

**Minutes
Transylvania County Board of Education
January 16, 2024**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS (including amendments and rescissions):

1. Approval of Agenda
2. Facilities Update
3. Public Comment
4. Good News Report
5. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
 - C. Contracts for On-Call Professional Services
 - D. Resolution Conveying Cathey's Creek Property
6. School Calendar 2024-2025
7. Policy: Spring 2023 PLS Custom Updates
8. Update on Capital Reserve Study
9. FY24 Budget Update
10. Important Dates
11. Other Items
12. Closed Session

The Transylvania County Board of Education met in regular session on January 16, 2024 at 6:00 p.m. at the Morris Education Center. Tawny McCoy led in a moment of silence and Tanya Dalton led the Pledge of Allegiance. Chairman Jackson called the meeting to order, welcomed everyone, and had board members and staff introduce themselves. In addition to approximately 25 guests, the individuals listed below were in attendance.

BOARD MEMBERS:

Kimsey Jackson, Chair
Tanya Dalton, Vice Chair
Tawny McCoy
Bryan O'Neill
Chris Wiener

STAFF:

Dr. Lisa Fletcher, Superintendent
Jenny Hunter, Administrative Assistant
Dr. Brian Weaver, Assistant Superintendent/HR
Gabi Juba, Chief Finance Officer
Kerry Putnam, Director, CTE & Facilities
Jason Ormsby, RHS Principal
Tyrea Allen, RHS Head Football Coach
Chris Whitlock, Director, Technology Services
Greg Stroup, School Resource Officer

BOARD ATTORNEY:

Kris Caudle, Campbell Shatley

MEDIA:

Nick Haselhoff, Transylvania Times

1. Approval of Agenda

ON A MOTION BY MR. WIENER, SECONDED BY MRS. MCCOY, the meeting agenda for January 16, 2024 was unanimously approved as presented.

2. Facilities Update

Director Kerry Putnam reported that the current budget for improvements to the RHS football field is \$325,000. He estimated that between \$650,000 and \$700,000 would be needed for natural grass and even more for synthetic turf. He recommended that the board first go the county commissioners to ensure that there would be funds available, emphasizing that the project cannot move forward with either option without knowing the funding capabilities.

Mr. Wiener expressed concerns about the health and safety impact of synthetic turf on student athletes. He asked if there had been a review risks and injuries. Mr. Putnam reported that he has reviewed 10 years of data in our own county and data from other districts as well. No more injuries have been associated with turf than with natural grass. All sports (swimming, basketball, etc.) carry some level of risk, and we take safety very seriously. Turf fields in North Carolina are not subject to the same high temperatures as in other states such as Texas. Our system is not large enough to afford professional maintenance crews for grass fields, and staff must devote heavy time management to mowing, seeding, etc., outside the scope of their duties. Turf offers an additional benefit for community usage in that a turf field does not require the same time to recover flooding and other extreme weather conditions. Mr. Putman reported there is a consensus preference among Rosman coaches and administrators to install synthetic turf rather than natural grass.

Mrs. Dalton observed that in 8-10 years, both high school football fields would need to be replaced. Mr. Putnam reported that it may be possible to stagger the timelines so that the replacements do not occur simultaneously. Mr. O'Neill asked if the commissioners had received this information yet. Dr. Fletcher reported that the administration wanted to first obtain the board's consent to start the conversation. Mr. Putnam will prepare a proposal to share with the commissioners. Mr. Wiener asked if the proposal could include at least three bids. Mr. Putnam explained that bids would not be possible until the project is put out for quotes.

Mr. Putnam discussed needed repair/replacement to the Rosman Elementary sprinkler system and HVAC system. He recommended that the board choose a geothermal system to replace the 1974 oil tank system. He reported that 40% of geothermal system costs could be recouped in federal rebates, not to mention the savings realized from not purchasing diesel fuel. The projected total cost would be approximately \$6,730,000. Mr. Putnam noted that includes the cost of a new roof. Engineers recommend replacing the roof at the end of the project as it is 25 years old and there will be 60 to 80 penetrations made during the HVAC renovations

Mrs. McCoy recommended that this project be included in the capital reserve study report. Mr. O'Neill asked if the project(s) would be dependent on the issuance of the bonds. Dr. Fletcher reported that county does not have to sell all of the bonds at once, so it could be piecemeal. Plans must be presented to the Local Government Commission. The work must be done in sequence. Mr. Putnam will work on proposals for both projects for presentation to the commissioners.

ON A MOTION BY MR. WIENER, SECONDED BY MR. O'NEILL the board voted unanimously to authorize the superintendent to request budget amendments from the county commissioners in amounts sufficient to fund the synthetic turf option for the Rosman High School football field and the Rosman Elementary School HVAC improvement project as discussed.

Mr. Putnam asked RHS head football coach Tyrea Allen to share his thoughts on turf vs grass. Mr. Allen reported that he has played and coached on both, and turf is a "no brainer." He calculated that the field receives over 500 hours of play per year in games and practices. He estimated that they miss out on 166 practice hours in field maintenance. All it takes is one rainstorm to create a problem. Real grass is only the best option in an area with perfect weather conditions.

