

Minutes
Transylvania County Board of Education
November 17, 2008
REVISED

CALL TO ORDER

5:30 p.m. Closed Session (Student Matter)

INVOCATION/PLEDGE OF ALLEGIANCE

WELCOME

BUSINESS ITEMS

1. Public Comment
2. Good News Report
3. Former Students in the Military
4. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
5. Non-Faculty Coaches
6. School Improvement Plans:
 - A. Section 6 Implementation / Results
 - B. Amendment(s)
7. Policy:
 - A. GCN/AFC (Professional Educator Evaluation System)
 - B. GCN/AFC-R (Professional Educator Evaluation System)
 - C. GCNA (Voluntary Resignation for Professional Employees)
 - D. JFC-R (Student Conduct and Discipline)
 - E. ACAC (Registered Sex Offenders)
 - F. ACAD (Student Sex Offenders)
 - G. IKF (Graduation Requirements)
8. Flex Calendar
9. Community Land Trust Appointees
10. Important Dates
11. Other Items

The Transylvania County Board of Education met in regular session at 5:30 p.m. on November 17, 2008, at the Morris Education Center. Present were Teresa McCall, Chairman; Mike Rogers, Vice Chairman; Jenni Pogue; and Chris Whitmire. Also present were Dr. Sonna Lyda, Superintendent; and Jenny Hunter, Administrative Assistant. Chairman McCall called the meeting to order.

ON A MOTION BY MRS. POGUE, SECONDED BY MR. ROGERS, the Board went into closed session at 5:35 p.m. to discuss information that is not a public record (student records), pursuant to N.C.G.S. 143-318.11(a)(1) and 115C-402. Present in the closed session were Mrs. McCall, Mr. Rogers, Mrs. Pogue, Mr. Whitmire, Dr. Lyda, and RHS Principal, Brian Weaver. ON A MOTION BY MR. ROGERS, SECONDED BY MRS. POGUE, the Board voted unanimously to expel a student from Transylvania County Schools. ON A MOTION BY MRS. POGUE, SECONDED BY MR. WHITMIRE, the Board reconvened in open session at approximately 6:05 p.m. The Board recessed until 6:30 p.m.

The business meeting began at 6:30 p.m. Approximately 40 staff members, guests and media representatives were in attendance. Mr. Rogers gave the invocation and Mrs. Pogue led the Pledge of Allegiance. Chairman McCall welcomed everyone to the meeting and invited speakers to sign up for public comment. A special welcome was extended to Board members-elect Tawny McCoy, Cindy Petit and Shelia Norman.

1. Public Comment

Chairman McCall reviewed the guidelines for public comment and advised speakers that a spokesperson could be designated for large groups, if so desired.

- Billy Licciardi, student, spoke about communication problems and a lack of student involvement at BHS. He reported not being notified of the PSAT administration until two days before the test. He felt that the open enrollment for the exam led to crowded conditions and cheating, and recommended that only college-bound students be allowed to take the test. He suggested using the remaining funds to offer scholarships to students who perform well on the exam. He also commended his graphics instructor.
- Beth Pelletier, parent, made three requests of the Board: 1) to increase the time allotted per speaker to 4-5 minutes; 2) to arrange a two-way public forum for parents and Board members to discuss concerns; and 3) to review the files of teachers currently on action plans. She believes that these teachers are suffering and being treated unfairly.
- Lisa Marie Licciardi, parent, represented parents and students who would like to work with administration to restore Brevard High School to Honor School of Excellence status. Her concerns regarding BHS included lack of communication at all levels, teachers on action plans, uninviting atmosphere in the front office, SAT scores, and the need for a bigger guidance department. She seconded the request for a public forum to discuss these issues.

Chairman McCall advised each of the speakers to schedule a time with the appropriate administrator(s) to address their specific concerns, or to talk with Board members one on one. She explained that the state's open meetings law prohibits the discussion of personnel matters in open meetings, and that these guidelines are in place for the protection of everyone involved.

- Meredith Licht, teacher, asked the Board to vote against revisions to Policy GCN/AFC-R. She expressed concerns about expectations for new teachers and the manner in which action plans are determined. She feels the policy needs more transparency, more voice from teachers, and further consideration.

Mr. Rogers reported that he had requested some data on action plans from the central office. Of the 1,650 teaching positions filled over the last six years, only four of those teachers have been placed on action plans. This represents 0.24% of the teacher workforce.

