

I. EXECUTIVE SESSION

4:00 p.m.

A regular meeting of the Board of Trustees of the Charleston County School District was held on Monday, November 28, 2011, with the following members of the Board present: Mr. Chris Fraser, Mrs. Cindy Bohn Coats – Chair, - 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. Staff members Mr. Michael Bobby, Dr. Lisa Herring, Mrs. Audrey Lane, Dr. Brenda Nelson, Mrs. Melissa Matarazzo, Dr. Brenda Nelson, and Mr. Elliot Smalley were also in attendance.

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

Chairman Fraser called the Open Session meeting of December 12, 2011 to order at 4:00 p.m. Mrs. Oplinger moved, seconded by Rev. Collins, to go into Executive Session to discuss agenda items listed below. The motion was approved unanimously.

- 1.1: Student Transfer Appeals (2)
- 1.2: Appointment – Principal – Frierson Elementary
- 1.3: Request for Proposal P1208 – Compensation & Classification Study
- 1.4: Rivers Phase 2 Tenant Up-Fit/Site Improvements
- 1.5: District 23 Constituent Board Vacancy
- 1.6: North Charleston TIF
- 1.7: Teacher Appeal Hearing Decision
- 1.8: Legal Matters

OPEN SESSION

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

The Board reconvened in Open Session at 5:41 p.m. Chairman Fraser called the meeting to order. Then he led the Moment of Silence followed by the Pledge of Allegiance.

III. ADOPTION OF AGENDA

Mrs. Kandrac moved, seconded by Rev. Collins to pull agenda item 11.1 Superintendent's Evaluation Instrument to allow the board time to schedule a workshop to further discuss the Evaluation Instrument. Mrs. Kandrac also said input is needed from parents, constituents and others. Motion failed 4-4 (Ascue, Coats, Green and Oplinger opposed).

Mrs. Green moved, seconded by Mrs. Coats, to add the word Action for agenda item 11:1. The motion was approved 6-2 (Kandrac and Moffly opposed).

Mrs. Green moved, seconded by Mrs. Coats to approve a motion to adopt the modified agenda of December 12, 2011. The motion was approved 6-2 (Kandrac and Moffly opposed).

At this time, Mr. Fraser shared the schedule and locations for January and February 2012 Board meetings.

IV. SPECIAL RECOGNITIONS (20 minutes)

4.1: LowCountry Food Bank "Annual Student Food Drive" – Representatives from ten CCSD schools were recognized for donating 13,315 pounds of food, enough to create 10,242 meals for our community to the LowCountry Food Bank.

4.2: Happy Feet Initiative – Mr. Lew Mello with the East Cooper Rotary Club was recognized by the Board for providing shoes for 155 CCSD students. Mr. Mellow was also recognized for providing 135 back packs to students.

V. SUPERINTENDENT'S REPORT

Dr. Nancy McGinley briefed the board on the following:

- 1.) **Update on recent Board requests**— Members of the Board have recently requested and been given the following updates.
 - The 24 administrators who donated their \$500 achievement award stipends to the *Children in Crisis* Fund;
 - The placement of audit information on the CCSD web site;
 - Article 17 protests;
 - Garrett Academy; and
 - The four-year reduction in the Plant Operations budget.
 - Boyz to Gentlemen event
- 2.) **Substance abuse update** - Dr. McGinley gave the board an update on Substance Abuse pointing out that teen substance abuse is growing in CCSD and other areas. Counselors are currently receiving training in this area and information will be shared with parents in the future to help them in this area. Dr. McGinley also referenced a recent letter she wrote to CCSD Board members regarding this issue.
- 3.) **Principal for a Day** - The 8th Annual Principal for a Day event was held last week. All but three schools participated in event. This strategy gets businesses involved with schools. So far, the district is seeing ongoing relationships and partnerships in schools. Participants were thanked for taking time from their busy schedules.
 - a. **Work done with principals on “Rationalizing Opportunities”** - CCSD Administration is looking at data across zones and getting focused on a few key priorities moving forward. CCSD Staff received input from principals on what it would take to get to reach goals identified by the CCSD Board. This information will be shared with the board at a future meeting
 - b. **Achievement award goes out December 16** - The superintendent thanked the Board and staff. Then she wished the Board, staff, parents and students a peaceful, happy holiday break

Dr. McGinley also wished Dr. Joe Williams, who was assaulted during weekend while visiting a relative, a speedy recovery.

