

Minutes
Transylvania County Board of Education
February 16, 2009
REVISED

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Public Comment
2. Good News Report
3. Former Students in the Military
4. Consent Agenda:
 - A. Memorial Report
 - B. Minutes
 - C. Personnel Report
5. School Health Advisory Council
6. School Calendar 2009-2010
7. Policy IK "Student Accountability for Academic Achievement"
8. Policy IIC "Field Trip Approval and Cancellation"
9. Policy:
 - A. GCPA "Reduction in Force"
 - B. JEC "School Admissions"
 - C. JHCB "Immunization and Health Requirements for School Admission"
10. District Data Notebook Update
11. FY10 Budget
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 February 16, 2009 at the Morris Education Center. 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 20 staff, guests, and media. Mrs. Norman gave the invocation and Mrs. McCoy led the Pledge of Allegiance. Chairman Rogers gave the welcome and called the meeting to order.

1. Public Comment

Tracie Hebrock, parent, asked the Board to consider the difference between self-defense and aggression when a child is involved in a fight at school. She also asked the Board to consider mandatory drug testing for both parties in a fight.

2. Good News Report

Dr. Lyda introduced BHS student representative, Kate Henson, to the Board. She recognized student artwork from BMS that was on display in the boardroom, and reported the following items:

- Four students have been named Teaching Fellows Regional Finalists: Cassie Green (RHS), Alaina Pangle (RHS), Blakely Reid (RHS), and Amanda Whitlock (BHS). Regional interviews will be conducted in February.

- Band students participated in the 2009 Western District Band Auditions at Tuscola High School on January 31. Transylvania students competed against students from 14 western counties for positions in the All-District Bands. They were scored in three criteria: scales/rudiments, prepared solo, and sight-reading. Total scores determined placement in the bands. The district bands will travel to Western Carolina University on February 13-14 for rehearsal and a concert on February 14 in the WCU Fine and Performing Arts Center. Donnie Mulligan is the band director at BMS; Kenny Franklin directs the BHS band; and Carolyn Smith is the director for the RMS and RHS bands. The district winners were:

BMS Students in Middle School Band I

Emma Schaefer - 13th chair, clarinet
Tannis London - 20th chair, clarinet
Emma McLeod - 5th chair, French horn
Allie Williams - 8th chair, French horn
Jasmine McMillan - 1st chair, trombone*

BMS Students in Middle School Band II

Ashley Norman - 1st chair, flute
Anna Fuller, 4th chair, flute
Rebekah Pedersen - 16th chair, clarinet
Jack Van Horn - 4th chair, bass clarinet
Aaron Brown - 2nd chair, snare drum

BHS Students in All-District 9-10 Band

Jennie Moser - 2nd chair, oboe*
Elisabeth Moore - 5th chair, clarinet*
Kathleen Miller - 6th chair, clarinet*
Lauren Fuller - 2nd chair, alto sax*
R.J. Blackburn - 6th chair, French horn

BHS Students in All-District 11-12 Band

Sarah Costilow - 6th chair, flute
Jannick Ehlert - 3rd chair, oboe*
Hannah Austin - 1st chair, clarinet*
Melanie Miller - 9th chair, clarinet
Amanda Whitlock - 1st chair, bass clarinet*
Jimmy Raines - 3rd chair, percussion*

RMS & RHS Students in All-District Bands

Kayla Lance - 19th chair clarinet, Middle School Band II
Kandyce Norton - 1st chair clarinet, 9-10 Band*
Brook Owen - 14th chair clarinet, 9-10 Band

*Advances to All-State Auditions

- Davidson River School has received a \$1,000 grant from Wal-Mart. The grant will be used for programs to improve attendance, increase school safety, and support graduating seniors.

- Brevard High student Zack Cady has been chosen as a North Carolina delegate for the U.S. Youth Senate Program. Candidates were required to complete an application, essay, and video explaining his/her future goals and why he/she should be chosen for the program. The top five candidates in the state went to Raleigh for an interview, after which two state delegates were selected. Zack will travel to Washington, DC on March 7-14 for an all-expense paid trip. He will attend major policy addresses by United States Senators and Cabinet members as well as participate in a meeting with a U.S. Supreme Court Justice. In addition, Zack will be awarded a \$5,000 college scholarship.