2. **Good News Report**

Dr. Lyda recognized student artwork from Brevard Middle School that was on display in the boardroom. She also introduced Will Baynard, RHS student representative, to the Board. Dr. Lyda reported the following good news items:

- **PFES Donates to Sharing House.** During Red Ribbon Week, students at PFES were each asked to donate one can of food for Sharing House if possible. In only four days, the school collected 545 cans. School Resource Officer Mary Berrier organized the event and delivered the food to Sharing House.
- **BES Receives Food Lion Grant.** Brevard Elementary School received a \$1,000 grant from the Food Lion Charitable Foundation. The gift will be used to update the counselors' professional resources for parents, teachers and students.
- **NCAEOP District Winners .** The Transylvania County Association of Office Professionals (TCAEOP) had two reasons to celebrate at the NCAEOP Fall District Meeting in Asheville on October 24. Rosman High graduate Megan Whisenant was awarded the District 1 EOP Scholarship. Megan is currently attending Berea College in Kentucky. Brevard Middle School Principal, David Williams, was named District 1 Administrator of the Year. District winners will advance to the state level, and state winners will be announced at the NCAEOP State Conference in Greensboro in March.
- **DRS Teachers Present at State Meeting.** Davidson River School teachers Laura Smith and Jessica Leveque presented at the NC Association for Alternative Education Conference in Winston-Salem on October 28-29. Their topic was "active engagement of at-risk learners."
- **TCH Walk-A-Thon.** T. C. Henderson held a Walk-A-Thon on October 31. Everyone enjoyed getting exercise and having healthy snacks as part of the school's "Be a Healthier You" program. As another part of that program, the whole school performs daily energizers and staff members wear pedometers to measure steps.
- **BHS Girls Tennis.** The Brevard High School Girls' Tennis team finished their season in the top four statewide. Coaches expressed pride in the girls' conduct and the fine way in which they represented Brevard. Three team members went to the state tournament: Davis Clare Hyett, Lauren Fuller, and Kate Treacy. Although none of them won, it was an excellent opportunity to experience the high-quality tennis that exists at the high school level.
- **RHS Blood Drive.** Eighty-four units of blood were donated at the Rosman High School blood drive held in October—thirteen more units than at any previous drive. Rosman High HOSA members organized the drive, registration and the juice/cookie canteen. Tammy Moman is the sponsor for the RHS HOSA chapter.
- **BMS Records School Song.** On November 7, members of the BMS chorus traveled to Asheville and recorded the new school song under the direction of Nashville recording director, Brian Fullen, brother of BMS chorus teacher Sally Germanaro. The Board will get to hear the CD as soon as it is completed.

- **Presidential Classroom Scholarship Award.** Zachary Cady, BHS, was awarded the Presidential Classroom Scholarship by the Transylvania County Schools Educational Foundation. The selection committee interviewed several outstanding applicants, and was most impressed with Mr. Cady's academic record and contributions to his school and community. Zack is eligible to attend the Future World Leaders Conference in Washington, DC in February. The Foundation will pay the \$1,700 registration fee for the conference.

3. **Former Students in the Military**

The Board read aloud the names of former TCS students who are serving or have served in the U.S. Military. Chairman McCall expressed appreciation to all of the individuals and their families for their dedication and sacrifice. She expressed her hope that the Board would continue this recognition after the new members are installed.

4. **Consent Agenda**

ON A MOTION BY MR. ROGERS, SECONDED BY MRS. POGUE, the following consent items were approved:

- Minutes from October 9, 2008 meeting
- Minutes from October 20, 2008 meeting
- Personnel Report for November 17, 2008 (attached)

5. **Non-Faculty Coaches**

ON A MOTION BY MRS. POGUE, SECONDED BY MR. WHITMIRE, the following non-faculty coaches for winter sports 2008-2009 were approved:

Basketball

Ashton Barton, Volunteer Assistant, RHS Girls JV
 Joe Carrington, Head, RHS Girls Varsity
 Danny David, Head, RMS Girls
 Bart Griffin, Head, BMS Boys
 David Hollingsworth, Head, BHS Girls JV
 Holly Krogman, Assistant, BHS Girls Varsity
 David McNeil, Volunteer Assistant, BHS Girls JV
 Chad Owenby, Head, BHS Boys JV
 Charlie Owenby, Volunteer Assistant, BHS Boys JV
 Chuck Owenby, Volunteer Assistant, BHS Boys JV
 Nathan Owens, Assistant, RHS Boys Varsity
 William Parker, RHS Girls Varsity
 Josh Riddle, Head, RMS Boys
 Brittany Sheridan, Assistant, RMS Boys & Girls
 Chris Thomas, Volunteer Assistant, RHS Boys JV
 Pat Thompson, Volunteer Assistant, RHS Girls Varsity