Mrs. Kandrac asked Dr. McGinley if board was informed earlier of the assault. Dr. McGinley said the incident occurred during weekend. Then Mrs. Kandrac asked about the issuance of \$500 achievement bonus. Mr. Bobby said stipends will be available on December 16th through via direct deposit. Dec. 16 is the last day before holiday break. Pay advice will also be distributed on that day.

Mrs. Moffly expressed concerns about the district’s zero tolerance policy for adolescents who violate the CCSD Code of Conduct. She cited the district was too “punitive”.

VI. VISITORS, PUBLIC COMMUNICATIONS (Not to exceed 30 minutes)

1. Ms. Ray Wooten, the Charleston County Coroner, expressed concerns regarding the growing problem of substance abuse. She said of 88 deaths, half of them were due to alcohol or drug related issues. She went on to say that kids really are struggling with issues and starting to abuse drugs and alcohol at an earlier age. She suggested the need to be proactive and address dangers of Drug and Alcohol at the middle school level. After stating that prescription drugs outstretched street drugs and students are buying and trading drugs on the streets, she suggested addressing these type behaviors by engaging teachers, counselors and parents. Ms Wooten said she wanted to be part of the prevention solution.
2. Mr. Joseph Taylor expressed concerns to the board about the public not having access to school track facilities in CCSD.
3. Mr. Jack Richardson addressed the Board on behalf of Greg Mathis Charter. He thanked CCSD for including Mathis in the School Improvement Grant. Also, he thanked CCSD for cooperatively working with the school this year.
4. Ms. Brittany Graham addressed the Board in support of the Teach for America recommendation.

VII. APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS

7.1: Open Session Minutes of November 28, 2011

Mrs. Kandrac said increase of board stipend should say increase would take effect after 2012. Mrs. Coats moved, seconded by Mrs. Green approval of the Open Session Minutes of November 28, 2011 as modified. The vote was 8-0.

7.2: Motions of Executive Session of December 12, 2011

1.1: Student Transfer Appeals (2) – The Board approved two student transfer appeals—one or Laing if space is available. The other one is for Whitesides Elementary. The vote 8-0

1.2: Appointment – Principal – Frierson Elementary

The Board approved the appointment of Mrs. Amy Cario to the position of principal of Frierson Elementary. The vote was 8-0.

1.3: Request for Proposal P1208 – Compensation & Classification Study

The Board approved the recommendation to award the Request for Proposal P1208 – Compensation & Classification Study to Fox Lawson and Associates. The funding source is Human Resources FY2012 Budget and the funding amount is \$143,500 for the first year. The vote was 5-3 Coats, Collins and Kandrac opposed.

1.4: Rivers Phase 2 Tenant Up-Fit/Site Improvements

This item was pulled from the agenda. No action was taken.

1.5: District 23 Constituent Board Vacancy

No action was taken.

1.6: North Charleston TIF – The Board discussed North Charleston’s Tax Increment Financing in Executive Session. No action was taken.

1.8: Legal Matters

The Board was briefed on in Executive Session about legal matters. The Board approved a motion to obtain outside counsel to address a legal issue. The motion was approved 8-0.

7.3: Financial Minutes of November 28, 2011

Mrs. Moffly suggested including everyone in the one-time \$500 award, including those categorized “Reduction in Force”. Mr. Fraser suggested this topic not be discussed since it is not listed on agenda and would require a super majority. Mrs. Moffly suggested bringing the item to the Board in January 2012. Mr. Fraser also suggested Mrs. Moffly have a conversation with Mr. Bobby beforehand. Moffly asked if the district had an accurate number of employees. Mrs. Kandrac agreed that day porters were outsourced at no fault of their own. Therefore, they should be included in list of those who receive bonuses. Rev. Collins also agreed that those released due to impact of budget decisions should also be considered.

Mr. Fraser said he would agree to be the fourth vote to put an item on the January agenda to discuss bonuses for those impacted by Reduction in Force along with Rev. Collins, Mrs. Kandrac, and Mrs. Moffly.

Mrs. Green moved, seconded by Mr. Ascue approval of the financial minutes of November 28, 2011. The motion was approved 8-0.

