

Cherokee County Board of Education
Meeting of
October 6, 2011
6:00 p.m. – Andrews Middle School

Minutes

Board Members Present: Mr. Randy Barnett, Board Chair, Ms. Wanda Arrowood, Vice Chair, Dr. David Ackerman, Mr. Erik Brinke, Mr. Paul Brown, Mr. Winfield Clonts, Ms. Debbie Hogan, and Mr. Dean Shatley, School Board Attorney.

1. Call to Order, Welcome, and Invocation. Mr. Randy Barnett called the meeting to order.
2. Welcome. Mr. John Higdon, Principal of Andrews Middle School, welcomed all in attendance then Mr. Barnett asked all present to observe a moment of silence.
3. Pledge of Allegiance. Mr. Paul Brown led the Pledge of Allegiance.
4. Mission Statement. Dr. David Ackerman read the mission statement.
5. Approval of Agenda. The Agenda was approved as presented.
6. Minutes. The minutes for the Board of Education meeting of September 8, 2011 were approved as presented.
7. Public Input. There was no public input.
8. Academic Achievement Recognition: Dr. Stephen Lane recognized Ms. Erica Hicks for her outstanding academic achievement while a student at Andrews High and presented her with a Certificate of Achievement in recognition of being awarded the SSPTC Scholarship for North Carolina.
9. Cherokee County Amphitheater Project: Ms. Linda Hurd appeared before the Board and delivered a comprehensive power point presentation on a proposed Cherokee County Amphitheater Project. There was some discussion about the project. Ms. Hurd concluded by requesting the Board's permission to proceed forward with the project.

Motion Made (Dr. David Ackerman) and seconded (Mr. Winfield Clonts & Ms. Debbie Hogan) that an agreement be formalized with the Amphitheater Project organization to establish some utilization of the property for the Amphitheater Project. Voting is unanimous.
10. Top Ten Graduation Rate Recognition: Dr. Stephen Lane informed the Board of Cherokee County school systems graduation achievement and spoke of being invited to a recognition ceremony hosted by the State Superintendent honoring those

systems that made it into the top 10 school systems in North Carolina for graduation. Dr. Lane then recognized those principals whose efforts and leadership were instrumental in this achievement.

11. Calendar Waiver: Dr. Lane proposed the approval of a school calendar waiver that would allow Cherokee County Schools to begin the school year earlier.

Motion Made (Dr. David Ackerman) and seconded (Ms. Debbie Hogan) to approve the calendar waiver as presented by the Superintendent. Voting is unanimous.

12. Calendar/Teacher Pay Schedule for 2012-12 School Year: Mr. Kenny Garland introduced a draft 2012/13 school year calendar for consideration and spoke at length of the effect beginning the school year on the 1st day of the month for staff as displayed on a draft 2011/2012 calendar would have on employees and their pay. New legislation does not allow us to prepay employees. Hence, starting teacher workdays on August 1, 2012 will allow us to pay employees for a full month.

13. SAT/ACT Report: Mr. Garland delivered a very detailed SAT and ACT report to the Board.

14. District Improvement Plan/MYS Local Options: Ms. Jodi Alverson presented the District Improvement Plan to the Board for consideration and approval. Mr. Bill Gaither presented Mountain Youth School's local options for consideration and approval.

Motion Made (Dr. David Ackerman) and seconded (Ms. Wanda Arrowood) to approve the District Improvement Plan as presented by Ms. Alverson. Voting is unanimous.

Motion Made (Mr. Winfield Clonts) and seconded (Mr. Erik Brinke) to approve Mountain Youth School's local options as presented by Mr. Gaither. Voting is unanimous.

15. Budget Amendments: Ms. Shelley Hollingsworth presented a Budget Resolution for the State Public School fund and an Amendment for the Federal Programs fund for consideration and approval.

Motion made (Mr. Erik Brinke) and seconded (Dr. David Ackerman) to approve the budget resolution for the State Public School Fund as presented. Voting is unanimous.

Motion made (Dr. David Ackerman) and seconded (Ms. Wanda Arrowood) to approve the budget amendment for the Federal Programs Fund as presented. Voting is unanimous.

16. Policy Review. The Board reviewed the following policy at 2nd reading: 3305 Fund Raising Activities.

Motion made (Ms. Debbie Hogan) and seconded (Dr. David Ackerman) to approve policy 3305 Fund Raising Activities. Voting is unanimous.

Two policies were heard for first reading: 3101 Concurrent Enrollment & Other Curriculum Expansions; 7241 Drug & Alcohol Testing of Commercial Motor Vehicle Operators.