Wrestling

Mark Ellenberger, Assistant, BHS
 Jimmy Jones, Weight Certifier, BHS

David Michael Jordan, Volunteer Assistant, BHS
Kyle Justice, Head, BMS

Indoor Track

Bill Baldwin, BHS

Cheerleading

Angela Hemphill, BMS
Tracy Reynolds, RMS

Will Baynard was offered the opportunity to share comments or concerns. Regarding a proposed flex calendar, Mr. Baynard expressed his support for having first semester exams before Christmas break.

6. School Improvement Plans

David Sutton presented *Section 6 - Implementation of the Plan and Documentation of Results* for each of the nine School Improvement Plans and an amended plan objective for Brevard Elementary School. Approval of the amendment will be requested at the next regular meeting. Dr. Lyda encouraged anyone with concerns about their school to get involved with their school improvement team.

Mr. Whitmire discussed the following items:

- Would like to see more positive language/tone on survey items.
- Continue support for drug awareness initiatives/programs.
- Process for reviewing weekly lesson plans at BHS.
- RES math lab not implemented due to scheduling and space.
- State has increased the bar for achieving School of Excellence and other ABC's recognitions.

7. Policy

Chairman McCall prefaced this item by noting that the personnel policies up for action had been discussed and revised many times at meetings dating back to July. She pointed out that policy is the primary duty of the Board, and that all policies are reviewed periodically and revised as needed and circumstances dictate. Mr. Whitmire emphasized that action plans are designed to identify and correct weaknesses early and to lead teachers toward training and staff development opportunities. Mr. Rogers commended TCS teachers for the excellent work they do and stated that the Board's review of action plans is in no way a reflection on the quality of our teachers.

- ON A MOTION BY MR. ROGERS, SECONDED BY MR. WHITMIRE, revised Policy GCN/AFC (Professional Educator Evaluation System) was unanimously approved.
- ON A MOTION BY MR. WHITMIRE, SECONDED BY MR. ROGERS, revised Policy GCN/AFC-R (Professional Educator Evaluation System) was unanimously approved.

- ON A MOTION BY MR. WHITMIRE, SECONDED BY MRS. POGUE, new Policy GCNA (Voluntary Resignation for Professional Employees) was unanimously approved.
- ON A MOTION BY MRS. POGUE, SECONDED BY MR. WHITMIRE, revised Policy JFC-R (Student Conduct/Discipline) was unanimously approved.
- ON A MOTION BY MR. WHITMIRE, SECONDED BY MRS. POGUE, new Policy ACAC (Registered Sex Offenders) was unanimously approved. Mr. Whitmire requested that the Board attorney be consulted regarding installing warning/notification signs on school campuses similar to the signs used by Parks and Recreation.
- ON A MOTION BY MR. ROGERS, SECONDED BY MRS. POGUE, new Policy ACAD (Student Sex Offenders) was unanimously approved.
- ON A MOTION BY MR. ROGERS, SECONDED BY MR. WHITMIRE, revised Policy IKF (Graduation Requirements) was unanimously approved.

8. Flex Calendar

Dr. Lyda reported that Dr. Bo Williams will meet with a task force on December 2 to begin work on a new flex calendar for the 2009-2010 school year. A flex calendar will hopefully return *flexibility* and local control to the calendar process. Over the past few years, the Board and other stakeholders have expressed the following concerns regarding the calendar:

- High school exams completed before the Christmas holiday
- More than two teacher workdays at the beginning of the year
- Labor Day as a holiday for staff
- Memorial Day as a student holiday
- Time for academic coaching during the year
- Time for quality staff development
- More time between grading periods

The next step will be review and input from the full calendar committee and the schools. The calendar will go to the Board for review and approval in February.

