

I. EXECUTIVE SESSION

A regular meeting of the Board of Trustees of the Charleston County School District was held on Tuesday, August 13, 2012 in the Board Room at 75 Calhoun Street with the following members of the Board present: Mr. Chris Fraser - Chair, Mrs. Cindy Bohn Coats - Vice Chair, Mr. Craig Ascue, Rev. Chris Collins, Mrs. Toya Hampton-Green, Mrs. Elizabeth Kandrac, Mrs. Elizabeth Moffly, Mrs. Ann Oplinger, and Dr. Nancy J. McGinley, Superintendent and Executive Secretary. Mr. Brian Thomas participated by phone. Staff members Mr. Michael Bobby, Mrs. Audrey Lane, Mr. Bill Lewis, Mrs. Melissa Metarazzo, Mr. Bill Briggman, Dr. Brenda Nelson, and Mr. John Emerson were also in attendance.

The news media was duly notified of the meeting and representatives were present.

Mr. Fraser called the Open Session meeting of August 13, 2012 to order at 4:00 p.m. Rev. Collins moved, seconded by Mrs. Kandrac, to go into Executive Session to discuss agenda items listed below. The motion was approved unanimously.

1.1: Student Transfer Appeals - In County Requests

1.2: Student Transfer Appeals - Out-of-County Requests

1.3: Workers' Compensation Settlement – Mr. Michael Bobby, Chief of Finance, Operations & Human Resources

1.4: Authority to Settle Civil Matter – Mr. John Emerson, General Counsel

1.5: Legal Update – Mr. Emerson, General Counsel

1.6: Personnel Update – Dr. McGinley, Superintendent of Schools

1.7: Appointment – Principal - Garrett High – Dr. McGinley, Superintendent of Schools

1.8: Appointment – Principal - Northwoods MS Revisited – (Thomas, Fraser, Coats & Oplinger)

1.9: Garrett Teacher Appeal Decision of July 11th

II. CALL TO ORDER, INVOCATION/MOMENT OF SILENCE, PLEDGE OF ALLEGIANCE

The Board reconvened in Open Session at 5:48pm. Mr. Fraser called the meeting to order. Then he called for a Moment of Silence followed by the Pledge of Allegiance.

III. ADOPTION OF AGENDA

Mr. Ascue moved, seconded by Mrs. Oplinger, approval of the modified agenda with the following changes. The motion was approved 9-0.

- Mr. Fraser announced that an emergency motion was added to the agenda. It should be listed as item 1.9 Teacher Appeal.
- Agenda Item 7.2 should be listed as the August 13, 2012 Open Session Minutes

Mrs. Moffly moved, seconded by Mrs. Kandrac to move 1.8 to 1.9 and 1.9 to 1.8. The vote was 4-4 (Coats, Green, Fraser, and Oplinger opposed).

Note since Mr. Thomas was not on line the vote was revisited at 5:52pm after Mr. Thomas called back in. Mr. Thomas voted in favor of motion which changed vote to approved 5-4 (Coats, Fraser, Green and Oplinger opposed).

IV. SPECIAL RECOGNITIONS

4.1: SCSBA FY11-12 Boardmanship Institute Recognition – Mr. Chris Fraser, Board Chair

The Board recognized Mrs. Toya Green for reaching level four in the South Carolina School Boards Association Boardmanship Institute Training Program.

V. SUPERINTENDENT'S REPORT

The superintendent shared the following:

- Students return to school on August 22nd and staff members are working to ensure a smooth transition for students and their families.