3. **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. One new name, Larry Jamerson, has been added. Chairman Rogers expressed the Board's appreciation to all of the individuals and their families for their dedication and sacrifice.

4. **Consent Agenda**

ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. NORMAN, the following items were approved:

- A \$25 donation to the Education Foundation in memory of Louise G. Jennings, mother of Kathy Holcomb. Kathy is a secretary at Brevard Elementary School.
- Minutes of the January 2, 2009 meeting
- Minutes of the January 12, 2009 meeting
- Minutes of the January 13, 2009 meeting
- Minutes of the January 21, 2009 meeting
- Personnel report for February 16, 2009 (attached)

Dr. Lyda announced that the personnel report contains the resignation of Dr. Kathy Haehnel, Director of Federal Programs, effective June 30, 2009. Dr. Lyda commented that she and Dr. Haehnel had started their careers together as teachers at Brevard Middle School. She stated, "Like me, Kathy started teaching at a very young age! Dr. Haehnel was a phenomenal educator. I became the teacher that I was because of her. Over the years she has served in a number of positions as a principal and central office administrator. No matter the job, she has gone wherever she was needed. She has been a good personal friend and a good professional friend to me." Chairman Rogers also expressed his appreciation to Dr. Haehnel, noting that like Dr. Lyda, she had also been one of his former teachers. He thanked Dr. Haehnel for her years of dedicated service to the students of Transylvania County and wished her the best for the future.

5. **School Health Advisory Council**

ON A MOTION BY MRS. NORMAN, SECONDED BY MR. WHITMIRE, the Board approved Kristl Carpenter as a parent representative for PFES and Dr. Ann Farash as a parent representative for BMS (in addition to Health Services representative) on the School Health Advisory Council for 2008-2009.

6. **School Calendar 2009-2010**

At retreat, Dr. Bo Williams had presented the 2009-2010 school calendar as recommended by the Calendar Committee. Dr. Lyda thanked Dr. Williams and the

committee for their work on the calendar. She described the calendar as the best option possible within current calendar constraints.

Mr. Whitmire gave a reminder request for a copy of the current school calendar law. He would like a draft re-write for proposal to local legislators. Dr. Lyda reported that Senator John Snow is sponsoring new calendar legislation, of which he has invited Transylvania to be a part. She will share Senator Snow's proposal with the Board as soon as it has been received.

Mrs. McCoy expressed appreciation for the designation of Memorial Day as a non-student day. There were no other questions or comments, and ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. NORMAN, the 2009-2010 school calendar was approved as presented.

7. **Policy IK "Student Accountability for Academic Achievement"**

Dr. Lyda gave a review of the process for changing policy. Board members' suggestions and concerns from the meetings are taken to the Policy Committee for review. The Policy Committee considers the changes and makes revisions or recommendations. The revised policy is then brought to the Board for first read information, followed by action at a subsequent meeting. Board members and/or others may be assigned to the policy committee as ad hoc members.

Mr. Whitmire discussed the differences in the Transylvania County Schools testing standards and the North Carolina testing standards. Basically, Transylvania is one of a small number of LEA's that has a much higher testing standard than the rest of the state. Mr. Whitmire feels changes could be made to the local accountability policy to lessen the frustration level among students while still maintaining high standards. He proposed the following revisions to Policy IK-R (Student Accountability for Academic Achievement):

- Continue requiring Level III as the accountability standard (passing threshold) for grades 3, 5, and 8 on initial EOG tests and for all high school initial EOC tests. This will enable TCS to benefit from the recent SBOE change to grant AYP credit for retests that achieve Level III.
- Amend subsequent accountability standards to give passing credit if a student scores within one Standard Error of Measurement (SEM) of Level III on the first or second retest for all EOG's and EOC's.
- Send all students who achieve a passing mark in the classroom to a review committee if they fail to achieve at least within one SEM on the first retest. If the review committee decides that the student is worthy of passing (credit for the course), then he or she receives credit at that point. [Review committee considerations to include 1) teacher classroom standards; 2) attendance requirements; 3) 69.5 or above after weighing the EOG/EOC score as 25% of the final grade; 4) original EOG/EOC score within one SEM of Level III; and 5) other pertinent criteria as deemed by TCS.] If the review committee determines otherwise at this point, then the student continues with summer school (20 hours of remediation) before attempting the second retest. This measure would honor the principal's statutory authority to make promotion and retention decisions and prevent a single test (EOG or EOC as applicable) from solely determining success

or failure. Such a measure would also prevent frustrating a student who otherwise has satisfactorily passed his/her teacher's portion of a given course.

