

**Burke County Board Of Education**  
**Olive Hill Room – West Concord Resource Center**  
**509 West Concord Street**  
**Morganton, NC 28655**

**Special Called Meeting**

**Thursday, July 15, 2010**  
**6:00 P.M.**

**AGENDA**

- I. **Call to Order – Mr. Buddy Armour**
- II. **Agenda Review & Approval – Mr. Buddy Armour**
- III. **Resolutions for Approval**
  - A. **Personnel**
    - Personnel Report
    - Appointment of Administrator during Superintendent's Absence
  - B. **Appointment to Western Piedmont Board of Trustees**
- IV. **Superintendent Reports**
  - A. **School District Continuous Improvement Training**
- V. **Adjournment**

# BURKE COUNTY BOARD OF EDUCATION MEETING

July 15, 2010  
Special Called Meeting  
Regular Session Minutes

West Concord Resource Center  
Olive Hill Room

## I. Call to Order

Mr. Buddy Armour, Chairman called the meeting of the Burke County Board of Education to Order at approximately 6:00 p.m. in the Olive Hill Room of the West Concord Resource Center. Other members of the Board who were present for the meeting included Mr. Tim Buff, Mr. Rob Hairfield, Mrs. Karen Sain, Mrs. Susan Stroup, and Vice-Chair; Mrs. Catherine Thomas. Mr. Sam Wilkinson participated in the meeting by phone conference. Also present for the meeting was Dr. Arthur Stellar; Superintendent of Schools. Mr. Sam Aycok; School Board Attorney was not present for the meeting.

Chairman Armour called on Heritage Middle School principal Todd Sudderth who presented a remembrance on the loss of a Burke County Public Schools' teacher, Mr. Kyle Rusnak. A moment of silence was then held in memory of Mr. Rusnak.

## II. Agenda Review and Approval

Dr. Stellar requested that the Board add an executive session under Section V. Mr. Hairfield made a Motion to approve the agenda as amended with a Second by Mrs. Stroup. The Motion carried 7-0.

## III. Resolutions for Approval

### A. Personnel

#### Personnel Report

Mrs. Stroup requested to move #26 from the July 15, 2010 personnel report to an addendum B and to also move #30 from the July 15, 2010 personnel report to an addendum C.

Mrs. Thomas moved to accept the July 15, 2010 personnel report as amended with a Second by Mrs. Stroup. The Motion carried 7-0.

Mrs. Thomas moved to accept Addendum A of the July 15, 2010 personnel report as presented with a Second by Mrs. Stroup. The Motion carried 7-0.

Mr. Buff moved to accept Addendum B of the July 15, 2010 personnel report with a Second by Mrs. Sain. Without objection, the Board decided to wait until after executive session to vote on Addendums B and C.

#### Appointment of Administrator during Superintendent's Absence

Mrs. Thomas moved to approve the resolution to allow the superintendent to appoint an administrator during his absence with a Second by Mr. Buff. The Motion carried 7-0.

**B. Appointment to Western Piedmont Board of Trustees**

Mr. Hairfield moved to reappoint Mr. Bill Allman as the trustee for Western Piedmont Community College. Mrs. Sain provided a Second to the Motion which carried by a 7-0 vote of the Board.

**IV. Superintendent Reports**

**A. School District Continuous Improvement Training**

Dr. Stellar commented that the continuous improvement process was a central theme with SACS CASI. He reported that the process would be used across the district for continuous improvement to improve communication between and among schools and improve communication between schools, principals and central office. He further shared that this training would involve the community in the continuous improvement process. Dr. Stellar shared that a series of presenters would share their perspective on what this would do for the school district. The following individuals presented to the Board:

Jan Crump – Shared her views as an Elementary School Principal and member of the Baldrige Exploratory Team.

Susie Tilley – Member of the community with a connected interest in the Adopt-a-School program.

Charles Cooke – Shared his views from an energy management standpoint. Mr. Cooke is also a member of the Baldrige Exploratory Team.

Kathy Pittman – Shared that continuous improvement would bring lots of opportunities for the school system. She is a member of the Baldrige Exploratory Team as well being involved with Business, Industry & Education for Burke County and Future & Economic Development Alliance for 14 county region in Western North Carolina.

Dr. Stellar gave an overview of American Productivity & Quality Center (APQC) and how this process addresses continuous improvement. He further explained how the investment of \$37,000 would yield an estimated return of between \$505,000 and \$612,000 within a year as outlined in information provided in packets prepared for the Board. Dr. Stellar further reported that improved planning and processes was needed to take the school district to the next level of continuous improvement.

Additional individuals presented to the Board:

Lisa Fortenberry – Shared her views from a new principal perspective.

Brad Arrowood – Shared his views from a new principal perspective.

Dr. Stellar reported that he wanted to present individuals to the Board to share their perspectives on this process of continuous improvement and that he believed this process would help the district reach SACS accreditation easier and more efficiently.