- The plan is to have all school buildings ready on day one. Final touches are being made to the Back-to-School Help Line which runs from August 16-22, from 7:00am – 5:00pm. The Help Line number is 937-6366.
- Staff is also working with Durham Bus Services to offer a transportation helpline for parents with specific questions about bus related issues. This help line will run from August 13-21, from 8:00am – 5:00pm and August 22-31 from 4:00am – 6:00pm.
- Dr. McGinley encouraged everyone to visit the district's [back-to-school](#) page for important information on registration, transportation, school lunches, and more.
- Again this year, uniforms will be distributed by The Hands of Christ uniform distribution. Hootie's Homegrown Roundup event is on August 18th at Burke High School and the First Day Festival is on August 19th.
- Every school needs great teachers and a top notch principal. On Tuesday, the district held its first annual Great Teachers, Great Leaders event at Stall High School. Nearly 200 new teachers and assistant principals attended. Community partners from across the county were also there to offer services and resources. This was a good opportunity for these new teachers and principals to get acquainted with the Lowcountry and hear about Vision 2016 which includes the newly created
 - Literacy Based Learning division and Office of Access and Opportunity. The Literacy Based Learning division will spearhead training for all grade and content area teachers in reading and writing across the curriculum while the Office of Access and Opportunity will aim to improve outcomes for students through early identification of Gifted and Talented students, timely supports for English Language Learners, and more transparent information on school choice options.
 - On Wednesday, the same group of teachers and assistant principals boarded school buses and toured the neighborhoods and communities in the communities their students live. The tours provided staff members new to the area with additional insights about the challenges their students face.
 - Dr. McGinley said she was honored to meet the new teachers and assistant principals and hope they will continue working for CCSD in years to come.
 - Regarding turnover and retention, Dr. McGinley said the biggest reason teachers leave is because of inadequate support from their principals. She said principals have to meet the challenge and those that directly support principals have to roll up their sleeves to better support principals.
- There has been great discussion around educator evaluation, both regionally and nationally. A proposed [Educator Evaluation Support Guidelines](#) was issued by the SC State Department of Education. If implemented, these changes may have a significant impact on how teachers are evaluated. As a district, proposed changes are being monitored and interested parties are being asked to review the changes to make the necessary recommendations to the state.
- New pilot parent registration center was successful and registered over one thousand students.
- Innovation Zone will have a back to school pep rally next Thursday at 8am.
- July 30th PASS scores were recently released.
- 2016 school vision and update on goals target.

VI. VISITORS, PUBLIC COMMUNICATIONS

1. Ms. Monica Vallejo, a Guidance Counselor of Northwoods MS, addressed the board in support keeping Interim Principal Toshawnka Mahone assigned to her school because a lot of hard work has been done to date and not make a change this close to school opening.
2. Ms. Sandra Riekpe supports decision regarding the Interim Principal at Garrett Academy
3. Ms. Maria James expressed concern regarding previous Interim Principal Dan Conner and expressed concerns regarding termination of Mr. Jarrod Coleman and his efforts to secure scholarships for students.
4. Ms. Rachael Washington, a Guidance Counselor at Northwoods MS supports keeping their Toshawnka Mahone.
5. Ms. Tawanna Johnson supports continuation of Interim Principal Ms. Toshawnka Mahone.

6. Ms. Crystal Green inquired about principal appointment and expressed concerns about dismissal of previous band director Mr. Jerrod Coleman and regional band practices missed because information was not received after Mr. Coleman's dismissal. She requested Mr. Coleman be reinstated to his position as band director at Garrett Academy.

Mr. Thomas telephone connection was lost at 6:04pm. However, he was reconnected immediately.

VII. APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS

7.1: Open Session Minutes of July 23, 2012, and August 2, 2012

Mrs. Kandrac moved, seconded by Rev. Collins to approve the Open Session Minutes of July 23, 2012 and August 2, 2012. The minutes were approved 9-0.

7.2: Motions of Executive Session of July 23, 2012

The Board voted on Executive Session motions as follows:

1.1: Student Transfer Appeals - In County Requests -

Mrs. Oplinger moved, seconded by Mrs. Coats approval of in-county student transfer appeal request which follows. The vote was 9-0.

