

RANDOLPH COUNTY BOARD OF EDUCATION
Regular Monthly Session

Monday, November 18, 2013
Minutes

The Randolph County Board of Education met in a regular monthly session on Monday, November 18, 2013 at 6:30 p.m. in the central services board room. Board Members in attendance were as follows: Tommy McDonald-Board Chair, Emily Coltrane-Vice Chair, Tracy Boyles, Gary Cook, Todd Cutler, Matthew Lambeth and Gary Mason. Also present were Superintendent, Stephen Gainey, leadership team, and Jill Wilson, Board Attorney.

Open Session

Call to Order

The meeting was called to order at 6:30 p.m.

Moment of Silence

The Board observed a moment of silence before beginning the meeting.

Pledge of Allegiance

Comments by Board Chair, Board Members, and Superintendent

T. Cutler highlighted his attendance at the following school events: All-County chorus concert, Veterans Day events, multi-cultural arts day at John Lawrence Elementary, and Randleman High School theatre production. Mr. Cutler encouraged those in attendance to support the schools. Superintendent, Dr. Stephen Gainey, highlighted the following events: 10/22/13-- spoke to the Kiwanis group; 10/24/13--AVID at SWRMS; 10/28--attended the first Randolph Sports Council Banquet where the Unsung Heroes were recognized; 10/29/13--All-County Chorus event; 10/31/13--spoke to staff members (student advocates, social workers and nurses); 11/1/13--Endowment Golf tournament was successful and teacher grants will be recognized at the December Board of Education meeting; 11/5/13--Southeastern Randolph Middle School Veterans' Day event. Dr. Gainey commended the staff and the students and spoke of the respect shown by the students with the same respect shown at the Veterans' event at Randleman High School; 11/14/13--Reading/Technology night at Coleridge Elementary with 40 parents in attendance. Dr. Gainey spoke of an exciting initiative, 360 Survey, which will kick-off in December at the principals meeting. In conclusion, the superintendent mentioned the following: Donna Dalke, 1st grade teacher at Seagrove Elementary School as Randolph County School System's outstanding elementary math teacher and Sarah Allred, Lead Teacher at Braxton Craven, who was involved in the writing of a course. The superintendent also congratulated all the students who participated in the fall sports as the season comes to an end. He then distributed to each board member a schedule of cultural arts events.

Approval of Minutes

M. Lambeth made a motion seconded by T. McDonald to approve the minutes of the October 21, 2013 work session and regular monthly session as presented. Motion carried: 7-0.

Public Comments (G.S. 115C-51)

Darcy Kemp, parent and educator, spoke to the board of her concerns with Board policy 6220 B and made a request to the board for a revision to this policy.

Recognitions

1. STAR³ students--- Gabe Jackson – 5th grade student at Coleridge Elementary School; Lucas Henley – 5th grade student at Franklinville Elementary School; Madeline Flinchum – 3rd grade student at Grays Chapel Elementary School; Logan Fox – 2nd grade student at Liberty Elementary School; Kimberly Flores Perez – 5th grade student at Ramseur Elementary School; Rachel Davis – 5th grade student at Trindale Elementary School; Kentavian ("Tay") Little – 8th grade student at Archdale-Trinity Middle School; Evan Cheek – 8th grade student at Northeastern Randolph Middle School; Jason Yang – 7th grade student at Southeastern Randolph Middle School; Carli Brewer – 11th grade student at Eastern Randolph High School; Elizabeth White – 12th grade student at Trinity High School

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Adoption of Agenda

T. McDonald made a motion seconded by G. Mason to adopt the agenda as presented. Motion passed unanimously.

Consent Items

M. Lambeth made a motion seconded by G. Cook to approve the consent items as listed under Finance and Budget. Motion carried: 7-0. The consent items as approved by the Board of Education are as follows:

Finance and Budget

1. Budget amendment #4
2. Audit contract extension

Information Items

Curriculum and Instruction

1. Supplemental instruction over and above core curriculum-Ms. Berry, Assistant Superintendent of Curriculum and Instruction, presented information of ways to expand all content areas where students would have access to information beyond the school day. A list of resources that provide enrichment and intervention for students was presented. Ms. Berry stated information is being collected to expand opportunities for students and teachers to access the information before, during, and after the school day. Ms. Berry shared the team is excited about the extension of learning and are looking for those resources that are research based. Data will be collected from these resources to see the impact of student learning. Additional resources are being reviewed and compared to the current programs in place.
2. Update on 2012-2013 student performance data-Ms. Berry, Assistant Superintendent of Curriculum and Instruction, thanked Dr. Johnson, Director of Testing and Accountability for all her hard work to make sure this information was available. Dr. Johnson presented the RCSS 2012-2013 performance and growth results. The following RCSS highlights were presented:
 - 90.3% of RCSS schools either met or exceeded growth expectations.
 - Over 64% of RCSS students met growth in comparison to the State's 42.7%.
 - RCSS elementary students in grade 5 Science outperformed the State by 2.3%.
 - RCSS elementary and high school students outperformed the State on average by 5%.
 - More RCSS students graduated from high school in four years (88.9%) than the State (82.5%).
 - RCSS ranks 15th in the State for its high school graduation rate.
 - Farmer, Hopewell, and Randolph Early College High met all Federal AMO targets.
 - Hopewell and Randolph Early College High also met all of their State targets.

Action Items

Curriculum and Instruction

Proposed change to Randolph County School System's AIG plan for 2013-2016

Ms. Berry introduced Amy Walker, Director of Middle Schools, and Wendy Copelan, AIG Program Specialist. Ms. Berry made a recommendation after extensive review of the RCSS AIG placement criteria for gifted services, to recognize the "nonverbal aptitude scores" as a singular qualifier under pathway one. Nonverbal giftedness refers to abilities that exist independently of language and increase a student's propensity to solve unique or original problems that are not specifically taught within a classroom setting. Also being recommended was that singular nonverbal scores be used for qualification, in conjunction with the other criteria, under pathways two and three in the RCSS plan for identifying students for the AIG program. Currently nonverbal giftedness is not being recognized in the RCSS AIG plan and these children are not receiving the services necessary to cultivate and nurture their strengths and talents. The criteria from ten other school systems in North Carolina was reviewed in order to make an informed decision about implementing appropriate identification criteria for students in RCSS. After review, RCSS is one of the few systems

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that does not recognize nonverbal giftedness. Not only would RCSS be able to serve more students through the AIG program, but opening the services to the students who would qualify under the "nonverbal aptitude score" would help our district meet one of the six strands of the North Carolina standards for gifted education that calls for equitable representation in gifted programs. Recognizing nonverbal giftedness will certainly open the door for our underrepresented populations who have previously not qualified under traditional standards. After review, G. Mason made a motion, seconded by M. Lambeth to approve the recommendation as presented. Motion passed unanimously.

Human Resources

Cathy Brady, Assistant Superintendent of Human Resources, presented the following policies to the board for first reading. Upon review, T. McDonald made a motion, seconded by G. Mason to approve the first reading of the policies as presented. Motion passed unanimously.

1. Recommendation to revise Board Policy 7100 – Recruitment and Selection of Personnel (First Reading)
2. Recommendation to revise Board Policy 7240 – Drug-Free and Alcohol-Free Workplace (First Reading)
3. Recommendation to delete Board Policy 7410 – Career Status (First Reading)
4. Recommendation to revise Board Policy 7510 – Leave (First Reading)
5. Recommendation to revise Board Policy 7810 – Evaluation of Licensed Employees (First Reading)
6. Recommendation to revise Board Policy 7950 – Probationary Teachers: Nonrenewal (First Reading)

Operations

1. Selection of calendar committee representative from the Randolph County Board of Education. T. McDonald made a motion seconded by M. Lambeth to select board member, T. Cutler to serve on the calendar committee. Motion passed unanimously.
2. Request to transfer funds from current expense fund balance to capital outlay budget in the amount up to \$200,000 to cover wiring and poles on the football and baseball fields. T. Boyles made a motion seconded by T. McDonald to approve the request to transfer funds from the current expense fund balance to the capital outlay budget up to \$200,000 as requested. Motion passed unanimously.

Closed Session

T. McDonald made a motion, seconded by T. Cutler that the Randolph County Board of Education enters into closed session to preserve the attorney client privilege and to discuss confidential personnel matters protected by state law as provided in North Carolina General Statute 115C-319 et. seq.

Return to Open Session

The Board returned to open session at 8:05.