- Furthermore, this measure of common sense and practicality will potentially lessen frustration to a degree that dropout rates will decrease over time. Please note that "over time" refers to the entire elementary, middle, and high school time continuum.
- Form a Policy IK-R review committee to include parents and staff among other stakeholders.

Mr. Whitmire believes the above changes will result in more students passing their courses; less frustration and fewer dropouts; continue TCS's longstanding pursuit of excellence; improve student morale while lessening test stresses; and save money by reducing unnecessary course repetitions.

Dr. Lyda thanked Mr. Whitmire for his suggestions. Board members were unsure about lowering testing standards, but willing to send the policy to committee for review. Mrs. Norman suggested adding more than five hours of remediation time. Chairman Rogers recommended appointing two Board members and two parents as ad hoc members to the Policy Committee. Cindy Petit and Tawny McCoy volunteered to serve. Mr. Whitmire nominated David McNeill and Mrs. Norman nominated Tami Moss as parent representatives. Dr. Williams announced that the Policy Committee would meet on March 3, 5, and 11 at 3:30 p.m. in the BHS vocational wing. Dr. Lyda reported that the first read draft would be presented on March 16, with action slated for April 6.

Mr. Whitmire asked about making the language of the waiver form easier for parents to understand. Dr. Lyda explained that parents are typically meeting with school administrators at the time the form is signed, and any questions could be addressed then. Mr. Whitmire asked whether a student who is granted credit with a waiver would have a "P" (pass) or a numerical grade recorded on his or her report card. Dr. Lyda reported that schools record the face value of the retest grade. Mr. Whitmire asked whether receiving credit under the portfolio process would prevent a student from receiving a merit diploma. Dr. Lyda stated this would be a discussion issue for the Policy Committee.

8. Policy IIC "Field Trip Approval and Cancellation"

Policy IIC (Field Trip Approval and Cancellation) was discussed in October 2008. At that time, it was submitted to the Board attorney for review and recommendation regarding the issue of Board approval for field trips taken outside the continental United States. Dr. Lyda shared the attorney's response that the disclaimer, "Field trips taken outside the continental United States shall not be approved by the Board," is necessary due to liability issues. He indicated that the line between sponsored and non-sponsored trips is legally very thin. The strict disclaimer is necessary because the trips are advertised at school. The attorney recommended making no changes to the policy.

Mr. Whitmire suggested adding a second Web site address to the policy as an additional source for information on travel threat assessment conditions. He feels that that the policy is discouraging as written, and would like to see the policy language softened so as not to offend teachers who are organizing out-of-country field trips. Mrs. McCoy stated she would not be opposed to softening the language. Other members had no

objections to adding the Web site address, but were not in general favor of other revisions.

Mr. Whitmire asked about the May 15 field trip cutoff date that is outlined in Policy IICA-R. He asked if this date were originally tied to the end of the school year (when schools let out earlier in the year), and if so, could the cutoff date be changed to reflect the fact that schools now let out later in the year? Mr. Rogers reported that he had spoken with teachers about the May 15 cutoff, and they were not in favor of changing the date due to preparations for EOC's and EOG's. Dr. Jeff McDaris also cautioned against changing May 15. He explained that buses are serviced during this downtime to prepare for summer excursions. Dr. Lyda added that the administration would consider a teacher's request for an exception if there were a viable reason for a trip to be scheduled after May 15.

9. **Policy GCPA "Reduction in Force"**

Revised Policy GCPA (Reduction in Force) was presented as information. The policy has been completely rewritten as a replacement for the current GCPA and GCPA-R. Dr. Lyda reported that all districts are facing the RIF issue. While she hopes that the policy does not have to be used, it needs to be on the books before the end of the year. Board members requested the following changes:

- Add "in no order of priority" to the bulleted items under Section V, page 3.
- Add language to Section VI, Part D, page 4, to indicate that documentation would be placed in an employee's file for future reference in the event of the employee's termination due to Reduction in Force.
- Remove reference to school consolidation and closing in the first paragraph, page 1.