- Approve – A, C to Laing, D to Laing, F, G, H, J, K, L to Mitchell, M to Mitchell, O, P, Q, T, V, W, Y, BB, CC, EE, GG, HH, II, KK, LL, MM, OO, PP to JIMS, TT, VV, WW to JIES, XX, ZZ, AAA, BBB, DDD, EEE, FFF to Mitchell, GGG
- Deny – E, I, U, X, Z, AA, DD, FF, JJ, NN, YY – capacity
- NCLB – B, N, R, S, QQ, RR, SS, UU, CCC, HHH, III, JJJ

1.2: Student Transfer Appeals - Out-of-County Requests

Mrs. Oplinger moved, seconded by Mrs. Kandrac to deny the out-of-country student transfer request due to lack of space. The motion was approved with a vote of 9-0.

1.3: Workers' Compensation Settlement – Mr. Michael Bobby, Chief of Finance, Operations & Human Resources

Mrs. Coats motioned, seconded by Mrs. Oplinger approval of the Workers' Compensation Settlement. The motion was approved with a vote of 9-0.

NOTE: Mrs. Kandrac requested the names of the individual that move and second motions in Exec Session items be announced in Open Session.

1.4: Authority to Settle Civil Matter – Mr. John Emerson, General Counsel

Mrs. Green moved, seconded by Mrs. Oplinger to approve a recommendation authorizing staff to settle a civil matter. The motion was approved 8-1 (Thomas opposed).

Mrs. Kandrac offered an alternate motion, seconded by Mrs. Moffly to offer the individual employment in addition to the financial settlement. The motion failed 3-6 (Ascue, Coats, Fraser, Green, Oplinger, and Thomas opposed).

1.5: Legal Update – Mr. Emerson, General Counsel

A. The Board received a Legal Update from General Counsel on East Cooper Montessori School Charter Amendment. However, no action was taken.

B. The Board received a Legal Update from Mr. Bobby on the Rising Star Program contract issue. However, no action was taken.

1.6: Personnel Update – Dr. McGinley, Superintendent of Schools

The Board received a Personnel Update from staff. No action was taken.

1.7: Appointment – Principal - Garrett High – Dr. McGinley, Superintendent of Schools

Mrs. Oplinger moved, seconded by Mrs. Green approval of the recommendation to appoint Ms. Charity Summers to the position of principal at Garrett High School. The motion was approved 8-1 (Kandrac opposed).

1.8: Appointment – Principal - Northwoods MS Revisited – (Thomas, Fraser, Coats & Oplinger)

Mrs. Oplinger moved, seconded by Mr. Ascue to overturn the board's earlier decision and

appoint Mr. Dan Conner as Principal at Northwoods Middle School. The motion was approved with a vote of 6-3 (Collins, Kandrac and Moffly opposed).

1.9: Teacher Appeal of July 11th

Rev. Collins moved, seconded by Mrs. Kandrac to overturn a teacher appeal of July 11th thereby reinstating a Garrett Academy teacher.

The motion was approved 5-4 (Coats, Fraser, Green and Oplinger opposed).

Note: This item was added during Executive Session for emergency reasons (opening of school on August 22nd).

7.3: Financial Minutes of July 23, 2012, August 2, 2012

The Board will vote on the Financial Minutes of July 23, 2012 and August 2, 2012.

- Mrs. Kandrac moved, seconded by Mrs. Coats approval of the July 23, 2012 Financial Minutes. The minutes were approved 9-0.
- Mrs. Coats moved, seconded by Mrs. Moffly that the Aug. 2, 2012 Financial Minutes be postponed. Mrs. Coats requested the financial implications be added and report be brought back to the board for approval.

VIII. CAE UPDATE

8.1: State of 2012-13 School Opening – Dr. Nancy McGinley, Superintendent of Schools