Fourteen policies were heard for first reading and approved for inclusion in the Cherokee County Board of Education Policy Manual: 3520 Special Education Programs/Rights of Students with Disabilities; 4307 Disciplinary Action for Exceptional Children/Students with Disabilities; 4115 Behavior Standards for Transfer Students; 4331 Assaults, Threats, and Harassment; 4333 Weapons, Bomb threats, Terrorist Threats and Clear Threats to Safety; 4340 School-Level Investigations; 4400 Attendance; 4341 Parental Involvement in Student Behavior Issues; 4345 Student Discipline Records; 4351 Short-Term Suspension; 4352 Removal of Student During the Day; 4353 Long-Term Suspension, 365-Day Suspension, Expulsion; 4362 Requests for Readmission of Students Suspended for 365 Days or Expelled; 4370 Student Discipline Hearing Procedures.

Motion made (Ms. Debbie Hogan) and seconded (Dr. David Ackerman) that pursuant to G.S. 115C-390.1 thru 12 and 115C-366 of S.L. 2011-282 the standard 1st reading of the 14 policies be waived and that the Board proceed with 2nd reading protocol and adoption of said policies as presented. Voting is unanimous.

It was recommended that one policy be deleted from the Cherokee County Board of Education Policy Manual; policy 4360 Appeals of Consequences No Greater Than Short-Term Suspension.

Motion made (Ms. Debbie Hogan) and seconded (Ms. Wanda Arrowood) to delete policy 4360 as proposed. Voting is unanimous.

17. Superintendent's Report: Recently, we were at our regional athletic meeting on in Asheville and at that time Murphy High was recognized for being ejection free during all 2010/11 athletic competitions. Congratulations to MHS! We also want to recognize the Marching Bulldogs, for their outstanding performance at the Enka, Land of the Sky Marching Band Festival. The Band Placed 2nd in their Class, with caption awards of 1st place Drum Major (Matthew Thorley), 2nd in Music, 2nd in Drum Line and 3rd in Color Guard. The new band director has just done a terrific job. I'd like to mention now that Tri-county Early College, on September 19th, hosted a group of teachers from Mattamuskeet early College in Okracoke came to observe TCEC's 1:1 iPad Initiative at work. They visited classrooms, spoke with teachers and students, and questioned the Chief Information Officer, Jeana Hardin. Their plan was to determine if the investment was a good one for their school and to put together a video from this visit to convince their Board to fund these for their school. They were very pleased with the visit and learned a great deal. We appreciate Ms. Cheek and her staff and students helping them along their way. We know that STEM is a very important subject area and is being pushed hard very hard within the science, technology engineering and mathematics courses. So along those lines I'd like to recognize an innovative idea of Mr. Ethan Dickey and his HDHS A.P. Chemistry Class. They shared a science lesson with HDEMS 1st and 2nd grade classes on September 21st. The seniors and juniors in A.P. Chemistry will be performing a crystal growing experiment for the classes of, Mrs. April Harper (1st) and Mrs. Debbie Sanders (2nd). By performing this experiment, the A.P. students hope the 1st and 2nd graders will become excited about science and be motivated to continue learning about science throughout their educational years into adulthood. So kudos to Mr. Dickey and the Principals and staff for setting that up. Martins Creek School recently received \$1300 from Lowe's. Thanks to their parents who are employees of Lowe's for helping obtain that grant. Likewise, Peachtree schools received over \$800 from Snap-On Tools and we appreciate their generosity for taking the time to contribute and participate in our school activities. Hiwassee Dam Elementary received over \$700 for the American Heart Association which is more than double last year's total. The Brain Based research, as you know, is what's being done in three of our elementary schools and Ms. Lana

Parker and Ms. Jenna West at Marble Elementary have initiated a youth development program called Girls on the Run, which is an international girls' youth organization. It is an excellent program and it fits perfectly with our integration of neuro-cognitive teaching and learning at Marble Elementary. Girls on the Run is a 501(c)3 positive youth development program which combines an interactive curriculum and running to inspire self-respect and healthy lifestyles in pre-teen girls. Our core curriculum addresses many aspects of girls' development - their physical, emotional, mental and social well-being. Lessons provide girls with the tools to make positive decisions and to avoid risky adolescent behaviors. In addition we have 2 overnight field trips we've approved, both from TCEC, one is a college tour of WCU, Montreat, UNCA, and Mars Hill and this will take place October 14th and 15th. Then on May 14th through the 19th they will be traveling to Pennsylvania and New York, visiting Gettysburg and visiting Amish country and Hershey, Pennsylvania and a tour of New York City.

18. Adjourn to Closed Session.

Motion made (Ms. Debbie Hogan) and seconded (Dr. David Ackerman) for the Board of Education to move into closed session pursuant to the provisions of North Carolina General Statute 143-318.11(a)(3) and 143-318.11(c), and under subsection (a)(1) to prevent the disclosure of privileged or confidential student information pursuant to 20 U.S.C. 1232g (FERPA) and G.S. 115C-402(e); and under subsection (a)(1) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-321; and under subsection (a)(3) to discuss matters protected by the attorney-client privilege; and under subsection (a) (3) to receive advice from the school Board Attorney regarding the following lawsuit(s): CCS vs. The Learning Center; and under subsection (a)(5) to instruct administration concerning the acquisition of real property, to wit: Peachtree School property; and under subsection (a)(5) to discuss the terms of a contract for employment. Voting is unanimous.

