

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, October 8, 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. Elizabeth Kandrak, Mrs. Ann Oplinger, Mrs. Elizabeth Moffly, Mr. Brian Thomas, and Dr. Nancy J. McGinley, Superintendent and Executive Secretary. Staff members Mr. Michael Bobby, Dr. Lisa Herring, Mrs. Audrey Lane, Mr. Bill Lewis, 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 October 8, 2012 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 – In County Requests*
- 1.2: *Principal Appointment – James Simons Elementary*
- 1.3: *Principal Appointment – Chicora Elementary*
- 1.4: *Workers Compensation Settlement*
- 1.5: *Home School Applications*
- 1.6: *PACE charter school Request - Medicaid Reimbursement*

OPEN SESSION

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

The Board reconvened in Open Session at 5:18pm. Mr. Fraser called the meeting to order. Then he called for a Moment of Silence followed by the Pledge of Allegiance.

OPEN SESSION

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

III. ADOPTION OF AGENDA

3.1: A. Adoption of Agenda

Mrs. Kandrak moved, seconded by Mrs. Coats to approve the amended agenda with changes listed below. The vote was 8-0.

- Mr. Ascue moved, seconded by Mr. Thomas to remove agenda items 3.1B and 3.1C.
- Mrs. Coats moved, seconded by Mrs. Moffly to change agenda item 1.6 from action to information.

Mrs. Moffly called for a point of personal privilege. After Mr. Fraser granted it, Mrs. Moffly requested a public apology from Mr. Fraser for walking out at the last board meeting which she said was a “willful neglect of his duties” because the chair should always “remain calm and maintain order”. Mr. Fraser responded stating that he “looked forward to future meetings where things go smoothly”. Then he said “to the extent his departure disrupted the meeting”, he apologizes.

C. Election of Officers

This item was pulled from the agenda under during the Adoption of the Agenda.

IV. SPECIAL RECOGNITIONS – Ms. Clara Heinsohn – Director of Public Affairs & Volunteers

1. Teacher cadets from Wando High School were recognized along with their instructor, Betsy Wilson. Their college partner is the Citadel.
2. Members of the Teacher Incentive Fund Grant Team were recognized by the Board during the Superintendent’s Report.
3. AmeriCorps members were recognized by the Board.
4. Ms. Leah Suarz & Mr. Mickey Bakst were recognized for their contributions to CCSD. Mr. Bakst who is involved with the hospitality and culinary program along with Mr. Michael Miller offers students

that successfully complete the program an opportunity to serve in the restaurant environment.

5. CCSD employees were recognized by the board for becoming authorized facilitators of the *Darkness to Light* program. Over 1500 CCSD employees were trained.

V. SUPERINTENDENT'S REPORT

A summary of Dr. McGinley's report follows:

- Candice Bates Quinn, the elementary guidance director, was recognized for leading the Darkness Light initiative
- The End of Course Exam results received late last week shows CCSD out-scored the state average in every End of Course (EOC) subject and had the highest percentage increase in students passing biology among neighboring districts. This is great news for everyone, particularly middle and high school principals. This confirms that an increasing number of CCSD students are excelling in the rigorous coursework required by the state.
- On September 27th the U.S. Department of Education awarded CCSD the Teacher Incentive Fund Grant (TIF) which is a very competitive totaling \$8.8 million for the first two years with a possible total of \$23.7 million over five years. CCSD was one of 35 districts chosen out of a pool of 120 applicants. It's no secret that academic progress like CCSD's jump in SAT scores, improvements on PASS scores and End of Course exams is a direct result of great principals and teachers. These funds will enable the district to make good on the promise made to teachers over two years ago about creating a balanced and fair value-added compensation system. Staff will make a full report on this grant tonight during the CAE Update. Staff Members Mrs. Melissa Matarazzo, the project director, was recognized in her absence, along with other staff members, Mrs. Lori Bates, Mr. Bill Briggman, Mr. Kevin Eakes, Ms. Sarah Earle, Mr. John Emerson, Mrs. Christine File, Mrs. Anita Huggins, Mrs. Audrey Lane, Ms. Kathleen Magliacane, Dr. Laura Donnelly, Mr. Alan Milburne, Ms. Melissa Parrish, Ms. Linda Paine, Ms. Helen Plexico, Ms. Christine Ryan, Ms. Terri Shannon, and Ms. Latisha Vaughn-Brandon for their work on the TIF grant.
- CCSD was one of 11 districts selected nationally by Project RED, an organization dedicated to 1-to-1 technology implementation research. Project RED will provide guidance and collaboration opportunities in hope of becoming a national model and leader in 1:1 technology implementation. This is another great partnership that directly supports Vision 2016.
- Tomorrow at 7:00 a.m. the superintendent will join 1000 community leaders and clergies from across the county at the annual prayer breakfast at the North Charleston Coliseum. The breakfast is sponsored by Mr. Jerry Young, chair of the *"Be a Mentor Program"*.
- The district continues to do a "low cost/no cost" communication through Face Book and Twitter or follow superintendent by sending a text to her at "40404" then type FOLLOW CCSD SUPT. It is a great way to stay connected and get instant information on the superintendent's meetings or visit to schools or