Approval of Policy GCPA will be requested at the next regular meeting. The Board would also need to rescind GCPA-R.

10. **Policy JEC "School Admissions"**

Dr. Bo Williams presented revised Policy JEC (School Admissions) as information. The changes were made to align the policy with current rules and regulations and to reflect the new kindergarten eligibility date, August 31. Dr. Lyda pointed out that the new cutoff date would mean lower kindergarten enrollment for the 2009-2010 school year by at least 29 students.

Mrs. Norman asked about the Home Language Survey. Dr. Haehnel explained this is a federal requirement to help identify limited English students for additional help/support. Mr. Whitmire asked about affidavits. Dr. Elliott gave a description of the various types of affidavits and information requested. Approval of revised Policy JEC will be requested at the next regular meeting.

11. **Policy JHCB "Immunization and Health Requirements for School Admission"**

Revised Policy JHCB (Immunization and Health Requirements for School Admission) was presented as information. The policy has been completely rewritten to align with current immunization and health requirements. It will replace the current JHCB and JHCB-R (Inoculations of Students). Approval of revised Policy JHCB and rescission of JHCB-R will be requested at the next regular meeting.

12. District Data Notebook Update

David Sutton present the following updates for the district data notebooks:

1. Indicator Index
2. *Teacher Working Conditions* Survey Results: Professional Development Domain
3. *Teacher Working Conditions* Survey Results: Facilities and Resources Domain
4. *Teacher Working Conditions* Survey Results: Decision-Making Domain
5. *Teacher Working Conditions* Survey Results: Leadership Domain
6. *Teacher Working Conditions* Survey Results: Time Domain

The *Teacher Working Conditions* Survey is an online survey for teachers. It is given every two years. The last administration was Spring 2008. Transylvania had 98% participation overall, with six schools achieving 100% participation rates. Data from the surveys is used for school improvement planning. Mr. Sutton addressed questions from the Board.

13. FY10 Budget

Dr. Lyda reported that the budget outlook remains very uncertain. In an unprecedented move, DPI is providing weekly budget updates every Friday for the next eight weeks. There are hopes that the federal economic stimulus package may provide some relief.

The Board reviewed the FY10 budget needs list. Mr. Whitmire discussed the importance of showcasing how well historically the Child Nutrition program has performed with limited resources. Dr. Lyda reported that the stimulus package might include funds earmarked for Child Nutrition. Mr. Rogers expressed his hopes to keep student lunch prices steady and direct any federal relief funds to helping families that are struggling financially.

The Board reviewed the latest draft of the five-year capital outlay plan. School priorities have been added to the document. Dr. Lyda addressed questions/concerns from the Board regarding the following projects:

- Wireless access is being addressed as a CE item by the Technology Department. The capital outlay plan reflects computer replacements and upgrades.
- The TCH telephone system is being installed this week.
- Rebuilding the BHS tennis courts is not a school priority. The current arrangement with Brevard College and Racquet Club seems to be working.
- Discuss concession stands in depth during the school facility tours.
- Combining roof replacement jobs at BHS would be difficult as the levels of need vary for the different areas. More critical needs are scheduled first.
- Parking at RHS. Although the document says "paved," the new lot will not be paved.
- Request that painters not paint urinals, fixtures and ceilings. It is wasteful and looks sloppy.
- Davidson River School needs should not be overlooked.

It was the consensus of the Board to return the breakout co-curricular items to the regular capital outlay format for ease of understanding.

Mr. Rogers calculated that balancing the capital budget requests for FY10 and FY11 might enable the school system to save some teacher jobs. Board members were in agreement with this suggestion.