ON A MOTION BY MR. WIENER, SECONDED BY MRS. MCCOY, the board unanimously approved the contract with McGill Associates, PA for on-call professional services.

3. Public Comment

Chairman Jackson reviewed the guidelines for public comment.

Ricky Lambert – Regarding the school calendar, it is built based on supporting big business and not supporting our children. I asked the teachers present which version they would prefer, and it is to have exams before Christmas. It's an ethical dilemma. It stinks. For our kids, it is wrong. It's the 16th of January and they started exams today. What sense does that make? None whatsoever. I ask that you please think about this and do the right thing for kids, not big business. The kids come first. Get us back on a normal calendar where the first semester ends at Christmas. You can do it. Other counties have done it. There were no lawsuits here. Let's give it a shot.

Mark Whitesides - I ask you to do the right thing by our kids with the school calendar. Henderson County kids finished their exams before Christmas. Everything has worked seamlessly. My daughter who is in tenth grade at Brevard High School started taking her exams today. It's not fair. This decision affects all kids, but more so the high school kids. It has a direct effect on their future success.

Trinity Whitesides (student) – With the current exam schedule kids are having to relearn after the break. It makes it hard. Also, last week's bad weather put more pressure on our review time. We need to be able to get it done before Christmas. It's less stressful not to have to worry about it over the break.

Jen Overton – I have four children in Transylvania County Schools. I spoke with you at the meeting on December 4, and I want to highlight the remarkable, uplifting changes that have transpired at Brevard Middle School since then. There has been an implementation of a new system of class rewards and positive individual office referrals, celebrating the fantastic conduct of students. As a result, there has been a notable increase in student motivation and a new sense of enthusiasm, not only for learning, but for attending our school. There has been talk about the possibility of a winter dance. That has furthered the sense of excitement and anticipation and this positive atmosphere. This new culture that's beginning seems to emphasize respect and understanding and a more conducive learning environment for all students. Moreover, feedback from teachers and students has been overwhelmingly positive, with many expressing an appreciation for a shift in the school's vibe. We have you to thank for that. I want to express my heartfelt appreciation for those whose unwavering commitment to fostering a supportive, respectful and engaging environment that has not only enhanced the educational environment for our students, but has also invigorated the spirits of the dedicated teachers and staff. Thank you, board, for your continuing attention to the concerns raised about BMS. Our teachers and our children are eager to receive your continued support as we build upon our progress. We truly appreciate each and every one of you.

Alice Wellborn – The article in the paper about the school bond projects was shocking in its misinformation and disrespect and reflects the self-serving narrative put forth by the commissioners and some school board members rather than the actual sad history of the bond projects. The commissioners, Kimsey Jackson, and Chris Wiener want the community to believe that an incompetent school board decided to spend millions of dollars to "beautify" the schools. And that there wasn't enough money from the state to complete these "beautification" plans. These false assertions are simply a smokescreen to distract the public from remembering that voters overwhelmingly supported the school bond projects. All the information presented to the public talked only about Brevard High and Rosman Middle and High buildings. It was perfectly clear. You can't put lipstick on a pig and you can't rehabilitate dilapidated, unsafe buildings. The state has a detailed protocol for deciding whether school buildings should be renovated, repaired, or replaced—a protocol used in determining which of our buildings needed replacement. The Brevard High cafeteria, the old gym, and the current three-story Rosman Middle School building

were all rated as in need of replacement. Rosman was getting a new high school in the old middle school building and the middle school was moving to the current high school building. I guess a new high school for Rosman was an “aspirational” idea. And the commissioners and some school board members are openly against aspiration. Clark Nexsen, the architectural firm, and Vannoy, the construction firm, are top quality, respected firms with years of experience with school buildings in North Carolina. These two firms know how to cost out large, complex school building projects. The goals of the school bond projects were student safety and modern learning environments. The students and teachers in Transylvania County know how much they are valued by our local officials who call these “beautification” projects.

David Borman – I am here to express my profound frustration with the abandoning of the school improvements and this board’s refusal to take responsibility for creating that situation. In the most recent *Transylvania Times*, readers were treated to the clearest statement yet on the status of the school improvements. They’re not happening. As someone who has paid pretty close attention to the issue, I wasn’t that surprised. What was surprising was the lack of accountability this board’s elected officials took for the situation. To read the news reports, you would think the bonds were destined to fail from the start, and were then made impossible by chaotic and unworkable circumstances. Chairman Jackson is quoted in the article as saying, “COVID came along, and even though we proceeded to ask for bids and put the plans out for bids, when they came back there was simply no way we could proceed because we didn’t have the money.” I don’t know anyone who went through the pandemic without adjusting to a new economic reality. But that didn’t mean we all stopped trying. At least the board had the good fortune to know that the taxpayers are still picking up the bill for these improvements. In my favorite part of the article, Mr. Wiener suggests that “mislead voters are the biggest concern.” As though the people were fleeced into voting for something that could never have happened anyway. The much simpler explanation was a lack of will to move a difficult project forward. Endless meetings and studies don’t count as good faith efforts, especially when they are the only actions taken. Calling for another study every six months doesn’t entitle you to a participation trophy. No single elected official bears the blame for this mess, but every single one has contributed to it. You delayed, scheduled more studies, and waited nearly five years to form a collaborative group that could even speak to one another. The committee’s whole purpose then, was to find other, non-voter approved avenues for spending the tax money. Yet somehow, we are expected to blame COVID-19 and “misinformed voters” for your lack of progress. It’s a slap in the face to the hardworking voters who committed to and gave their tax dollars to ensure a brighter future for our students. We are in this situation because of your collective and willful inaction and it’s time you own it.

