

Regular and Work Session
January 29, 2004

The Randolph County Board of Education met on Monday, January 29, 2004, at 8:30 a.m. at Hampton Inn to conduct the rescheduled meeting of the Board due to an ice and snow storm and a work session.

Call to Order

Chairperson LaVerne Williams called the meeting to order. Board members in attendance were as follows: A. Lanier, P. Guthrie, T. McDonald, G. Lawson, and B. Coltrane. Barry Scott joined the meeting during the break prior to the closed session.

Moment of Silence

The Board observed a Moment of Silence before beginning the meeting.

Minutes

T. McDonald made a motion seconded by B. Coltrane that minutes of the meeting held on December 15, 2003, be approved as presented. The motion carried: 6-0.

Adoption of Agenda

G. Lawson made a motion seconded by P. Guthrie that the Board adopt the agenda as presented. The motion carried: 6-0.

Consent Items

Approved as follows:

1. Assignments and Releases – 11 assignments, 6 releases, and 0 denials for the 2003-2004 school year.
2. Revised contract to extend the audit contract with Maxton McDowell CPA firm by one month.
3. Contract with RE/MAX Realty to search for land in the northeastern part of Randolph County for location of a new high school.

B. Coltrane made a motion seconded by A. Lanier that the Board approve consent items as presented. The motion carried: 6-0.

Budget Subcommittees and Meeting Dates

Chairperson Williams appointed Board Members of the following budget subcommittees: Current Expense - Becky Coltrane, Chair; Paul Guthrie, and Arnold Lanier. Capital Outlay – Tommy McDonald, Grady Lawson, and Barry Scott. The budget subcommittees will meet on February 23 at 6 p.m. to begin their work.

Hazing Policy

Superintendent Bob McRae presented revised Rule 19 of Policy 4300 – Hazing. The Rule was revised in response to board member concerns about the need for a specified minimum consequence for hazing and that student(s) accused of hazing be suspended from the activity in which the hazing occurred until the incident(s) was investigated. P. Guthrie made a motion seconded by G. Lawson that the Board suspend Policy 2420 requiring first and second reading of revised policy before Board approval. The motion carried: 6-0. G. Lawson made a motion seconded by B. Coltrane that the revised policy be approved as presented. The motion carried: 6-0.

2003-2004 School Calendar

Superintendent McRae reported to the Board that school had been cancelled four days this week due to the ice/snow storm. The four days missed were switched with March annual leave days for teachers and spring break for students. If school is cancelled for Friday, the day will be made up on February 16, which is now designated as an annual leave day.

Personnel Report

G. Lawson made a motion seconded by B. Coltrane that the Board approve the Personnel Report as presented. The motion carried: 6-0. The report as approved by the Board is as follows:

Regular and Work Session
January 29, 2004

PERSONNEL REPORT

PROFESSIONAL PERSONNEL

EMPLOYMENT

| <u>NAME</u> | <u>GRADE/SUBJECT</u> | <u>SCHOOL</u> | <u>DATE EFFECTIVE</u> |
|-----------------|----------------------------|---------------|-----------------------|
| David Brooks | Chorus 6-8 | SERMS | 01/02/04 |
| Bahram Zargham | 8 th Grade Math | NERMS | 01/02/04 |
| Rebekah Shaver | Grade 1 | Tabernacle | 01/02/04 |
| Adam Duncan | Fitness/P.E. | RMS | 01/02/04 |
| Daniel Leonard | P.E. | UMS | 01/20/04 |
| Collette Hoover | Math | UMS | 01/09/04 |
| Sonya Eagleston | Math | RHS | 01/02/04 |
| Wayne Kocher | Computers | RMS | 01/02/04 |
| Alaina Stover | Remediation | UMS | 01/09-06/02/04 |
| William Huff | Math | ERHS | 01/09/04 |
| Vicki Griffin | Science | RHS | 01/23/04 |
| Sarah Ball | Grade 3 | Farmer | 02/02-05/25/04 |

EMPLOYMENT (Retiree)

| | | | |
|-----------------|-----------------|---------|----------------|
| LeeVan Hughes | Grade 8 Science | RMS | 01/02/04 |
| Jayne Embree | Remediation | Ramseur | 01/20-06/01/04 |
| Linda Bone | Media | SWRMS | 01/02-06/03/04 |
| Mildred Byrd | Remediation | Ramseur | 01/02-06/01/04 |
| Charles Edwards | Lead Teacher | ERHS | 01/02-06/02/04 |