A. Staff presented information on school opening data, issues topics listed below:

- **Back to School Events** – Dr. Nancy McGinley
- *Uniform and School Distribution by Hands of Christ* – Dr. Nancy McGinley
- **Great Teachers, Great Leaders Symposium** – Dr. Herring said 170 new teachers and 9 assistant principals joined the district this year. Mrs. Melissa Matarazzo and her team were commended for organizing the symposium.
- **Teacher Vacancies** – Mrs. Audrey Lane said goal continue to be an effective teacher in every classroom. Since June 100 plus vacancies were filled. Today 62 vacancies exist.
 - Mrs. Moffly said it was her understanding that during the approval of the budget, the number of master teachers was reduced to 55. Dr. McGinley said some schools traded off master teachers for associate teachers. Mrs. Kandrac asked difference between two teachers. Dr. McGinley said Master Reading Teachers have full credentials. Associate Teachers don't have that and must work under Master Teachers. Mrs. Kandrac asked if there were 15 Master Reading Teachers. Mr. Briggman confirmed. Dr. McGinley said the Literacy person will oversee Literacy.
- **Capital Building Program** – Mr. Bill Lewis updated the Board on efforts to utilize the former Oakland and Harbor View ES swing campuses.
 - Mrs. Kandrac asked if the expansion of Mikell Drive was included in the plan. Mr. Lewis confirmed.
- **Summer 2012 Mobile Moves** - information on was shared.
 - Mrs. Kandrac was amazed that Haut Gap MS that was recently built is already too small. Mr. Lewis credited the increased enrollment to Mr. Padron's success. Also he said the 5th grade was relocated to the school.
- Mr. Bobby shared information about Operations, Planning and Systems Improvement Department and said no projects will infringe on school operations. He also said staff was able to generate more efficiency with less staff. He commended the Facilities group for improvement in response time and identified staff members who were able to make it happen.
- Mr. Bobby said a digital portfolio will be placed online to illustrate work board approved funding for and what has been accomplished across the district.
- Mr. Bobby spoke of plan to address surfaces for play areas across the district.
- Dr. Laura Donnelly share PASS rates which are tied to the 2016 Goals. Graduation rates are not available at this time and will probably be ready in October or November.

- *The ESEA waiver was approved July 19th and data was received at the end of July. CCSD received a "B" (89%). She also shared data for schools in categories A-F. In CCSD, 76% met or exceeded state expectations. The report was distributed to board members.*
 - *Dr. McGinley commended staff members for their hard work to prepare for school opening.*
 - *Mr. Fraser said based on 2016 Goals, the district is making progress. He asked if it were possible to look back to see kids in gap and progress being made. Dr. Donnelly said that is being done in the academies daily. Mrs. Coats requested a breakdown of Literacy breakdown. McGinley said she could bring at a workshop or in a Board Update. She spoke of the Literacy article and said one thing left out was 50% of students have IEPs or reading challenges. About the report distributed, she said report is to clarify ESEA waivers and provide details on how the state identifies schools. She said more time would be needed to explain.*
 - *Mrs. Moffly asked for chart with feeder schools and state report cards. Dr. McGinley said she has a colored wheel that shows the patterns.*
 - *McGinley spoke of strong improvement at North Charleston HS and Stall HS and said it should improve graduation rates.*
 - *Mrs. Coats said the information is helpful but actual tangible plans attached to titles would be helpful.*
 - *Mr. Ascue asked about STEM courses and said they may attract and keep students in schools. He suggested attractive magnet and honors courses be added to attract student*

B. Studer Consultant Team Update – *Janet Pilcher shared the FLY Wheel which diagnose where district is. Then they coach and train on things that should occur followed by assessment. Assessment is used the following year as a starting point.*

- *CCSD Scorecard and overall goals and formative measures (assessments) determine how well district is doing so interventions could be identified.*
- *Diagnose – student achievement by district and school, service—parent satisfaction and support card where school leaders assess how well service that is provided to the school.*
 - *Employee engagement – two measures*
 - *Finance – Department and Schools*
 - *Quality Indicators by department and job responsibility*
- *2011-2012 District Survey Results*
 - *Employee Engagement Survey asked employees if work environment helped them reach their work potentials. Once the leader rolls out results, there is usually increase because then employees can see employers are doing something about it. There was an increase since the starting point.*
 - **Parent Satisfaction Survey** *score says a lot about the community. The number of participants increased from 5,123 to 9,388. Every parent had the opportunity to participate.*
 - *EK asked if there was a limit on parental response. Mrs. Pilcher said there was no limit and both parents could respond. She said leaders strategies made this happen. EK asked for information on schools that data came from.*
 - **Support Card** – *Overall mean from administration which will be used next year was 4.21 and 4.19.*
 - *Steps completed by leader, were identified.*
 - *Survey roll out*
 - *Cascaded and aligned goals and evaluations*
 - *Leadership Development Institutes – four held last year to identify*