Claudia Hawkins – We have been negligent in planning for our facility needs, and that’s one reason that we will now be using our bond referendum funds to repair our aging, neglected facilities instead of making meaningful upgrades. A perfect case of ignoring planning is the analysis comparing the cost of a turf field to the cost of a grass field at Rosman. The analysis shows the 10-year cost of natural grass to be \$1.35 million and the cost for turf to be \$704,000. It’s flawed because it doesn’t include the timebomb that happens in 10 years when the turf field has to be replaced. That analysis should include a reserve every year going into a sinking fund to replace the turf field, which we are now doing at Brevard, as Mrs. McCoy brought up in her comments. We are ensuring another facilities budget crisis when that comes due. The analysis compares 600 hours per year used for grass with 3,000 hours, but with no years. No real plan as to who is going to use that field. Are we going to build a lacrosse team, a boys and girls soccer team? I would caution you when you go to the commissioners to include the replacement costs. And you don’t include the cost-per-use number at the end because it just disingenuous at best. You need to have the right financial analysis. If you plan well, you can get the support of the community and the commissioners for funding. The most important thing you can do is go ahead and spend the \$60 million on repairs, but please do your job and start the process of developing a long-range facility plan that includes the community and people who can imagine a system different from how it is currently configured. Our children deserve it.

Jami Reese – I been regularly attending meetings for several years. In the last six months I have seen more productivity and movement than before. Thank you. I want to say how much better facilities management is under Mr. Putnam. Keep up the good work. Regardless of the

perception of some who are just now getting involved, or those who are trying to maintain their reputation for having failed previously, we who have been involved know firsthand the work that you guys have been doing, and we have confidence that you will continue to do that work and to do it well. Because you are doing a great job. It looks like the calendar committee has worked very hard to produce a viable option for staff and families. I realize that North Carolina general statute allows only certain modifications. Some counties have been able to circumvent this, and it may be worth looking into. Others have tried it and suffered consequences; others have not. But if we are unable to modify our start date to align with community colleges, sports, and community preference, could we look at other possibilities to allow for testing before Christmas break? This seems to be the most pressing issue and burden on families and teens. Local control of academic calendars has been added to our legislative agenda. I would encourage you all to contact our legislators with any calendar concerns. I would also like to thank you for your caution with delays and cancellations during flooding. It kept our children safe. Some of the students in my college class and surrounding counties did not have that luxury and were telling me about the treacherous drives home.

4. **Good News Report**

Dr. Lisa Fletcher thanked Officer Greg Stroup for securing the meeting. She shared the following good news:

January is School Board Appreciation Month

January 2024 marks the 29th anniversary of School Board Appreciation Month in North Carolina, a time to recognize the important contributions that school board members make to their communities. As citizens who serve students and educators, school board members face complex and demanding challenges. In addition to attending school board meetings, crafting policies, listening to staff and student concerns, attending school events, and participating in training sessions, these dedicated individuals are called upon to make the hard decisions for their districts as they strive toward the goal of helping students grow, learn, and enjoy their educational experience. We thank them for their leadership.

MLK Day, National Day of Service – January 15, 2024

Martin Luther King Day (MLK Day) is a federal holiday that honors famed American activist and civil rights leader, Dr. Martin Luther King Jr. It is observed on the third Monday in January each year, close to Dr. King's birthday on January 15. The holiday serves as a time for reflection, community service, and the celebration of Dr. King's contributions to our nation's Civil Rights Movement. Martin Luther King Day is the only federal holiday designated by Congress as a national day of service – a "day on, not a day off." Our appreciation goes to the students, staff, and citizens who worked on January 15th to help improve their communities and commemorate Dr. King's legacy.

National Law Enforcement Appreciation Day – January 9, 2023

January 9th was National Law Enforcement Appreciation Day and a time to honor the dedicated public servants who put their lives on the line daily for their communities. We are grateful for our strong partnerships with the Transylvania County Sheriff's Department, the Brevard Police Department, the North Carolina Highway Patrol, and our School Resource Officers for all they do to keep our students, staff, and communities safe.