RE-INSTATEMENT (RETIREE)

| | | | |
|-----------------|-------------|----------|---------------|
| Leonard Holmes | Agr. Ed. | THS | 01/02-6/30/04 |
| Deborah Lamb | Grade 2 | Hopewell | 01/02-6/02/04 |
| Mary Smitherman | Principal | B.C. | 02/01-6/30/04 |
| Leta Sheeley | Asst. Prin. | ATMS | 03/01-5/31/04 |

RESIGNATION

| | | | |
|-----------------|-----------------|----------|----------|
| Leonard Holmes | Agr. Ed. | THS | 01/01/04 |
| Deborah Lamb | Grade 2 | Hopewell | 01/01/04 |
| Mary Smitherman | Principal | B.C. | 02/01/04 |
| Leta Sheeley | Asst. Prin. | ATMS | 03/01/04 |
| James Hicks | P.E./Coach | RHS | 01/20/04 |
| Michael Wilhelm | | L.C. | 12/18/03 |
| Thomas Pray | Grade 8 Science | RMS | 12/31/03 |

TRANSFER IN POSITIONS

| | | | |
|------------------|-------------------------|----------|----------------|
| Lori Gardner | Lead Teacher | ERHS | 1/2/04-6/30/04 |
| Parks Allen | Dir. Sec. Ed. | C.O. | 1/1/04-6/30/04 |
| Judith Patterson | Asst. Prin. | Hopewell | 1/2/04-1/30/04 |
| Russ Gobble | Exec.Dir Adm/Aux Serv.. | C.O. | 01/01/04 |
| Kim Johnson | Principal | Lawrence | 1/1/04 |
| James Fetner | LD Resource | RHS | 1/2/04 |
| Celeste Byrnes | Asst. Prin. | B.C. | 1/20/04-6/2/04 |

LEAVE OF ABSENCE (HEALTH)

| | | | |
|----------------|------|-------|---------------|
| Judith Merritt | Math | SWRHS | 1/2/04-6/2/04 |
|----------------|------|-------|---------------|

Regular and Work Session
January 29, 2004

CONTRACT ENDING

| | | | |
|-------------------|------------|------|----------|
| Jerry Shackelford | Asst. Supt | C.O. | 12/31/03 |
|-------------------|------------|------|----------|

LEGEND

David Brooks - Interim-terminal contract replacing Annette Bouldin
 Bahram Zargham – Probationary contract replacing Dorothy Freeman
 Rebekah Shaver – Probationary contract replacing Gladys Mullins
 Adam Duncan - Probationary contract replacing Lib Keeter
 Daniel Leonard – Probationary contract replacing Seth Baxter
 Collette Hoover – Probationary contract replacing Kim Davis
 Sonya Eagleston - Probationary contract replacing James Fetner
 Wayne Kocher – Probationary contract replacing Tina Webster
 Alaina Stover - Interim-terminal contract – new position
 William Huff - Probationary contract – new position
 Vicki Griffin – Probationary contract replacing Matt Wallace
 LeeVan Hughes – Probationary contract replacing Thomas Pray
 Jayne Embree – Interim-terminal contract replacing Celeste Byrnes
 Linda Bone – Interim-terminal contract replacing Doris Talley
 Mildred Byrd – Interim-terminal contract replacing Ellen Avelino
 Charles Edwards – Interim-terminal contract – new position
 Leonard Holmes – Interim-terminal contract replacing himself
 Deborah Lamb – Interim-terminal contract replacing herself
 Mary Smitherman – Administrator contract replacing herself
 Judith Patterson – Interim-terminal contract replacing Kim Johnson
 Celeste Byrnes – Interim-terminal contract replacing Kim Johnson
 Kim Johnson – Administrator contract replacing Russ Gobble
 Sarah Ball – Interim-terminal contract replacing Brenda Allred

CLASSIFIED PERSONNEL

| <u>NAME</u> | <u>GRADE/SUBJECT</u> | <u>SCHOOL</u> | <u>DATE EFFECTIVE</u> |
|-------------|----------------------|---------------|-----------------------|
|-------------|----------------------|---------------|-----------------------|

EMPLOYMENT

| | | | |
|-------------------|--|----------------|----------|
| Isabel Sanchez | Child Nutrition/ After School Care Assistant | Level Cross | 12/01/03 |
| Darla Richardson | Child Nutrition Assistant | Tabernacle | 01/07/04 |
| Jacqueline Rogers | Bus Driver | SWRMS | 01/20/04 |
| Michael Lambeth | Bus Driver | Uwharrie | 12/11/03 |
| Ronnie McNeill | Mechanic I | Transportation | 01/05/04 |
| Lesa Lukado | Child Nutrition Assistant | Level Cross | 01/05/04 |
| Rosalyn Thompson | Bus Driver | Trinity High | 01/06/04 |