Dr. Stellar reminded that the superintendent had the authority to decide on the professional development that takes place in the district. He further shared that the superintendent decides when these in-services are to be scheduled and what the content should be. He reported that the initial \$20,000 for this APQC continuous improvement training was paid from money left in the 2009-2010 line item for staff development. Dr. Stellar reminded everyone that SACS had criticized the past and present Board for trying to perform the superintendent's role.

Additional individuals presented to the Board:

Keith Lawson – Shared his views from a financial perspective. Mr. Lawson reported that the compensation study to be provided by APQC more than justified the \$20,000 already expended because of a needed compensation study identified by Evergreen at a cost of an estimated \$47,000.

Rexanna Lowman – Shared her perspective from a Secondary Education Director and a member of the Baldrige Exploratory Team. Mrs. Lowman requested that the Board approve the remaining \$17,000 to be paid from Title II funds for continuous school/district improvement. Mrs. Stroup made a Motion that no funds from the continuing budget resolution be allotted to APQC. Dr. Stellar commented that there was no need for this Motion because the request was made by Mrs. Lowman for a Motion to spend the \$17,000 from Title II; therefore no money could be spent without a Motion.

Dr. Stellar added that based on the discussion he didn't feel it would be prudent to spend the remaining \$17,000 owed to APQC until the district sees the results of the initial \$20,000 already expended.

At approximately 8:15 p.m. Mr. Wilkinson ended his phone conference.

Sandra Hatley – Requested permission to address the Board. She shared that she had not been asked to speak at the meeting but had discussed with Dr. Stellar the different focus groups that would be part of the continuous improvement training and that she was particularly interested in the team that would address the reduction of teacher absences.

**V. Executive Session**

At 8:25 p.m. Chairman Armour reported that the Board needed to enter Executive Session pursuant to N.C.G.S. 143-318.11(a)(3) to consult with the Board's attorney and to preserve the attorney-client privilege in the matter of Steve Schoeberle versus the Burke County Board of Education, case number 09-CVS-947 and to also deal with personnel issues. Mrs. Thomas moved to go into Executive Session with a Second by Mr. Hairfield. Without objection, the Board entered Executive Session.

**VI. Return to Open Session**

The Board returned to Open Session at approximately 9:16 p.m.

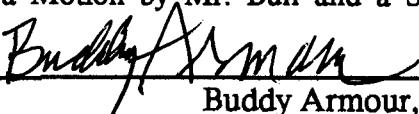
**Continuation of Personnel Reports**

Mrs. Thomas moved to approve Addendum B of the July 15, 2010 personnel report with a Second by Mr. Buff. The Motion carried 4-2 with Mr. Armour and Mrs. Stroup in opposition. Mr. Wilkinson had ended his participation by phone conference.


Mr. Buff moved to approve Addendum C of the July 15, 2010 personnel report with a Second by Mrs. Sain. The Motion failed 2-4 with Mr. Hairfield, Mrs. Thomas, Mrs. Stroup, and Mr. Armour in opposition.

**VII. Adjournment**

At 9:18 p.m. the meeting adjourned following a Motion by Mr. Buff and a Second by Mr. Hairfield.

  
Buddy Armour, Chair  
Burke County Board of Education

**ATTEST:**



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Art Stellar, Board Secretary  
Burke County Board of Education

**BURKE COUNTY PUBLIC SCHOOLS  
MORGANTON, NORTH CAROLINA  
PUBLIC COPY  
Personnel Report  
for  
July 15, 2010**

**AMENDED COPY**

**CERTIFIED PERSONNEL: RETIREMENTS**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>
1.	Morris, Shannon	Table Rock MS	Career Tech Ed. Teacher

**CERTIFIED PERSONNEL: RESIGNATIONS**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>
2.	Brown, Elizabeth	WCRC	School Psychologist
3.	Childers, Tracy	East Burke MS	Math Teacher
4.	Denton, Janet	Oak Hill Elem.	EC Teacher
5.	Hines, Jason	Heritage MS	6 <sup>th</sup> Grade EC Teacher
6.	Lail, Rachel	George Hildebrand	4 <sup>th</sup> Grade Teacher
7.	Matzka, Andrea	Walter Johnson MS	7 <sup>th</sup> Gr. Teacher
8.	Reeve, Joshua	Walter Johnson MS	Math Teacher
9.	Taylor, Kelly	Heritage MS	Assistant Principal
10.	Wick, Rachael	Hallyburton Elem.	4 <sup>th</sup> Grade Teacher

**CERTIFIED PERSONNEL: CONTRACT RENEWAL FOR DRIVER'S EDUCATION**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>
11.	Caroway, Bill	Countywide	Driver's Education
12.	Leonard, Dennis	Countywide	Driver's Education
13.	Ogle, Gary	Countywide	Driver's Education
14.	Russ, Tommy	Countywide	Driver's Education

**CERTIFIED PERSONNEL: RENEW CONTRACT TEMPORARY/PART TIME DUTY**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>
15.	Puckett, Cathy	WCRC	Home Bound
16.	Williams, June	WCRC	Speech/Language Pathologist

