATIONS ACCEPTED/INITIATED BY THE SUPERINTENDENT FROM/FOR THE FOLLOWING PERSONS:

Licensed Personnel

Sonna J. Lyda, Superintendent, TCS, effective June 30, 2009

Classified Personnel

Allyson Babin, Part-Time Receptionist, BHS, effective January 19, 2009

Maria Nelson, Teacher Assistant, BES, effective January 9, 2009

- II. APPROVE THE EMPLOYMENT RECOMMENDATIONS MADE BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

None

Classified Personnel

Sharon Hedgepeth, Teacher Assistant, BES, effective January 19, 2009

Melissa Nichols, Teacher Assistant, BES, effective January 2, 2009

- III. ACCEPT THE REPORT OF TRANSFER OF ASSIGNMENT MADE BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

None

Classified Personnel

None

- IV. APPROVE THE LEAVES OF ABSENCE RECOMMENDED BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

None

Classified Personnel

None

- V. APPROVE THE SUPERINTENDENT'S RECOMMENDATION FOR THE FOLLOWING SUBSTITUTE EMPLOYEES:

Substitute Teachers

Angela Hill, retired TCS Teacher

Caroleen Hodge, retired TCS Principal

Substitute Child Nutrition

None