TEMPORARY EMPLOYMENT

| | | | |
|----------------|-------------------------|--------------|----------|
| Betty Bundy | Secretary/ Treasurer | Trindale | 01/01/04 |
| Renee Nelson | Bus Driver | SWRMS | 01/06/04 |
| Jolene Johnson | Bus Monitor | Uwharrie | 12/10/03 |
| Mary Johnson | Bus Monitor | NERMS | 01/08/04 |
| Tina Moffitt | Teacher Assistant | Trinity Elem | 01/12/04 |
| Sherri Jordan | Teacher Assistant | Farmer | 01/06/04 |
| Jason Metters | Instructional Tutor | SWRHS | 11/01/03 |
| Teresa Turner | Instructional Tutor | Archdale | 01/21/04 |
| Kathryn Pirt | Instructional Tutor | Farmer | 01/05/04 |
| Sandra Johnson | Instructional Tutor | Farmer | 01/05/04 |

Regular and Work Session
January 29, 2004

| | | | |
|-----------------|---|------------------|-----------------------------------|
| Martha Martin | Instructional Tutor | Coleridge | 01/05/04 |
| Sherrri Jordan | Teacher Assistant | Farmer | 01/16/04 |
| Tammy Cox | Teacher Assistant | Farmer | 01/20/04 |
| Teresa Mullins | Teacher Assistant | Randleman Elem | 01/21/04- 05/31/04 |
| Cathy Shaw | Teacher Assistant | Trinity Elem | 01/12/04 |
| Natalie Grubb | Teacher Assistant (Honeycomb) | Hopewell | 01/20/04 |
| Nena Lawson | Teacher Assistant Exceptional Children school | Southmont | 01/20/04- remainder of year |
| Sherry Simmons | Instructional Tutor | Hopewell | 01/05/04 |
| Kathy Jones | Instructional Tutor | Seagrove | 01/05/04 |
| Winifred Kinlaw | Instructional Tutor | Seagrove | 01/05/04 |
| Joyce Rogers | Instructional Tutor | Seagrove | 01/05/04 |
| Temple Weiss | Instructional Tutor | Randleman Middle | 01/05/04 |

TEMPORARY EMPLOYMENT (extended)

| | | | |
|----------------|-------------------|----------------|-----------------------|
| Teresa Mullins | Teacher Assistant | Randleman Elem | 12/01/03- 12/19/03 |
|----------------|-------------------|----------------|-----------------------|

REINSTATEMENT

| | | | |
|-----------------|------------|------------------|----------|
| Francena Fowler | Bus Driver | Randleman High | 01/06/04 |
| Mischale Brady | Bus Driver | Randleman Middle | 12/09/03 |

TRANSFER

| | | | |
|---------------|--|--------------|-----------------------|
| Donna Hussey | Child Nutrition Manager to Assistant Child Nutrition Manager | SWRHS | 01/01/04 |
| Wanda Hailey | Educational Interpreter I to Educational Interpreter II | SWRHS | 01/01/04 |
| Jodi Prokasky | Child Nutrition Assistant to Child Nutrition/ Bus Driver | Trinity Elem | 01/05/04 |
| Pam Eastridge | Custodian to Custodian/Bus Driver | Trinity High | 01/06/04 |
| Lloyd Roberts | Custodian to Custodian/Child Nutrition/ Bus Driver | Trindale | 01/15/04 |
| Dawn Henson | Maintenance Secretary to Maintenance Office Manager (temporary) | Maintenance | 01/01/04- 02/29/04 |

CHANGE OF SERVICE

| | | | |
|-------------------|--|------------------|----------|
| Debra Milliner | Child Nutrition Assistant 5.5 hr to 4 hr | SWRHS | 01/01/04 |
| Deanna Wilson | Bus Driver 3 hr 55 min to 2 hr | Randleman Middle | 01/06/04 |
| Judith Montgomery | After School Care Director 7 hr to 8 hr | Farmer | 12/01/03 |
| Mischale Brady | Bus Driver | Randleman Middle | 01/06/04 |

Regular and Work Session
January 29, 2004

| | | | |
|-----------------|--|-----------|----------|
| Stephanie Cooke | 2 hr to 3 hr 55 min Teacher Assistant Exceptional Children | Southmont | 01/08/04 |
| Dorothy Baxter | 9 mo to 10 mo Child Nutrition/ Bus Driver | Hopewell | 01/15/04 |
| Phyllis Wright | 4.5 hr to 4 hr CN Child Nutrition/ Bus Driver | Hopewell | 01/15/04 |
| Pamela Black | 4 hr to 4.5 hr Director Honeycomb | Hopewell | 01/06/04 |
| Telisha Kennedy | 40 hr to 37 hr weekly (temporary) Child Nutrition Assistant | Hopewell | 01/14/04 |
| | 5 hr to 6 hr | | |