State Board of Education Recognition

The North Carolina State Board of Education, State Superintendent Catherine Truitt, and the Department of Public Instruction recently issued awards to the following schools for their academic performance during the 2022-2023 school year:

Brevard Elementary School – Expected Academic Growth

Rosman Elementary School – Expected Academic Growth
 T. C. Henderson School of Science & Technology – Expected Academic Growth
 Brevard High School – Exceeded Academic Growth
 Brevard Middle School – Exceeded Academic Growth
 Rosman High School – Exceeded Academic Growth
 Rosman Middle School – Exceeded Academic Growth
 Pisgah Forest Elementary School - Exceeded Academic Growth

Backpack Buddies

On December 12, the Transylvania County Schools Education Foundation, School Nutrition staff, BHS students, counselors and social workers, plus volunteers from Grace Baptist Church met at the Morris Education Center from 8am-12noon to fill 330 bags of food for students to take home over the Christmas break as part of the Backpack Buddies Program. Special thanks to Grace Baptist Church members for volunteering to help pack and deliver bags to each school.

DRS Voter Registration Drive – Jan. 11, 2024

On January 11, the Davidson River School English 11 class held a voter registration drive on the DRS campus to prepare eligible students to vote in upcoming municipal and general elections. Students were able to apply for a free Photo Identification Card as part of the Transylvania County Board of Election's efforts to comply with the new voter identification laws. The students who created this project did so with the assistance of RootEd, a project-based learning program.

Brevard High DECA Students Excel at Competition

Brevard High School is proud of its students' success at the recent DECA (Distributive Education Clubs of America) regional competition. DECA competitions test students' academic knowledge in the areas of marketing, finance, hospitality, management and entrepreneurship. It also showcases students' critical thinking skills, ability to communicate effectively, and ability to solve real-world business challenges. Congratulations to the following competitors for achievements in their respective categories:

Emma Bailey, 4 th Place, Top Test Score	Cole Cubbison
Dean Baldrige, Top Test Score	Levi Garrett
Alyssa Brocco	Broden Houghton
Kaya Brown	Jack Friedman
Keeley Brown, 4 th Place	Sophia Miguel
Zia Brown	McKinley Newton, 5 th Place, Top Role Play
Zion Brown, Top Test Score	Luke Weaver, 3 rd Place, Top Test Score
Ayanna Carter	

BMS Teacher Selected as a 2024 America 250 NC Freedom Fellow

Congratulations to Clay Wooldridge, 7th grade social studies teacher at Brevard Middle School, for being selected as a 2024 America 250 NC Freedom Fellow. This unique and highly competitive professional development for K-12 educators is sponsored by the North Carolina Department of Natural and Cultural Resources (NCDNCR) and Carolina K-12, a program at UNC-Chapel Hill, as part the state and national initiative to mark the approaching 250th anniversary in 2026 of the signing of the Declaration of Independence. Seventeen Fellows representing each region of North Carolina were selected. During the six-month fellowship, they will study how North Carolinians have interacted over the last three centuries with the nation's most cherished ideal, freedom. They will visit historic sites around the state and engage in virtual learning to deepen

their historical knowledge and enhance their teaching practices while networking with historians, scholars, cultural institutions and authors from around the state.

Classroom Happenings in January

1/12 – Rosman Elementary PTO Winter Formal Dance K-2

1/13 – Brevard High School Thespians travel to Enka for Regional Competition in acting, musical theater, and technical theater

1/19 – End of 2nd Quarter

1/19 – Rosman Elementary PTO Winter Formal Dance

1/20 – Miss Bengal Pageant, 6:00pm, RHS Auditorium

1/26 – Rosman Middle School Winter Dance, 3:30-6:00pm

Jan: School Board Appreciation Month

Jan: National Mentoring Month

Jan. 15: Martin Luther King Jr. Day

Jan 21-27: National School Choice Week

5. Consent Agenda

ON A MOTION BY MR. WIENER, SECONDED BY MRS. DALTON, the following consent items were unanimously approved:

- A. Minutes of the November 6, 2023 meeting
- B. Minutes of the November 20, 2023 meeting
- C. Minutes of the November 20, 2023 closed session
- D. Personnel report for January 16, 2024 (see attached)
- E. Contracts with Form & Function Architecture and MSS Solutions for on-call professional services
- F. Resolution conveying Cathy's Creek property (see attached)

6. School Calendar 2024-2025

Dr. Brian Weaver presented the recommended calendar for the 2024-2025 school year as first-read information. He reported that two calendar committee meetings were held with parent and staff representatives from each school. The first student day would be Monday, August 26 and the last student day would be Friday, June 6. First semester would end on January 17. Spring break would be April 14-18, which does not align with Blue Ridge Community College's spring break. The calendar contains 179 student days and meets the 1,025 instructional hours requirement. North Carolina's calendar law gives little flexibility for change, and our district did not meet the required threshold for a weather-related calendar waiver. Therefore, the committee based the start date and end date on current calendar legislation which stipulates that *"start dates no earlier than the Monday closest to August 26 and end date no later than the Friday closest to June 11 (unless a weather-related calendar waiver has been approved, year-round school, charter school or cooperative innovative high school.) If a waiver is approved the start date can be no earlier than the Monday closest to August 19."*

Board members discussed their frustrations with the constraints of the calendar legislation and its impact on students' ability to take first semester exams before Christmas as well as scheduling conflicts with community colleges for dual enrollees and early graduates. Mr. Wiener asked if the calendar committee had considered an alternative calendar with an earlier start date. Dr. Weaver reported that the committee had done so and had reviewed calendars from other districts that adopted early start calendars last year. Chairman Jackson stated that he took an oath to follow the law and the NC constitution. He asked what message it would send to students for the board to break the law, even if it is a bad law. He stated that he would not vote or entertain a motion to approve a start date in violation of the state calendar law.