Human Resources

1. Action items

G. Mason made a motion seconded by T. Cutler to approve the certified personnel report as presented. Motion carried: 7-0. T. McDonald made a motion seconded by T. Boyles to approve the classified personnel report as presented. Motion carried: 7-0. The certified and classified personnel reports as approved by the Board of Education are as follows:

Certified Personnel Report

Name	Position	Work Location	Date Effective
<u>Employment</u>			
Marsha Jump	Remediation Tutor	Archdale	11/04/13-06/06/14
Jenne Ford	Remediation Tutor	Grays Chapel	10/14/13-03/21/14

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Joy Haithcock	Remediation Tutor	Level Cross	11/05/13-05/15/14
Patricia Smith	Remediation Tutor	Level Cross	11/05/13-05/05/14
Kelly Ward	Remediation Tutor	Level Cross	10/31/13-06/11/14
Eldora Allen	Remediation Tutor	Level Cross	11/04/13-05/15/14
Nancy Cheek	Remediation Tutor	Liberty	11/18/13-05/23/14
Tamara Phillips	Science Teacher	RHS	01/22/14
Zach Thornburg	Remediation Tutor	RMS	10/21/13-05/01/14
Robin McNeill	Remediation Tutor	Seagrove	11/04/13-05/30/14
Dana Clements	Remediation Tutor	Southmont	11/06/13-05/30/14
Caroline Sheffield	CTE - Agriculture Teacher	SWRMS	01/13/14
Susan Smith	Remediation Tutor	Tabernacle	11/05/13-05/29/14
Jessica Servis	Remediation Tutor	Tabernacle	11/05/13-05/29/14
Cathy Hunt	Remediation Tutor	Trindale	10/21/13-05/30/14

Additional Employment

Donna Dalke	Technology Trainer	Seagrove	08/15/13
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Transfer

Greg Allen	Math Teacher	ATMS to THS	10/29/13
Cindy Teague	Sub Pay to Teacher Pay	ERHS	10/08/13

Resignation

Britt Gordon	Kindergarten Teacher	Level Cross	10/30/13
Jason Oliver	PE Teacher	RES	10/31/13
Kristyn Cofer	EC SED Teacher	SERMS	11/15/13
Elizabeth Nance	CTE - FACS Teacher	SWRHS	10/31/13

Retirement

Geraldine Hayes	Language Arts/Social Studies Teacher	ATMS	12/01/13
Rick Watson	Math Teacher	ERHS	02/01/14
Randy Miller	CTE Trade & Industry	SWRHS	02/01/14

Other

Jennifer Lambeth	CTE - FACS Teacher	THS	10/14/13-12/31/13
Megan Hinshaw	School Psychologist	Central Services	11/07/13-12/13/13
Kristina Charleston	English Teacher	SWRHS	09/16/13-11/14/13
Heather Ellison	Speech Pathologist	Trindale	10/31/13

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Classified Personnel Report

Name	Position	Work Location	Date Effective
Employment			
Mirelle Spector	DSSF Tutor	Coleridge	08/23/13
Teresa Walker	Teacher Assistant	Farmer	10/21/13
Amanda Cvijanovic	Teacher Assistant	Franklinville	11/12/13
Karlene Junod	Tutor	Grays Chapel	09/18/13-06/06/14
Gloria Wilson	TA Spanish Immersion	Hopewell	10/08/13
Marisa Kestel	Teacher Assistant	Randleman Elem	11/04/13
Derrick Brown	Intervention Center Assistant	Randleman High	11/04/13
Sue Payne	Child Nutrition Assistant	Randleman Middle	11/04/13
Virginia Shuler	Child Nutrition Assistant	Southmont	10/22/13
Melissa McDonald	Child Nutrition Assistant	Southmont	11/04/13
Alicia Lones	Child Nutrition Assistant	Southmont	11/04/13
Nicole Catherwood	Teacher Assistant	Southmont	11/04/13
Kevin Brackett	Intervention Center Assistant	SWRHS	11/04/13
Wendy Stanley	Bus Driver	Trindale	11/04/13
Sylvia Cox	Custodian	Wheatmore	11/01/13
Stephanie Crickenberger	Media Assistant	Wheatmore	11/04/13
Temp Employment			
Marianne Cruthis	Tutor	Level Cross	11/04/13-05/15/14
Teresa Smith	Data Manager	Level Cross	11/04/13-11/30/13
Ted Crutchfield	Tutor	Liberty	11/18/13-05/24/14
Maidalee Williams	Tutor	Liberty	11/18/13-05/23/14
Benita Newman	Tutor	Liberty	11/18/13-05/19/14
Cynthia Patrum-Godfrey	Tutor	Uwharrie	10/14/13-05/01/14
Stella Hine	Tutor	Uwharrie	11/04/13-05/01/14
Jennifer Barron	Tutor	Uwharrie	11/04/13-05/16/14
Transfer			
Melissa Martin	EC Bus Monitor to EC Bus Driver	EC Transportation	11/01/13
Patti Weidman	General Office Assistant to GOA/BD Teacher Assistant to Teacher	Grays Chapel	11/15/13
Adriana Martinez	Assistant/BD	Liberty	11/01/13
Tonya Tackett	CN Assistant to Child Nutrition/BD	PGHS	11/12/13
Jimmy Campbell	Bus Driver to Custodian/BD	PGHS	11/12/13