19. Return to Open Session/Closed Session Decisions. After returning to open session, the Board took the following actions based on closed session discussion:

Motion made (Ms. Wanda Arrowood) and seconded (Ms. Debbie Hogan) to approve the Resignation and Retirement of:

Valerie Mashburn	Speech Teacher/MES	Retirement/10-31-11
Mickey Maennle	EC Assistant/ AES	Resignation/ 11-07-11
Sherri Golden	AIG/Art (Moving to Part Time)/HDES	Resignation/ 9-30-11
Trudy Moss	Child Nutrition Employee/Peachtree	Resignation/9-30-11

Voting is unanimous.

Motion made (Ms. Debbie Hogan) and seconded (Dr. David Ackerman) to approve the Leave of absence request of: Phyllis Fuller, Math Teacher/AMS, Medical Leave 10-12-11 – 11-14-11. **Voting is unanimous.**

Motion made (Dr. David Ackerman) and seconded (Ms. Debbie Hogan) to approve the hiring recommendations as presented by the Superintendent:

<u>Name</u>	<u>Position</u>	<u>School</u>	<u>Effective Date</u>
Geri Heier	School Health Educator	District	10-10-11
Roarke Arrowood	Tobacco Club Facilitator	District	10-10-11
Hillary Chastain	Interim EC Assistant	AHS	10-10-11
Laura Moses	Title I Reading Assistant	AES	10-10-11
Jacqueline Lee	Part-Time Interim Teacher	HDES	10-10-11-- 06-08-12
Scott Jones	Interim Teacher	AMS	10-12-11-- 11-14-11

Voting is unanimous. Ms. Wanda Arrowood recused herself from the vote.

Motion made (Ms. Debbie Hogan) and seconded (Ms. Wanda Arrowood) to approve the As-Needed duty assignments as presented by the Superintendent:

<u>Name</u>	<u>Position</u>	<u>Effective</u>
Deborah Brown	21 st Century Program	10/10/11

Voting is unanimous.

Motion made (Ms. Debbie Hogan) and seconded (Dr. David Ackerman) to approve the Substitute Teacher recommendations as presented by the Superintendent:

Eric Duong	Jillian York	Libby Solesbee
Jacqueline Burt	Shawna Garrett	Doris Smith

Voting is unanimous.

Motion made (Dr. David Ackerman) and seconded (Ms. Debbie Hogan) to approve the volunteer recommendations as presented by the Superintendent:

<u>Name</u>	<u>Activity</u>	<u>School</u>
Tim Wood	Basketball	Andrews Middle
Robert Dillard	Wrestling	Hiwassee Dam High/HDR Middle
Samuel Dillard	Wrestling	Hiwassee Dam High/HDR Middle
Sawyer Dillard	Wrestling	Hiwassee Dam High/HDR Middle
Frankie Roberson	Basketball	Murphy High
Rex Cable	Wrestling	Andrews High

Voting is unanimous.

Motion made (Dr. David Ackerman) and seconded (Mr. Winfield Clonts) to approve the Superintendent's contract for 4-years with a \$10,000 performance pay clause as presented by Mr. Dean Shatley, School Board Attorney.

Ms. Wanda Arrowood made the following statement with regards to the proposed performance bonus: "This contract extends Dr. Lane's term of employment for 4 years and allows for \$10,000 performance pay. Our school year began with the theme "more with less". Every employee of CCS was asked to do more with less. Thirty-four positions were cut due to lack of funding. Teachers have increased class sizes. Teachers have not had a pay raise since 2008. Many teachers are now working without teacher assistants due to the cuts. We have fewer custodians and those we have are asked to do extra work. The average salary for a teacher with a bachelor's degree is \$41,220. The average for a master's degree is \$45,340. Dr. Lane makes \$134,260 with benefits of \$32,818 totaling \$167,078. The Cherokee County commissioners have been very generous with our school system. I think they expect us to be good stewards of our resources. I don't think that they would approve of our giving our superintendent a \$10,000 bonus during these lean financial times. Dr. Lane has very competently performed his job as superintendent. I know that we all agree on that. I cannot vote for the contract as it is written. I cannot vote for a possible \$10,000 bonus for the superintendent until teachers and other school employees receive salary increases."

Voting Aye: Ms. Debbie Hogan; Mr. Erik Brinke; Dr. David Ackerman; Mr. Winfield Clonts; and Mr. Paul Brown. Voting Na: Ms. Wanda Arrowood, and Mr. Randy Barnett. The motion is approved.

20. Adjournment. The next meeting of the Cherokee County Board of Education will be held at Marble Elementary School, on November 3, 2011 at 6:00 p.m.

Motion made (Ms. Debbie Hogan) and seconded (Dr. David Ackerman) adjourn the meeting. Voting is unanimous.

There being no further business to discuss, the meeting adjourned at 10:30 p.m., October 6, 2011.

Stephen E. Lane, Ed.D, Secretary

Randy Barnett, Board Chair