9. Community Land Trust Appointees

Dr. Lyda reported that the Community Land Trust formation committee has asked for the Board to appoint three people to the Board of Trustees. The members would serve terms of three, two, and one year(s), respectively. She recommended the Board appoint Chris Whitmire, Mike Rogers, and Jeff McDaris, as all three are very knowledgeable and have devoted countless hours to this project. Board members agreed, and ON A MOTION BY MRS. POGUE, SECONDED BY MR. ROGERS, the Board unanimously appointed Dr. Jeff McDaris for a three-year term, Mr. Chris Whitmire for a two-year term, and Mr. Mike Rogers for a one-year term on the Community Land Trust Board of Trustees.

10. Important Dates

Nov. 20	Thanksgiving Lunch for TCS Staff and Retirees		School Cafeterias
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Nov. 20	Superintendent's Communication Council	3:45 p.m.	MEC
Nov. 21	Student Advisory Council	7:30 a.m.	MEC
Nov. 24	Parent Advisory Council	7:30 a.m.	MEC
Nov. 24	BHS Chorus Performs at Biltmore House Candlelight Tour	6 – 10 p.m.	Asheville
Nov. 26	Teacher Leave Day		
Nov. 27-28	Thanksgiving Holidays		
Dec. 1	Reception for Bill Cathey and Teresa McCall	4 – 6 p.m.	Transylvania Co. Library
Dec. 9	BHS Senior Projects	3:30 – 6:00 pm	BHS
Dec. 9	Opening Reception for BHS Visual Arts Exhibit	6:00 p.m.	BHS Lobby
Dec. 9	TCH Christmas Program	6:30 p.m.	RHS Auditorium
Dec. 10-19	BHS Visual Arts Exhibit	daily	BHS Lobby
Dec. 11	RHS Senior Projects	2:00 – 6:30 pm	RHS
Dec. 11, 12	BHS Madrigal Dinners	6:30 p.m.	Lutheran Church of the Good Shepherd
Dec. 11	BMS Band/Choir Holiday Concert	7:00 p.m.	BHS Auditorium
Dec. 15	REGULAR MEETING	6:30 p.m.	MEC
Dec. 16	BHS Band/Chorus <i>Holiday Spectacular!</i>	7:00 p.m.	Porter Center
Dec. 22 - Jan. 1	Christmas Break		
Jan. 2	Teacher Workday		

Mr. Whitmire noted that military orders will prevent him from attending the reception on December 1, and expressed his thanks and appreciation to Mrs. McCall, Mr. Cathey, and Mrs. Pogue for their dedicated service on the Board.

11. **Other Items**

Chairman McCall presented a plaque of appreciation to Jenni Pogue and gave the following comments:

"I have had the opportunity and privilege of working with a number of board members, and I have to say that Jenni is the best of the best. Her calm demeanor, willingness to listen, and the caring way in which she has carried out her duties as a board member are examples for us all.

Jenni doesn't jump to conclusions or make decisions without having all of the information available. She has worked hard to represent every school, every student and every staff member, regardless of position. She has been fair to all and unjust to none. My life has been blessed just in knowing her and serving with her. It has been an honor and privilege to work side by side with Jenni these past four years, and while I know and have the utmost respect for those coming on the board next month, the seat Jenni is leaving is a tall one to fill."

There was no further business, and ON A MOTION BY MR. ROGERS, SECONDED BY MR. WHITMIRE, the meeting was adjourned at 8:05 p.m.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
11/17/08**

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

Licensed Personnel

None

Classified Personnel

Carol Ridenour, Teacher Assistant, BES, effective January 1, 2009

Cleotilde Cuevas Salas, Substitute Child Nutrition Worker, TCS, effective November 17, 2008

Grisel Juarez Zamora, Substitute Child Nutrition Worker, TCS, effective November 17, 2008

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

Licensed Personnel

Amy Brubaker, Part-Time Teacher (50%), BES, effective December 1, 2008

Classified Personnel

Claire Bell, Bus Driver, TCS, effective November 18, 2008

Carol Bradley, Bus Driver, TCS, effective November 18, 2008

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

Licensed Personnel

Connie McGaha, from Teacher Assistant, BES, to Interim Teacher, BES, effective December 1, 2008 through June 17, 2009

Nanette Renegar, from Teacher (100%) to Part-Time Teacher (50%), BES, effective December 1, 2008

Classified Personnel

None

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

Licensed Personnel

Sarah Shawver, Counselor, RHS, short-term disability leave effective November 29, 2008, through May 29, 2009

Classified Personnel

None

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

Substitute Teachers

Dave Desmelik

Substitute Child Nutrition

Christine Anton Sullivan

Karen Louise Warren