Mr. O'Neill asked how many systems adopted early start calendars last year and whether any suffered penalties as a result. Dr. Fletcher reported there were a significant number, and other than a lawsuit filed against Union County Schools, none of the systems received penalties from the state. She stated that it is a dilemma between what is best for students versus following state law.

Mr. Wiener reported there is a doctrine in the code of military justice that if an order is deemed to be unlawful and there is a likelihood that following that order would result in harm, one must do everything in one's power to disobey the order. He stated that he will be moving to adopt an alternative calendar at the February meeting because of what was said by speakers earlier in the meeting and what happened to one of his children.

Chairman Jackson called for a short recess at 7:45 p.m. The business meeting resumed at 7:55 p.m.

Dr. Weaver reported he would bring the traditional draft and an alternative "early start" draft for the board's consideration at the next meeting. Mr. Jackson stated that if anyone is dissatisfied by the calendar, their argument should be with the state lawmakers that imposed the legislation; the board is required to follow state law. Mrs. Dalton and Mrs. McCoy indicated that they are unhappy with the state calendar law and believe it puts systems in an unfair position. Approval of a 2024-2025 school calendar will be requested at the next meeting on February 5.

7. **Policy: Spring 2023 PLS Custom Updates**

Dr. Brian Weaver presented the remaining 12 policies from the NCSBA Spring 2023 PLS Custom Updates for second-read approval. There have been no changes since the policies were accepted as first-read information on December 4.

- **3101, Dual Enrollment.** Information has been added to reference the Career and College Promise Partnership Agreement now required by SBE Policy CACP-000. Updates legal references.
- **4023/7233, Pregnant and Parenting Students and Employees.** Adds a new Section B to address the rights of pregnant employees provided by the Pregnant Workers Fairness Act and the PUMP for Nursing Mothers Act. Changes policy number and title to reflect the new expanded scope of the policy. Updates the legal and cross references.

The Pregnant Workers Fairness Act (PWFA) requires ADA-like accommodations for pregnant women. This law makes it unlawful for the school system to (1) fail to make reasonable accommodations to a qualified employee's known limitations related to pregnancy, childbirth, or related medical conditions, unless the school system can demonstrate that the accommodation would impose an undue hardship on the operation of the school system; (2) require a qualified employee affected by pregnancy, childbirth, or related medical conditions to accept an accommodation other than a reasonable accommodation arrived at through the interactive process; (3) deny employment opportunities to a qualified employee based on the need to make reasonable accommodations; (4) require a qualified employee to take leave, whether paid or unpaid, if another reasonable accommodation can be provided; or (5) take adverse action in terms, conditions, or privileges of employment against a qualified employee because the employee is requesting or using a reasonable accommodation.

- **4310, Integrity and Civility.** Specifies that copying the work produced by artificial intelligence is considered plagiarism. Includes other minor editorial changes.
- **5008, Automated Phone and Text Messaging.** Updated throughout to align with current caselaw and declaratory rulings concerning the Telephone Consumer Protection Act.
- **5040, News Media Relations.** Moves information from the third to first paragraph and adjusts the language for consistency with policy 2220, Official School Spokesperson. Includes other minor editorial changes. Updates cross references.
- **6315, Drivers.** Changes language to expand the scope of this policy to cover all drivers operating any vehicle in the course of carrying out their employment duties. Adds reference to policy 6305, Safety and Student Transportation Services. Adds requirements that bus drivers (1) report all accidents that occur while driving a school vehicle, and (2) comply with the requirements of policy 7241, Drug and Alcohol Testing of Commercial Motor Vehicle Operators. Includes other minor editorial changes.
- **6330, Insurance for Student Transportation Services.** References to liability insurance have been changed to liability coverage, and the second paragraph has been deleted because it was based on an old state law that is no longer applicable. Includes minor editorial changes.
- **6402, Participation by Historically Underutilized Businesses.** Reorganizes and rewords language for clarity and to encourage the use of small businesses in accordance with state policy. Updates the reporting requirements in Section B. Updates legal references.
- **6430, Purchasing Requirements for Equipment, Materials, and Supplies.** Modifies language to ensure consistency with policy 6420, Contracts with the Board. Modifies subsection E.3 to reflect a change to state law on competitive bidding requirements. Fixes legal reference in E.7. Updates legal references.
- **7503, Teleworking.** Includes references to the Pregnant Workers Fairness Act (PFWA). Updates legal references.
- **7810, Evaluation of Licensed Employees.** Modifies language for clarity. Minor editorial changes.
- **7815, Evaluation of Non-Licensed Employees.** Modifies language for clarity.