LEAVE OF ABSENCE

| | | | |
|------------------|---|--------------|-----------------------|
| Stephanie Maness | Child Nutrition/ Bus Driver | Tabernacle | 01/05/04- 01/31/04 |
| Jennifer Turner | Teacher Assistant | Southmont | 01/12/04- 03/07/04 |
| Tracey Adams | Maintenance Office Manager | Maintenance | 01/28/04- 02/27/04 |
| Deborah Mosley | After School Care Assistant/Teacher Assistant (AT)/(DF) | Trinity Elem | 01/12/04- 01/31/04 |

DISABILITY (short term)

| | | | |
|-------------|------------------------------|---------|----------|
| Linda Potts | Teacher Assistant for pay | Ramseur | 12/05/03 |
|-------------|------------------------------|---------|----------|

DISABILITY (short term ending)

| | | | |
|-----------------|--------------------------------|-------------|----------|
| Ed Hammer | HVAC Crew Chief | Maintenance | 01/04/04 |
| Shirley Gray | Custodian | Ramseur | 11/30/03 |
| Shanda Robinson | Child Nutrition/ Bus Driver | Trindale | 01/04/04 |

RESIGNATION

| | | | |
|------------------|---|----------------|----------|
| Angela Hill | Child Nutrition Assistant | Tabernacle | 01/05/04 |
| Pamela Luck | Bus Driver | SWRMS | 01/12/04 |
| Earl Smith | Bus Driver | Randleman High | 01/05/04 |
| Maylynn White | Teacher Assistant Exceptional Children | Southmont | 01/08/04 |
| Eugene Harris | Custodian | SERMS | 01/31/04 |
| Patricia Alvarez | Child Nutrition/ Bus Driver | Trindale | 01/13/04 |

RETIREMENT

| | | | |
|-------------|-------------------------|----------|----------|
| Betty Bundy | Secretary/ Treasurer | Trindale | 01/01/04 |
|-------------|-------------------------|----------|----------|

SUBSTITUTE TEACHERS

| | | | |
|-------------|---------------|------------------|------------------|
| <u>NAME</u> | <u>GRADES</u> | <u>SCHOOL(S)</u> | <u>PAY LEVEL</u> |
| Wendy Bell | K-12 | Trinity Area | Non Certified |

Regular and Work Session
January 29, 2004

| | | | |
|------------------------|------|------------------|---------------|
| Melissa Brown | K-12 | SWR/Eastern Area | Non Certified |
| Judy Brown | K-5 | Farmer Area | Non Certified |
| William Cecil | K-12 | Randleman Area | Non Certified |
| William Dixon | 6-8 | All Schools | Non Certified |
| Brenda Dockery | K-5 | Trinity Area | STET |
| David Douglas | 9-12 | ERHS | Certified |
| Angela Dozier | K-12 | All Schools | Non Certified |
| Mechele Dunlap | K-5 | Franklinville | Non Certified |
| Saword Eller | K-12 | All Schools | Non Certified |
| Deanna Feree | 5 | Southmont | Non Certified |
| Gerald Freeman | K-8 | All Schools | Non Certified |
| Rebecca Hawley | K-5 | Trinity Area | Certified |
| Lamarie Hill | K-5 | Trinity Area | Non Certified |
| Patricia Johnson | K-8 | All Schools | Non certified |
| Kandice Lackey | K-5 | All Schools | Non Certified |
| Janet Lare | K-12 | Southwest Area | Non Certified |
| Nena Lawson | K-5 | Southmont | Non Certified |
| Charlie Lohr | K-8 | Randleman | Non Certified |
| Deidre Lowery | K-8 | Ramseur Area | Non Certified |
| Tanya McDaniel | K-5 | All Schools | Non Certified |
| Renee Nelson | K-8 | Southwest Area | Non Certified |
| Jamie Parson | 9-12 | Randleman High | Non Certified |
| Barbara Powers | K-5 | Ramseur Area | Non Certified |
| Cassia Simms | K | Liberty | Non Certified |
| Carolyn Stutts | 9-12 | Randleman | Certified |
| Judy Ward | K-5 | Seagrove/Ramseur | Non Certified |
| Debbie Williams-Tedder | K-12 | All Schools | Non Certified |

Adjournment

B. Coltrane a motion seconded by G. Lawson that the regular session adjourn and Board continue to meet to conduct a work session with the understanding that a closed session would be held at the end of the work session. The motion carried: 6-0.