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Tara Davis	CN Assistant to Child Nutrition/BD	Randleman Elementary	09/23/13
Donna Perry	CN Assistant to Child Nutrition/BD	SERMS	11/12/13
Scott Baker	Custodian to Custodian/ BD	Tabernacle	11/12/13
Sophia Myers	Custodian to Custodian/ BD	Wheatmore	11/01/13
Change of Service			
Craig Russell	Bus Driver (4 hrs to 3+ hrs)	PGHS	10/01/13
Gary Burton	Custodian (Temp to Permanent) 6 hours	PGHS	11/01/13
Gary Hill	Custodian/BD (3.5 hrs to 4 hrs Cust)	Trinity High	10/15/13
Deborah Coggins	Teacher Assistant (9 mo to 10 mo)	Trinity High	10/15/13
Other			
Richard Dabbs	Custodian	PGHS	10/31/13-11/26/13
Misha Johnson	Teacher Assistant EC	PGHS	10/15/13-01/01/14
Christina Holt	Child Nutrition	SERMS	08/29/13-10/14/13
Delano Spears-Inskeep	Custodian	SWRHS	10/01/13-10/31/13
Jerry King	Child Nutrition/BD	SWRHS	10/09/13-10/22/13
Lea Hamilton	Bus Driver	SWRHS	09/27/13-10/04/13
Tammy Gurley	Custodian/BD (bus only)	Braxton	10/02/13
Sebra Brown	Child Nutrition/BD (bus only)	SWRHS/SWRMS	10/18, 21, 22, 23, 24
Sebra Brown	Child Nutrition/BD	SWRHS/SWRMS	10/25/13
Resignation			
Lee Goodin	Teacher Assistant	Franklinville	10/10/13
Roberta Shealy	Bus Driver	Grays Chapel	10/30/13
Cathy Luther	Bus Driver	Grays Chapel	10/25/13
Suzanne Bugg	General Office Assistant	Hopewell	10/25/13
Renee Langley	Child Nutrition Manager	Liberty	10/31/13
Craig Russell	Bus Driver	PGHS	10/30/13
Krystin Boling	Bus Driver	Randleman Elem	10/30/13
Shawn Barker	In School Suspension Assistant	Randleman High	10/31/13
Nancy Gann	Bus Driver	Seagrove	12/20/13
Stephanie Ramon	Teacher Assistant EC PreK	Southmont	10/30/13
Rebecca Hatley	Custodian/BD	SWRMS	11/15/13
Julie Diehl	Teacher Assistant	Tabernacle	12/13/13

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Substitute Teachers

Name	Grades	Schools	Pay Level
Carmen Bravo	K-3	Hopewell	Non Certified
Julie Franklin	K-5	Eastern Area	Certified
Mary Godfrey	K-5	Farmer	Certified
Amanda Hinson	K-12	Southwestern Area	Non Certified
Mindy Kinley-Surratt	K-5	Hopewell	Non Certified
Justin Lynch	K-5	Farmer	Non Certified
Adair Moorefield	K-5	Hopewell	Certified
Phyllis Nassar	1-10	SWR/Trinity Area	Certified
Harold W Patterson	9-12	Wheatmore	STET
Carol Pierce	K-5	Tabernacle/Farmer	STET
Tamra Tuttle	K-5	Southmont	Non Certified

Administrative Appointments

G. Mason made a motion seconded by M. Lambeth to approve the administrative appointments as presented. Motion passed unanimously. The administrative appointments as approved by the Board of Education are as follows:

- Timothy Moody - Public Information Officer for Randolph County School System. 12 months (Effective Date TBD).
- Jo Glidewell - Interim Principal at Coleridge Elementary School (7/1/13 - 12/31/13) to additional temporary employment as Interim Principal at Coleridge Elementary School. Interim contract for 1/1/14 – 3/31/14.
- Timothy Setzer - Interim Assistant Principal at Coleridge Elementary School (8/15/13-12/31/13) to additional temporary employment as Interim Assistant Principal at Coleridge Elementary School. Interim contract at 50% for 1/1/14 – 3/31/14.
- Cynthia Squires - Interim Assistant Principal at Seagrove Elementary School (8/15/13-12/31/13) to additional temporary employment as Interim Assistant Principal at Seagrove Elementary School. Interim contract at 50% for 1/1/14 – 3/31/14.

Adjournment

T. Cutler made a motion, seconded by T. McDonald to adjourn the meeting. Motion carried: 7-0. The meeting adjourned at 8:10 p.m.

Board Chair

Board Secretary