Mrs. Kandrak inquired about statistics for students that took the End of Course exams statistics and posting of board meeting notices in the local newspaper.

Mr. Fraser recognized and thanked Board Member Ann Oplinger for her four years of service on the board since she is scheduled to call in for the next board meeting.

VI. VISITORS, PUBLIC COMMUNICATIONS

1. Mr. Tony Lewis expressed concerns about the "deplorable condition of Burke's football field". He shared information from conversations he had with CCSD staff and the Mayor of Charleston. He urged the board to address the issue related to the deplorable condition of the Stoney Field facility.

Mrs. Kandrak asked Dr. McGinley who owned Stoney Field. Dr. McGinley said the City of Charleston and many of the issues mentioned had already been addressed. Burke uses the facility CCSD has invested \$100,000 or more into it to fix up the stands and other areas a couple years ago. The Memorandum of Agreement the district has with the City says they will maintain the facility. However, when it was brought to the district's attention that the locker rooms were not being maintained, CCSD staff met with the City's recreation department staff a week ago and issues Mr. Lewis mentioned have been addressed.

2. Mr. Arthur Lawrence shared pictures of restrooms at Stoney Field. He spoke of having a conversation with someone in the district regarding Stoney Field and said while the facility is being used by the district; the City owns the facility but is not maintaining it. He urged the district to bring the facility up to standards.
3. Mr. Edward Jones also expressed concerns about the Stoney Field facility. He urged the school district to help with the situation.

Mrs. Moffly said the issue is ongoing and is one the district needs to address and support. Then she suggested the district consider taking over Stoney Field and possibly consider a property exchange with the City. Mr. Fraser agreed that something needs to be done to address the issue and he has had conversations with the City regarding the same.

VII. APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS

7.1: Open Session Minutes of September 24, 2012

Mrs. Moffly moved, seconded by Mrs. Kandrac, to approve the Open Session Minutes of September 24, 2012 with corrections shown below. The board approved the motion. The vote was 7-1-0 (Oplinger abstained).

- Mrs. Coats noted the meeting was called to order by Mr. Fraser. She also said the blank left for an amount for agenda item 11.3 Memorandum of Understanding for Haut Gap and Parks and Recreation should be eliminated because it should not have a dollar amount.
- Mrs. Kandrac said her comments on page two during discussion of the accident should say she and other board members didn't receive the Friday Update from Mr. Sakran until Monday approximately 5:30-6:00pm. Also on page 3 before approval of minutes, Mrs. Kandrac and Mrs. Moffly expressed concerns about not hearing about the meeting with constituent board members earlier. On page 4 during discussion of agenda item 1.4 - Executive Director of Strategy and Communications, after (Kandrac opposed) the minutes should also say "Kandrac said she wanted to see the candidate's SAT scores and do administer a writing test". Page 8, 4th paragraph he made a comment about locked doors and spoke with police students putting cell phones away and they said it was the duty of staff, not SROs. Also, on page 12 delete the word "not" in the sentence about board members attending conferences.
- Mrs. Moffly said she requested the board approved Ed Specs for approval of the 500 student enrollment or nothing for elementary schools. Page 5 Mrs. Moffly said struggling students need to be identified and worked with during the school day. On page 7 add the words "should have been" after the word recommendation in the second sentence. At the end of paragraph, should say "another unauthorized procurement issue". Mrs. Moffly said the last sentence on page 8 should be deleted because she didn't recall Rev. Collins suggesting that Mr. Fraser should leave the meeting if he didn't want to listen to additional questions and comments. She said Mr. Fraser opted to leave the meeting after Rev. Collins said the discussion could continue all night. When Mr. Ascue requested input from Rev. Collins, Mr. Fraser suggested it was a combination of all of the above.
- Also, Mrs. Moffly said on page 11 the 7th paragraph summary says "in conclusion, she said someone was not doing their job". But it did not include the other part of her statement that "it made no sense to have building program without a capacity study".