Dr. Weaver requested direction from the board regarding the number to assign in policy 6402 as an aspirational goal for the percentage of purchases from minority-owned businesses. The policy currently lists four percent (4%). Dr. Weaver reported that neighboring districts' policies range from 2% to 10%. Mr. Wiener questioned why this number had not been revised previously. Dr. Weaver explained that the policy has not been revised since its adoption in 2017. During discussion, Mr. Wiener recommended changing the amount from 4% to 7% and for the board to receive an annual progress report toward that goal. Mr. Jackson suggested postponing policy 6402 for a future meeting. There was consensus agreement among the other members to move forward

with policy 6402. ON A MOTION BY MR. WIENER, seconded by MR. O'NEILL, the board voted unanimously to approve the 12 revised policies listed above as presented; to change the stated goal in policy 6402 for purchases from minority-owned businesses from 4% to 7%; and to direct the administration to begin tracking data toward this goal.

8. Update on Capital Reserve Study

Dr. Lisa Fletcher gave a presentation on the capital reserve study that outlined the history and current status. She stated that she expects to see the report from Axias next week and anticipates that work could begin before summer. Mr. Jackson reported that the county commissioners are talking about selling the bonds. Mr. O'Neill asked about the discrepancies between this study which seems to indicate that all school facilities have usable life and the TCS master facilities study that identified and recommended certain facilities for demolition and replacement.

9. FY24 Budget Update

Finance Officer Gabi Juba presented an expenditure report and two budget amendments for FY24. She reported that mid-year spending levels are on track at approximately 50 percent. The budget amendments reflect expected additional allotments. ON A MOTION BY MRS. MCCOY, SECONDED BY MR. WIENER, Budget Amendment No. 1 for the State Public School Fund and the Budget Amendment No. 1 for the Federal Grants Fund were unanimously approved as presented (see attached).

10. Important Dates

Jan. 19	End of first semester		
Jan. 20	Miss Bengal Pageant	6:00 p.m.	RHS Auditorium
Jan. 22	Teacher workday		
Jan. 23	Makeup day for Jan. 9		
Feb. 5	REGULAR MEETING	6:00 p.m.	MEC
Feb. 16	Students dismissed at noon		
Feb. 19	WORK SESSION	6:00 p.m.	MEC
Mar. 4	REGULAR MEETING	6:00 p.m.	MEC
Mar. 18	WORK SESSION	6:00 p.m.	MEC
Mar. 25 – Apr. 1	Spring break		
Apr. 8	Makeup day for Jan. 10		

11. Other Items

Referring to a recent interview in the *Transylvania Times* quoting him as being in favor of consolidating the high schools, Chairman Jackson remarked that he may have been misquoted. He stated that he thinks consolidation is probably not doable because the schools are very enmeshed in their communities. He believes the board should look at hiring an outside firm to do a study.

Mr. Wiener read a statement regarding how students need to be challenged to exceed expectations, and that policymakers must find ways to increase parent involvement. He reported that math and reading scores have dropped nationwide and the disparity has widened. By comparison, Transylvania County Schools is performing well according to the state report card and making significant progress in maximizing “bang for the buck.” Research shows that parental involvement has a positive impact on student achievement. Students with involved parents exceed over students with non-involved

parents. He challenged the board to find ways to motivate parents to be involved in their children's education.

12. Closed Session

ON A MOTION BY MR. JACKSON, SECONDED BY MRS. MCCOY, the board voted unanimously to go into closed session pursuant to N.C.G.S. § 115C-318.11 subsection (a)(3) to consult with an attorney retained by the board to preserve the attorney client privilege between the attorney and the public body. Following a brief recess, the closed session convened at approximately 8:33 p.m. Present in the closed session were board members Kimsey Jackson, Chair; Tanya Dalton, Vice Chair; Tawny McCoy; Bryan O'Neill; and Chris Wiener. Dr. Lisa Fletcher, Superintendent, and Board Attorney Kris Caudle were also present in the closed session. At approximately 8:50 p.m., BY MOTION MADE BY MR. JACKSON AND SECONDED BY MRS. DALTON, the board adjourned closed session and returned to open session.

There was no further business, and ON A MOTION BY MR. O'NEILL, SECONDED BY MRS. DALTON, the meeting was adjourned at 8:51 p.m.

Respectfully submitted,

Chairman

Secretary

PERSONNEL REPORT
January 16, 2024

- I. ACCEPT THE REPORT OF RESIGNATIONS/TERMINATIONS ACCEPTED/INITIATED BY THE SUPERINTENDENT FROM/FOR THE FOLLOWING PERSONS:

Licensed Personnel

Scott Davis, Teacher, PFES, effective January 8, 2024
Kaitlyn Franks, Teacher, BES, effective January 12, 2024

Classified Personnel

Kristy Lane, Teacher Assistant, BES, effective December 20, 2023
Jennifer Rutan Heatherly, Public Information Officer, MEC, effective January 31, 2024
Stephen Underwood, Teacher Assistant, TCH, effective December 5, 2023