**CERTIFIED PERSONNEL: ELECTIONS RE-HIRES**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>
17.	Burriss, Shauna	Freedom HS	Social Studies Teacher
18.	Fox, Connie	Mtn. Crest Elem.	Kindergarten Teacher
19.	Gellys, Alberto	Freedom HS	Exceptional Children Teacher
20.	Glass, Joe	Patton HS	Exceptional Children Teacher
21.	Hall, Ashley	North Liberty	Exceptional Children Teacher
22.	Pearson, Jean	Patton HS	Exceptional Children Teacher
23.	Rector, Emily	WCRC	Speech/Language Pathologists
24.	Walker-Ballew, Susie	WCRC	Speech/Language Pathologists
25.	Williams, Odell	East Burke HS	Exceptional Children Teacher

**CERTIFIED PERSONNEL: ELECTIONS**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>
26.	Bell, Karen	East Burke HS	Allied Health Teacher
27.	Gallagher, JeanA'	Heritage MS	Assistant Principal
28.	Deal, Leah	Liberty MS	Exceptional Children Teacher
29.	Propst, Christy	Heritage MS	Instructional Coach
30.	Penland, Terry	Burke Middle College	Principal
31.	Scott, Arthur	East Burke HS	JROTC Instructor

**CERTIFIED PERSONNEL: ELECTIONS - PART-TIME/TEMPORARY ADDITIONAL DUTY**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>
32.	Blanton, Coree	Ray Childers Elem	EC Teacher/Math Foundations
33.	Helms, Amy	Drexel Elementary	Summer Reading Teacher(Rotary Funds)
34.	Kurzer, Jenny	College St./Pre-K	EC Pre-K Coordinator
35.	Prince, Donna	College St./Pre-K	EC Pre-K Transitions
36.	Still, Trevor	College St./Pre-K	Pre-K Transitions
37.	Stossmeister, Kristy	Drexel Elementary	Summer Reading Teacher(Rotary Funds)
38.	Townsend, Judy	Ray Childers Elem.	EC Teacher/Math Foundations

**CLASSIFIED PERSONNEL: ELECTIONS - FULL-TIME**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>
39.	Cabiness, Michael	Technology	Information Systems Engineer
40.	Carswell, Kelly	Valdese Elem.	Teacher Assistant
41.	Morgan, April	Forest Hill Elem.	Teacher Assistant

42. \*\*Yang, Lee                    Technology                    Information Systems Engineer  
 \*\* Pending finalization of pre-employment requirements

**CLASSIFIED PERSONNEL: ELECTIONS - TEMPORARY**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>
43.	Ledford, Roger	Transportation	Mechanic

**CLASSIFIED PERSONNEL: ELECTIONS – TEMPORARY/PART-TIME ADDITIONAL DUTY**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>	
44.	Abernathy, Cathy Powell)	Mull Elem.	Interventionist(Replacing	Jennifer
45.	Clay, Marie	George Hildebrand Elem.	1:1 Daycare Worker	
46.	Hurst, John J.	Ray Childers Elem.Daycare	Bus Driver	

**ELECTIONS: SUBSTITUTES**

Code    Justification

- 4            These persons hold a teaching certificate or are student teaching in our system.
- 3            These persons do not hold a teaching certificate. They are either a retired BCPS employee or have a non teaching 4-year degree and must complete ETT for substitute training within one year of board approval.
- 2            These persons hold at a minimum Associate’s Degree or equivalent and completed the ETT for substitute training.
- 1            These persons hold a high school diploma; have a written recommendation from a school principal requesting that they substitute in their school and have completed the ETT for substitute training.

	<u>NAME</u>	<u>CODE</u>
47.	Cook, Kandra	4

**TRANSFERS:**

	<u>NAME</u>	<u>TRANSFERRED FROM</u>	<u>TRANSFERRED TO</u>
48.	Barlow, Julie	Walter Johnson MS(Counselor)	Hallyburton Academy (Counselor)
49.	Beam, Holly	Countywide(Attendance Officer)	Draughn HS/TRMS(PE Teacher)
50.	Gardner, Shane	Freedom HS(Teacher)	Countywide(Instructional Coach)
51.	Huffman, Cheryl	Icard Elem.(Office)	East Burke MS(Office )
52.	Murray, Robert	Burke Middle College(Principal)	West Concord Resource Center (Program Director)
53.	Myers, Anjanette	North Liberty(Teacher Assistant)	Hildebran Elem(Teacher Assistant)
54.	Smith, Penny	Mtn. View Elem.(Office)	Hallyburton Academy (Graduation Coach)

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**ADDENDUM A**

**Lee Yang has declined the position of Information Systems Engineer in the Technology Dept.  
as of July 15, 2010**

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**ADDENDUM B**

**CERTIFIED PERSONNEL: ELECTIONS**

<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>	<u>REPLACING</u>
1. Allred, Benjamin	Central Office	Director of Exceptional Children	Malinda Bollinger

\*\*Pending finalization of pre-employment requirements

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**ADDENDUM C**

**CERTIFIED PERSONNEL: ELECTIONS**

	<u>NAME</u>	<u>SCHOOL</u>	<u>ASSIGNMENT</u>
1.	Peace, Jennifer	East Burke HS	Assistant Principal