leaders' needs. *Studer participation in Education Symposium.*

- - *2012-13 School Leadership Excellence*
 - *Next Steps – must work collaboratively to identify must haves to determine what leaders need to meet goals and measures*
 - *Leadership Development*
 - *Survey Results and Rollout Process*
 - *90 Day Action Plan*
 - *Assessment at end of year*
- *Questions:*
 - *Rev. Collins asked if there are must have things identified yet. Mrs. Pilcher said having leader having relationship with teachers and reaching out to make parents partners.*
 - *Coats requested*
 - *Mr. Ascue asked model would allow everything to filter down to departments. Mrs. Pilcher said it could be added.*

IX. MANAGEMENT REPORT(S)

X. COMMITTEE REPORT(S)

10.1: Audit & Finance Committee

Mrs. Coats announced a Audit and Finance Committee meeting on Thursday August 16th at 3pm.

10.2: Policy Committee

XI. POTENTIAL CONSENT AGENDA ITEMS

11.1: East Cooper Montessori Charter School Amendment Request – Mr. John Emerson, General Counsel –*The Board will vote on a recommendation to approve the East Cooper Montessori Charter School Amendment Request to increase their enrollment capacity from 208 students to 300 students.*

Mrs. Moffly asked about an impact study for ECMCS. Dr. McGinley said the principal wasn't at meeting. However, the school purchased land and installed two double wide mobile units which expand classroom. One unit not being used during her visit to the school. EM said contradictory to say no cost to district when extra funds are mentioned. CCSD has said that charter schools takes money from district. She said it's a mis-statement since there is a cost. Mr. Fraser said the only increase is the formula increase because of the number of students.

Mrs. Green left at 7:15pm and returned at 7:18pm.

Mrs. Kandrac asked if the district paid rent for the East Cooper Montessori Charter School. Dr. McGinley said it didn't.

Mrs. Green Moved, seconded by Rev. Collins. The vote to approve was 8-0

Note Mrs. Green was out of room. Therefore, she did not vote.

11.2: Pinehurst Elementary Secondary Entrance Renovation – Mr. William Lewis, Chief Operations Officer

Rev. Collins moved, seconded by Mrs. Green approval of a recommendation to exempt the Pinehurst ES Secondary Entrance Renovation Project from the Procurement Code. Since the Memorandum of Understanding between the district and City has been developed, the district envisions the gym being used for this year's basketball season. The secondary entrance allows access to the gym and the security needed to secure classrooms adjacent to gym when it is in use after hours. The vote was approved 8-1 (Thomas opposed).

Mrs. Coats said board approved on June 11th at 15% less. She asked about the schedule since staff is requesting sole source. Mr. Lewis said delay was caused by summer work and OSF

approval.

XII. NEW BUSINESS

1. Mrs. Kandrac inquired about free hair-cuts for students during the school opening events and said JC Penney was also doing it for free.
2. Mrs. Kandrac spoke about a Garrett parent that mentioned students receiving grades even when they did not have an instructor. She said it was also done at Burke and it needs to be addressed.
3. Mrs. Kandrac asked about letters for board members abstaining from voting during previous meetings and if letters were provided to board. Mr. Fraser said in each a letter was attached to the board meeting minutes.
4. Mr. Ascue asked board to look at priority schools and how to get AP programs at priority schools
5. Mr. Ascue asked staff to look at schools with Low enrollment and preventative measures to get schools back up to par. Mrs. Kandrac said students leave Lincoln because some programs were taken away.

Since there was no other business to come before the board, the meeting adjourned at 7:30pm.