- II. APPROVE THE EMPLOYMENT RECOMMENDATIONS MADE BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

Florence Allbaugh, Interim Teacher, BES, effective January 24, 2024 through June 14, 2024
Scott Bethel, Teacher, DRS, effective January 22, 2024
Tessa Chappell, Teacher, RMS, effective January 22, 2024
Tiffany Stephens, Teacher, BES & BMS, effective February 1, 2024
Bruce Toms, Interim Teacher, BMS, effective January 16, 2024 through June 14, 2024

Classified Personnel

Mary Cairnes, Office Support, BES, effective January 22, 2024
Victoria Marchisin, Teacher Assistant, BES, effective January 17, 2024
Shaunna McCall, Office Support, RMS, effective January 2, 2024
Jennifer Moody, Office Support, RHS, effective January 16, 2024

- III. ACCEPT THE REPORT OF TRANSFER OF ASSIGNMENT MADE BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

Christina Doherty, from Teacher Assistant, PFES, to Teacher, PFES, effective January 8, 2024

Classified Personnel

Nathan McCall, from Custodian, BHS, to Bus Mechanic, Bus Garage, effective February 5, 2024
Bailey Vasseau, from Child Nutrition Worker, PFES, to Teacher Assistant, PFES, effective January 16, 2024

- IV. APPROVE THE LEAVES OF ABSENCE RECOMMENDED BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

Linda Underwood, Teacher, PFES, Short-Term Disability Leave, effective February 9, 2024 through February 8, 2025

Classified Personnel

Doris Heath, Custodian, RHS, Short-Term Disability Leave, effective December 20, 2023 through December 19, 2024

- V. APPROVE THE SUPERINTENDENT'S RECOMMENDATION FOR THE FOLLOWING SUBSTITUTE EMPLOYEES:

Substitute Teachers & Tutors

Ethan Beamish
Amy Beard
Shaun Cammack
Caelyn Murphy
Trudy Riddle
Patricia Perry Smith

Substitute School Nutrition Workers

None

RESOLUTION CONVEYING CATHEY’S CREEK PROPERTY

WHEREAS, the Transylvania County Board of Education (“Board”) is the owner of certain real property located at 131 Island Ford Road, Brevard, NC, REID Number 8574-29-5185-000, containing two (2) acres of property, as set forth in Exhibit A (hereinafter, “Cathey’s Creek Property”);

WHEREAS, the North Carolina General Assembly enacted Session Law 1983-579, “An Act to Allow the Transylvania County Board of Education to Transfer Certain Property to Nonprofit Civic Improvement Organizations” which was ratified on June 22, 1983;

WHEREAS, the provisions of S.L. 1983-579 authorized the Board to convey in fee simple, at private sale, with or without monetary consideration certain real property owned by the Board to the Dunn’s Rock Community Center, the Quebec Community Development Club, the Cathey’s Creek Community Club, and the Balsam Grove Community Club;

WHEREAS, pursuant to its authority in S.L. 1983-579, by deeds executed on December 16, 1983, the Board conveyed certain real property owned by the Board to the Dunn’s Rock Community Center, the Quebec Community Development Club, and the Balsam Grove Community Club;

WHEREAS, the Board’s records indicate that a deed for the conveyance of the Cathey’s Creek Property was never formally executed by the Board to Cathey’s Creek Community Club;

WHEREAS, pursuant to Section 3 of North Carolina Session Law 1983-579, the Board is authorized to convey in fee simple, at private sale, with or without monetary consideration to the Cathey’s Creek Community Club, a nonprofit, unincorporated, organization for the civic improvement and development of the Cathey’s Creek Community, all of the Cathey’s Creek School Building and the grounds surrounding the same as set forth in Exhibit A; and

WHEREAS, the transfer of the Cathey’s Creek Property will be in the best interests of the Board and Transylvania County.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD AS FOLLOWS:

That pursuant to its authority granted by S.L. 1983-579, the Board Chair and the Superintendent are hereby authorized to work with the Board Attorney to take all steps necessary to execute a deed for the conveyance of the Cathey’s Creek Property to the Cathey’s Creek Community Center, Inc., the successor entity to the Cathey’s Community Club.

READ, APPROVED AND ADOPTED, THIS THE 16th DAY OF JANUARY 2024.


Board Chairman


Superintendent and Ex-Officio Secretary

Budget Amendment - State Public School Fund


Amendment no. 1

Function Code	Description	Current Budget	Increase (Decrease)	Amended Budget
	REVENUES			
	Revenues	\$27,501,711	\$452,913	\$27,954,624
	EXPENDITURES			
5XXX	Instructional Services	\$ 23,845,835	460,603	\$24,306,438.12
6XXX	System-Wide Support Services	3,541,132	(7,690)	\$3,533,442.59
7XXX	Ancillary Services	114,744	0	\$114,743.50
	TOTAL EXPENDITURE BUDGET	\$27,501,711	\$452,913	\$27,954,624

EXPLANATION:

To reflect actual (see attached for additional allotment).

Passed by majority vote of the Transylvania County Board of Education this 16th day of January, 2024.