VIII. CAE UPDATE

IX. MANAGEMENT REPORT(S)

9.1: Capital Projects Report

9.2: Results of Coordinated Review Effort by USDA and SDE

X. COMMITTEE REPORT(S)

10.1: Audit & Finance Committee

10.2: Policy Committee

XI. POTENTIAL CONSENT AGENDA ITEMS

11.1: Superintendent’s Evaluation Instrument

Mrs. Green moved, seconded by Mrs. Coats, approval of the Superintendent’s Evaluation Instrument

for 2012. The motion was approved 5-3 (Collins, Kandrac and Moffly opposed).

Rev. Collins moved, seconded by Mrs. Moffly, to include 6th grade achievement data in instrument and include them in results since students struggle at that grade level. The vote failed 4-4 (Ascue, Collins, Kandrac and Moffly supported the motion).

Dr. McGinley said 6th Grade Academy would be a small change. Previous evaluations included it. Mrs. Coats said the district still has the mandate from the Board to report on academies annually.

Mrs. Moffly moved, seconded by Mrs. Kandrac, to delay the vote on this item to allow time for another workshop in February to discuss the balance of the evaluation tool after community engagement meetings are held in February. The motion was approved 8-0.

Also during discussion, Mrs. Moffly said she did not understand rush. Mr. Fraser said it would allow employees would know their expectations beforehand.

Mrs. Kandrac requested Mr. Smalley share surveys and other info sent to parents with Board members. Mrs. Lane said Parent Surveys were announced on the district's links, on news station, and parent link calls were made. She would follow-up with schools to make sure they sent them home with students.

Mrs. Kandrac said she did not have the internet or a television. She also mentioned that the time for Executive Session was not listed on district's website.

Rev. Collins asked about High School end of course evaluation and the format. Mrs. Coats suggested he refer that question to the Studer Group. She also said the Studer Group should be asked to address the board on a regular basis since that is the work they were hired to do.

11.2: Approval of Agenda Format for Public Engagement/Stakeholder's Meetings January and February 2012

Mrs. Green moved, seconded by Mrs. Coats, approval of the board agenda format and schedule recommended by staff for the Charleston Achieving Excellence: Vision 2016 public engagement meetings January and February 2012. The motion was approved 8-0. Meeting locations and dates are listed below:

*January 9 2012 – East Zone – Wando High School
January 23, 2012 – South West Zone – James Island Charter High
February 13, 2012 – North Zone – Stall High
February 27, 2012 – Central Zone – Burke High School*

Mrs. Kandrac asked if the meetings would be videotaped. Mr. Fraser said Open Session actions would be recorded.

Mr. Ascue suggested holding the East Zone meeting at Lincoln High instead of Wando High. Mr. Fraser said it could be considered for future meetings. Mrs. Kandrac suggested the district broadcast the meetings at places like Lincoln High and Baptist Hill High.

11.3: Procurement Operations Audit

This item was pulled. No action was taken.

11.4: Teach for America (TFA)

Mrs. Green moved, seconded by Mrs. Oplinger approval of the recommendation to utilize Teach for America over the next two years in order to improve the recruitment and retention of top quality teaching candidates especially in the hard to fill content areas with a focus on increasing the diversity of our teacher corps. The cost to the District over the next two years is \$240,000The funding source will be determined. The motion was approved 5-3 (Collins, Kandrac and Moffly).

Ms. Audrey Lane presented Teach for America (TFA) information to the Board. Mr. Josh Bell, the TFA

director and Ms. Heather McEldowney, a Teach for America teacher now employed at North Charleston High.

- Vision 2016 demands a strategy that is totally different
- Nothing matters more than effective teacher
- CCSD's #1 priority is to have an effective teacher in front of every CCSD student
- TFA is one way to have an effective teacher in every classroom.
- TFA video was shared featuring Baltimore Corps.
- TFA Vision
- Experience
- Impact

Mrs. Melissa Matarazzo shared additional key information on TFA as follows.

- Schools with TFA teachers made more progress
- TFA students are outperforming all teachers in every subject and every grade level.

Ms. Heather McEldowney shared information from a teacher's perspective. Mr. Josh Bell a Clemson graduate and recruiter for TFA shared TFA's Teaching Model and teacher expectations. He said TFA wants to help CCSD close the Achievement Gap.

Ms. Lane reiterated that it is a shared vision to close the gap and ensure excellence for every child...Nothing else matters more than an effective teacher. TFA is that vehicle.