7.2: Motions of Executive Session of October 8, 2012

The Board votes on Executive Session motions of October 8, 2012 are shown below.

1.1: Student Transfer Appeals – In County Requests

- Mrs. Oplinger moved, seconded by Mr. Ascue to deny the request for student transfers A and C due to lack of space and approve B, D, E, & F. The motion failed 5-4 (Collins, Fraser, Kandrac, Moffly and Thomas opposed).
- Mrs. Moffly moved, seconded by Mrs. Kandrac to approve student transfer appeals A-G. The motion was approved 6-3 (Ascue, Coats and Oplinger opposed).

1.2: Principal Appointment – James Simons Elementary – Dr. Nancy J. McGinley –

Superintendent of Schools

Rev. Collins moved, seconded by Mrs. Oplinger, approval of the recommendation to appoint Quenetta White as the principal of James Simons Elementary. The vote was 8-0.

1.3: Principal Appointment – Chicora Elementary – Dr. Nancy J. McGinley – Superintendent of Schools

Mrs. Coats moved, seconded by Mrs. Oplinger, approval of the recommendation to appoint Brian Agnew as the principal of Chicora Elementary. The vote was 8-0.

1.4: Workers Compensation Settlement – Mr. Michael Bobby – Chief Financial & Operations Officer

Mrs. Moffly moved, seconded by Mrs. Kandrak approval of a recommendation for a Workers' Compensation Settlement. The vote was 5-3 (Collins, Kandrak and Thomas opposed).

Mr. Thomas moved in Executive Session, seconded by Mrs. Kandrak, offered another alternate motion for full exposure of the settlement as a clincher settlement. During Open Session, Mr. Thomas motioned to withdraw this motion. However, Mrs. Kandrak called for a point of order insisting the board vote on the item since she did not support Mr. Thomas' request to withdraw the motion. After a brief discussion, Mr. Thomas agreed. The vote was 4-4 (Collins, Kandrak Moffly and Thomas supported the motion).

1.5: Home School Applications

Mrs. Moffly moved, seconded by Mrs. Coats, to approve the Home School Applications. The vote was 8-0.

1.6: PACE charter school Request - Medicaid Reimbursement – Mr. John Emerson, General Counsel

The Board received information on the PACE Charter School Medicaid Reimbursement Request in Executive Session. However, no action was taken.

7.3: A. Financial Minutes of September 24, 2012

Mrs. Coats moved, seconded by Mr. Thomas approval of the Financial Minutes of September 24, 2012. The vote was 8-0.

Mrs. Kandrak said the total amount was not included in item 10.1B of the board minutes.

B. Updates - Financial Minutes of July 23 and August 27, 2012

The Board received updated Financial Minutes for July 23 and August 27, 2012 as information.

VIII. CAE UPDATE

8.1: Teacher Incentive Fund (TIF) Grant Briefing – Ms. Alicia Kokkinis – Grants Support Officer

- Mrs. Audrey Lane – Deputy for Human Capital presented the Teacher Incentive Fund Grant. She credited Mrs. Matarazzo and Mrs. Alicia Kokkinis for leading the effort to secure the TIF grant. The district makes a concerted effort to apply for grants that align with district goals. The TIF is closely aligns with the district's Vision 2016 goals. A summary follows:
- The Teachers Outstanding Performance (TOPs) program recognition began in 2008 and the Teacher and Leader Development Cycle ran from 2009 – 2012.
- \$23.7M over 5 years; largest grant awarded to CCSD
- Grant Funding is allocated for:
 - Project management for grant implementation
 - National expertise to develop value-added system
 - Compensation for effective teachers & school leaders
 - Career ladder (promotions) for effective teachers & school leaders
 - 14 high potential schools in rural Hollywood and urban North Charleston.
 - **Schools Involved** : *Rural Feeder Pattern* Baptist Hill Middle-High, Blaney Elementary, Jane Edwards Elementary, Ellington Elementary, Minnie Hughes Elementary; *Urban Feeder Pattern* North Charleston High, Military Magnet Academy, Morningside Middle, Burns Elementary, Hursey Elementary, North Charleston Elementary, Pinehurst Elementary, Midland Park Primary, Dunston Primary.
- CCSD TIF Timeline

- 2012-13: Planning Year
- Create, design, and plan for implementation of new evaluation system
- 2013-14:
- Pilot evaluation system in **14 schools**
- 2014-15:
- Award performance-based bonus compensation in **14 schools**
- Implement evaluation system in **all CCSD schools**
- 2015-16:
- Pilot new salary structure in **14 schools**
- 2016-17:
- Implement new salary structure in **all CCSD schools**
- This is the planning year. Staff must develop a new evaluation system to implement in the district.
- In 2016-17 it is necessary for the district to change the salary structure in the district.
- The work focuses on student achievement by increasing educator effectiveness.