 Kimsey Jackson, Chairman



 Lisa Fletcher, Secretary

PRC	Description	Amount	Reason
001	Classroom Teachers	(158,240)	Best 1 of 2
002	Central Office Administration		
003	Non-Instructional Support Personnel	(11,012)	Best 1 of 2
004	K-5 Program Enhancement Teachers	(82,620)	Best 1 of 2
005	School Building Administration		
006	School Psychologist - Position		
007	Instructional Support		
008	School Psychologist Conversion to Dollars		
012	Driver Training		
013	CTE-Months Of Emplment		
014	CTE-Program Support		
015	School Technology Fund	38,548	Initial Allotment
016	Summer Reading Camp		
019	Small County		
024	Disadvantaged Student Supp		
027	Teacher Assistants	(44,680)	Best 1 of 2
029	Behavioral Support	165000	Initial Allotment
032	Exceptional Children		
034	Academic/Intellectually Gifted		
039	School Safety Grant		
045	Compensation Bonus		
046	Test Result Bonus	23,176	Initial Allotment
048	Test Result Bonus - (Ap/lb, CTE, Principal)	87,311	Initial Allotment
054	Limited English (LEP)		
056	Transportation	10,222	Initial Allotment
061	Classroom Material, Instr Supplies, Equipment	(1,348)	Best 1 of 2
063	Special Program Funds - Ec	135,000	Initial Allotment
064	CTE Grade Expansion Program Grant		
067	Assistant Principal Interns-MSA		
069	At-Risk Student Ser/Alternative Schools		
071	Supplemental Funds for Teacher Compenstation		
073	School Connectivity		
083	CTE - Credential Program Support	43,702	Initial Allotment
085	Early Grade Reading Proficiency	78,139	Initial Allotment
120	LEA Financed Purchase Of School Buses		
121	CRF Summer Learning Program		
122	CRF-School Health Support		
123	CRF - Nondigital Resources		
124	CRF-Student Computers And Devices		
125	CRF-Student Devices		
126	CRF-Personnel Computers And Devices		
127	CRF-Connectivity School Buses		
128	CRF-Home And Community Wifi		
130	Textbooks		
131	Textbook & Digital Resources (Dollar Transfer)	169715.21	Initial Allotment
132	CRF-Exceptional Children		
135	CRF-Cybersecurity		
137	CRF-Personal Protective Equipment		
141	ARRA - Title I		
154	Covid-19 Supplemental Funds		
		452,913	

Budget Amendment - Federal Grants Fund

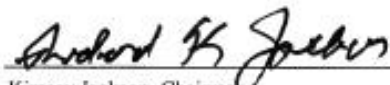
Amendment no. 1

Function Code	Description	Current Budget	Increase (Decrease)	Amended Budget
	REVENUES			
	Revenues	\$7,300,519	\$49,001	\$7,349,520
	EXPENDITURES			
5XXX	Instructional Services	4,594,702	23,988	\$4,618,691
6XXX	System-Wide Support Services	2,186,774	35,826	\$2,222,600
8XXX	Non-Programmed Charges	519,043	(10,814)	\$508,229
	TOTAL EXPENDITURE BUDGET	\$7,300,519	\$49,000	\$7,349,520

EXPLANATION:

To reflect actual (see attached for additional allotment).

Passed by majority vote of the Transylvania County Board of Education this 16th day of January, 2024.



 Kimsey Jackson, Chairman



 Lisa Fletcher, Secretary

PRC	Description	Amount	Reason
017	Vocational Ed - Program Improvement		
026	Homeless Grant		
049	IDEA Pre-School Handicapped Grant	45596.95	Initial Allotment
050	IASA Title I - LEA Basic Program		
053	Sch Improvement		
060	IDEA VI-B Handicapped		
102	Sch Repair & Renovation - Tech		
103	Improving Teacher Quality		
104	Title III Language Acquisition		
105	Title I - School Improvement		
108	Student Support and Academic Enrichment		
109	Rural and Low Income Schools		
111	Title III Language Acquisition Increase		
115	TSI School Improvement		
118	IDEA Preschool Targeted Assistance	750	Initial Allotment
119	IDEA VI B Special Needs		
146	Light the Way Grant	2,653	Initial Allotment
163	Cares Act 2020		
167	ESSER I EC Grant		
169	GEER-Student Health Support		
170	GEER-Supplemental Instructional Services		
171	ESSER II - K-12 Emergency Relief Fund		
173	ESSER II - Supplemental Contracted Instructional Support		
174	ESSER II - School Nutrition COVID Support		
176	ESSER II - Learning Loss Funding		
177	ESSER II - Summer Career Accelerator Program		
178	ESSER II - Competency-Based Assessment		
181	ESSER III - K-12 Emergency Relief Fund		
183	ESSER III - Homeless I		
184	ESSER III - Homeless II		
185	ESSRT III - ARP IDEA Grant to States		
186	ESSER III - IDEA Preschool		
192	Cyberbullying & Suicide Prevention Grant		
193	Goggle Grant		
194	ESSER III - CTE - Hospitality		
203	ESSER III - Teacher Bonuses		
205	ESSER III - Driver Training		
		49,000	