14. Important Dates

Feb. 17	Public Input Sessions	4:00 p.m. 5:30 p.m.	TCH
Feb. 23	School Facilities Bus Tour	7:45 a.m. - 4:30 p.m.	DRS, PFES, BES, BHS, and BMS
Feb. 25	Parent Advisory Council	7:30 a.m.	MEC
Feb. 26	Superintendent's Communication Council	3:45 p.m.	MEC
Feb. 27	School Facilities Bus Tour	11:00 a.m. - 4:30 p.m.	RMS, RHS, RES, and TCH
Feb. 27	Student Advisory Council	7:30 a.m.	MEC
Mar. 2	REGULAR MEETING	6:30 p.m.	MEC
Mar. 10	SPECIAL MEETING	TBA	MEC
Mar. 14	Cutoff Date for Superintendent Applications		
Mar. 16	REGULAR MEETING	6:30 p.m.	MEC
Mar. 19	JOINT MEETING	TBA	TBA
Mar. 24	SPECIAL MEETING	5:30 p.m.	MEC
Mar. 25-26	<i>NCSBA School Law Academy for School Administrators</i>		<i>Hickory, NC</i>
Mar. 26 (tentative)	Elected Officials/ Breakfast	TBA	TBA
Mar. 28	Western Region Career Club Competitions	10:00 a.m. - 1:00 p.m.	RMS
Apr. 4-7	<i>NSBA Annual Convention</i>		<i>San Diego, CA</i>
Apr. 6	Technology Showcase	4 - 7 p.m.	Rogow Room, TC Library
Apr. 6	REGULAR MEETING	6:30 p.m.	MEC
Apr. 7	Kindergarten Orientation	6:00 p.m.	BES, PFES, RES, TCHES
Apr. 10	Holiday (Good Friday)		
Apr. 13-17	Spring Break		
Apr. 20-24	INTERVIEWS	TBA	TBA
Apr. 28	Superintendent's Communication Council	3:45 p.m.	MEC
Apr. 29	Parent Advisory Council	7:30 a.m.	MEC

May 1	Student Advisory Council	7:30 a.m.	MEC
May 4	REGULAR MEETING	6:30 p.m.	MEC
May 18	REGULAR MEETING	6:30 p.m.	MEC
<i>May 18-19</i>	<i>NCSBA President's Invitational Conference</i>		<i>Raleigh, NC</i>
May 26 (new date)	Scholars' Recognition Evening	5:30 p.m.	BHS

Make-up Days

December 1 will be made up on June 9.

January 21 was made up on February 16.

13. Other Items

Mrs. Norman reported that the public input sessions were a great experience. She saw much excitement, dedication, and commitment to the schools among the attendees. She reported that schools would like to have Board members visit again soon.

14. Public Comment

Steve Reese, community member, asked the Board to consider making a safer student crosswalk from the Brevard High School soccer lot to the main campus. A student was struck by a car at this crossing recently. Mr. Reese believes that the current flashing caution signal is insufficient. He suggested the addition of a traffic light with a crosswalk button that would stop traffic on demand, a badged crossing guard, or the construction of an overhead crosswalk. Mr. Reese also suggested that Board consider designating a portion of the farmland located behind the school to student parking and eliminate the soccer parking lot altogether. He stated that he has discussed these ideas with Brevard Mayor Harris. Chairman Rogers thanked Mr. Reese for his concerns and suggestions.

There was no further business, and ON A MOTION BY MRS. NORMAN, SECONDED BY MRS. PETIT, the meeting was adjourned at 9:00 p.m.

Respectfully submitted,

Chairman

Secretary

PERSONNEL REPORT
February 16, 2009

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

Licensed Personnel

Catherine Childress, Lead Teacher, RES, effective June 30, 2009
Kathy Haehnel, Director of Federal Programs, MEC, effective June 30, 2009

Classified Personnel

Teresa Michelle Galloway, Bus Driver, PFES, effective January 23, 2009
Karen Robinson, Bus Driver, BHS, effective February 4, 2009

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

Licensed Personnel

Debbie Cope, Interim Teacher, BES, effective March 12, 2009, through end of 2008-2009 school year

Classified Personnel

Tina Hawk, Interim Teacher Assistant, TCH, effective February 17, 2009 through May 1, 2009
Caroleen Hodge, Part-Time Office Support Professional (62.5%), BHS, effective February 17, 2009
Lauren Leistner, Interim Office Support, PFES, effective March 2, 2009, through June 30, 2009
Christopher West, After-School Worker, effective February 17, 2009

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

Licensed Personnel

Catherine Childress, Lead Teacher, RES, from 100% employment to 60% employment effective March 2, 2009

Classified Personnel

None

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

Licensed Personnel

None

Classified Personnel

Mary "Marney" Cogan, Teacher Assistant, TCH, Educational Leave under local BOE policy GCBDB effective February 2, 2009, through May 1, 2009

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

Substitute Teachers

Patricia Sales, retired TCS Teacher

Heather Scott, former TCS Teacher