Rev. Collins asked if the grant funded additional Teacher Assistants in the classroom. Mrs. Lane said the grant funds are for teacher effectiveness. Grant information can be located on the district's website. Rev. Collins also asked about the new Personal Achievement Learning Management Systems (PALMS – CCSD's Human Capital Management System) and the advantages of having it. Mrs. Lane said once set up is done, teacher information will be readily available for all CCSD teachers and the district would be better able to make data driven decisions.

Dr. McGinley said TIF grants would help the district get the best teachers in schools where they are needed. The goal is to get people in those pilot schools to move students and close the achievement gap. Also she said grant enables district to bring in national experts. If not done well, it would drive teachers out of school where they are needed. She said the intent is to do it right in the 14 schools, then in other district schools.

Rev. Collins asked about compensation. Mrs. Lane said information was included in the board packet. She shared a list of schools in Hollywood and North Charleston.

Mrs. Moffly asked why St. James Santee and Lincoln were not included. Mrs. Lane said the Grants Officer, Mrs. Kokkinis advised staff to use areas where there are more students and teachers because it would be harder to test smaller areas. Mrs. Moffly suggested a rural area could possibly boost the district. Dr. McGinley said eventually the entire school district would be included. However, the ones selected are pilot program sites.

Mrs. Coats asked about the Charleston Promise Neighborhood (CPN) sites and performance based evaluations. Mrs. Lane said CPN teachers received bonuses at the beginning of this school year based of outcome of their performance for the previous school year. Mrs. Coats requested information on the status of teachers who reached or did not reach their goals. Mrs. Coats asked about the cost of bringing in someone to help with the TIF grant implementation and if staff would be hired for duration of grants. Mrs. Lane confirmed. Coats asked about measurement of goals and timeline for performance based salaries and how it aligned with the work the district is doing with the Studer Group. Mrs. Lane confirmed that the work aligns with what Studer is doing. Also, Mrs. Coats requested quarterly board updates on the TIF grant.

Mrs. Oplinger said she is delighted but not surprised about the grant because CCSD continues to perform nationally. She said other districts would export from CCSD.

Mrs. Kandrac said "nice job". Then she asked the number of pages of the grant. Mrs. Kokkinis said it was 60 pages + 200 pages of attachments.

Mrs. Coats requested a workshop to further discuss the TIF grant. Mr. Fraser suggested after it is developed. Mrs. Lane said although the district has a broad plan it is necessary to get national experts on board as soon as possible to assist the district in the development stage along with stakeholders and teachers. The experts would help with value added evaluations that is fair and equitable based on data.

Dr. McGinley said some experts have done it with big organizations like the Gates Foundation. Also she said only 40% of CCSD teachers have the data and district must build a system to have data for all students. And, rules must be established before bonuses are issued.

Mrs. Moffly expressed concerns about financial incentive awards when grant funds are no longer available in the future. Mr. Ascue said he looks forward to inclusion of Lincoln. He said board must monitor funds.

Mr. Fraser ended the discussion by saying the work with the Studer Group should compliment this grant effort.

IX. MANAGEMENT REPORT(S)

X. COMMITTEE REPORT(S)

10.1: Audit & Finance Committee – Mrs. Cindy Bohn Coats

Next meeting Oct 17th 3pm

10:2: Policy Committee – Mrs. Elizabeth Moffly

A. Cell Phone Acceptable Use

Mrs. Moffly moved, seconded by Mrs. Coats, approval of the First Reading of the Policy GBEBDA- Cell Phone Acceptable Use. The vote was 8-0.

Mrs. Moffly identified the following corrections on two typos.

- 2nd page the word "Testing" should be replaced with the word "Texting" and on the next line the word "for" should be replaced with the word "or".

XI. POTENTIAL CONSENT AGENDA ITEMS

XII. NEW BUSINESS

1. Mrs. Coats requested the board revisit the McNair playground for discussion.
2. Mr. Ascue said policy meeting held last week was successful. He asked Mr. Bobby to vet information with student council and others.
3. Mrs. Oplinger thanked Mr. Ascue for initiating the last Policy Meeting and said it was very productive.