Mrs. Oplinger said the organization is extraordinary and has changed communities. Rev. Collins asked about goal setting measurements and how he would recognize goals. Mr. Bell said state agreed to evaluate their performance. Being in TFA is like being in one of the best classrooms in the state. TFA welcomes evaluations at the end of the year and being evaluated with other teachers. They have A-standard measures and want to make path changing growth. Measures would be shared throughout the year. Ms. Matarazzo said staff would measure in house. Rev. Collins asked other districts TFA partners with. Josh said 43 regions, new in SC. TFA recruits, selects, and trains teachers.

Mrs. Kandrac asked Ms. McEldowney the number of students she had and how they were doing. Heather said writing progress is evident. Mrs. Kandrac asked if students were doing well because of its charter school status. Ms. McEldowney said in DC both public and charter schools were struggling. Mrs. Kandrac said having great parents was better than having great teachers, referring to Mrs. Lane's earlier statement about great teachers.

Mrs. Moffly said Reduction in Force eliminated Induction Teachers and state law said they should give priority to job opportunities for certified personnel dismissed by district. She read Board Policy GCOA. Then she said Induction teachers were upset they weren't needed and now there is a need to hire TFA. Dr. McGinley said the issue is placing the most highly qualified teachers in most struggling schools. She said first year teachers are not recommended for schools with high needs. TFA selects the best and brightest. It's a training program to teach folks to promote achievement and it works. They would be placed where there is an infusion of role models and positive influence.

Mrs. Moffly said should follow the letter of law and the district is promoting an alternative to Induction Teachers. She said it is not cost effective because hiring TFA's with district benefits does not reduce district expense.

Mrs. Coats said the question is how to fit cost. Then she questioned hiring of thirty teachers over two years. Mrs. Matarazzo said bringing in 3-5 TFA teachers brings about change. TFA teachers are like veteran teachers and therefore strengthen teaching. Mrs. Coats asked about the targeting population. Dr. McGinley said it is primarily about the Innovation Zone. Putting teachers in groups so they'd work as a team concentrating the efforts. Coats asked about number of students impacted. Mr. Bell said he didn't have those numbers, but it's an increased number of students. Coats asked about cost for TFA over Recruitment Office already in place. Also she said not doing in a systematic manner. Mrs.

Lane said there is an urgency to address student needs in classroom. She said district doesn't have time to develop the process. Coats said it's a small impact when the board is looking for radical change. Mrs. Lane said board could decide to take bold steps.

Mr. Ascue asked about funding and TFA and its track record. Mrs. Lane said TFA have proven examples across the country. Mr. Ascue said he appreciated the passion of TFA representatives and he is willing to give a company with proven track record a chance.

Mrs. Green said she would support TFA because it's a culture change to bring in new trained teachers to work with these students. She said it would be well justified.

Rev. Collins said he wish he had more time to research and think more about this. He asked if CCSD would have to dismiss 10 teachers to replace ones there. Mrs. Lane said the 30 TFA teachers would be a part of the 225 new teachers coming in next school year. Induction Teachers are a part of the new recruiting class. Rev. Collins asked about the trained model and why TFA model is better than ones CCSD hires. Mr. Bell said TFA recruit professionals who want to change careers. They go thru time testing models. He said they set a different paradigm and different expectations. He said it's a different mind-set that got results. He shared details in regards to training of TFA candidates. Mrs. Metarazzo said TFA do a whole lot more than district is able to do.

Mrs. Moffly said in addition to the \$240,000 for TFA, 30 teachers get CCSD benefits. She questioned why TFA teachers are receiving \$30,000 with just bachelor degrees but are not certified. She asked number Induction Teachers released last year. Mr. Bobby said CCSD did not dismiss any except for those with academic issues or had other plans.

Mrs. Kandrak said Coats made good points in the last Audit and Finance Committee meeting. If the committee meeting was recorded, time could have been saved at the regular board meeting. It seems the district is saying colleges aren't putting out kind of teachers that are desired. She said asked about program with young black gentlemen district was paying for and status of those candidates. Dr. Nelson said that was the Literacy Intern Program. Nelson said a total of 7 entered the program and three who completed program are employed by district. Others candidates are completing their studies.

Mrs. Oplinger suggested the Board should consider a Board Self-Evaluation.

11.5: Montessori School of Charleston – Portable Classrooms – Pulled

This item was pulled. No action was taken.

XII. NEW BUSINESS

1. Rev. Collins requested information for North Charleston High School. Mr. Fraser asked Rev. Collins to submit a request in writing.

Since there was no other business to come before the CCSD Board, at 7:48 p.m., Chairman Fraser adjourned the meeting and wished everyone "Happy Holidays".