High School Facilities Planning

Superintendent McRae reported that a search for land for a new high school was underway and the Board would need to think about approaching commissioners about financing. Approximately \$25 million would be needed to build a new high school. Bob Scherer, Executive Director for Construction and Facilities, reported a minimum of 60 acres of land would be needed for a high school building with adequate room for parking and athletic facilities. Bus transportation issues and availability of water and sewer would be priorities. Board members asked that the Department of Transportation be involved in land selection. Superintendent McRae also reported that Don Van Ollefen, the architect who assisted the High School Facilities Committee in determining facilities needs, would be leaving the firm of Moseley, Wilkins & Wood,

Board members Tommy McDonald asked if the Department of Transportation had been contacted again about traffic near Randleman High and Middle Schools. Mr. Scherer reported that it appeared DOT was waiting on a decision about the location of the redesigned Highway 311 before addressing the traffic issue in Randleman.

Law Enforcement

Executive Director of Auxiliary Services Russ Gobble reported that a meeting with judges and district attorneys was being scheduled to discuss legal issues such as search and seizure; when to enlist services of the School Resource Officer; what should be reported to the district attorney, law enforcement, etc.; and when activities should be reported.

Regular and Work Session
January 29, 2004

Student Assignments and Releases

Superintendent McRae asked the Board take a look at policies involving assignments and releases of students, in particular, assignment of students from another county (currently only children of school system employees are accepted from out-of-county) and willingness to release students upon request (students are currently released to other systems without question). The Board will review and discuss this policy at a later date.

No Child Left Behind

Assistant Superintendent Pat Foust, Executive Director of Testing and Accountability Vicki Moss, and Executive Director of Elementary Education Linda Bassetti presented detailed information on No Child Left Behind. The federal legislation is aimed at having all public school children performing at grade level in Reading and Mathematics by 2014. Students in Title I schools not making Adequate Yearly Progress (AYP) for two consecutive years must be provided a public school choice. They presented information on measurements of the school as a whole, as well as subgroups within schools, and on requirements for teacher certification. Vicki reviewed AYP measurement tools and test results for individual schools for the 2002-2003 school year. Linda provided more detailed information on Title I schools and sanctions that would be imposed on schools that failed to make AYP goals – particularly schools of choice and required transportation for students.

Senate Bill 656

Parks Allen, Executive Director for Secondary Education, reviewed Senate Bill 656 ratified by the North Carolina General Assembly in 2003. This legislation encourages partnership among educational institutions to establish high school programs that reduce dropout rates, close the achievement gap, provide programs for students who would benefit from accelerated instruction and/or early graduation, and establish high quality alternative learning programs. He reported that people representing Asheboro City Schools, Randolph County Schools, and Randolph Community College had met to begin discussions on applying for the grant established by this legislation. One of the challenges of development of such a program is determining how students will be selected to attend. A planning grant application letter has been drafted. If approved, initial funds will be used to conduct data collection and analysis; research and analyze organization and curriculum of innovative schools; and plan a new high school.

Fees

Finance Officer Marty Trotter presented a proposed schedule of administrative fees for garnishments and duplicates and copies of W-2 and payroll checks. The schedule of fees will be presented to the Board for approval in February. He also presented guidelines already in place for distribution of local supplements. These will also be presented for Board approval at an upcoming meeting of the Board.

Budget Outlook

Dr. McRae reported that State cuts due to lower than projected ADM may not be as bad as anticipated earlier and that he was cautiously optimistic about local funding support. However, he reminded the Board that \$400,000 of the fund balance was used last year to balance the budget and that could not occur year after year and the system remain in good financial order. He reported that staff was looking at ways to cut if needed and hoped those cuts would not have to come.

Call to Order

Chairperson Williams called the regular session back to order.

Closed Session

B. Coltrane made a motion seconded by T. McDonald that the Board go into closed session to discuss personnel and legal issues. The motion carried: 6-0.

T. McDonald made a motion seconded by G. Lawson that the Board return to open session. The motion carried: 7-0.

Regular and Work Session
January 29, 2004

Legal Settlement

T. McDonald made a motion seconded by G. Lawson that the lawsuit, John Harvey vs. Randolph County Board of Education, be settled by an amount not to exceed \$110,000. The motion carried: 7-0.

Adjournment

G. Lawson a motion seconded by B. Scott that the meeting adjourn. The motion carried: 7-0.

Chairman

Secretary