

**Minutes
Transylvania County Board of Education
January 20, 2015**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Approval of Agenda
2. Public Comment
3. Good News Report
4. Former Students in the Military
5. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
6. Alternative Accountability Model for Davidson River School
7. School Improvement Plans 2014-2016
8. Differentiated Pay Plan
9. Policy:
 - A. GBB/JR, "Staff-Student Relations"
10. Non-Faculty Coaches
11. TCS Annual Financial Report for 2013-2014
12. FY15 Capital Outlay Update
13. Dates for School Facility Tours
14. Topics for Retreat
15. Superintendent's Update
16. Important Dates
17. Public Comment
18. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on January 20, 2015 at the Morris Education Center. Tawny McCoy led in a moment of silence and Ron Kiviniemi led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to one guest, the following board members, staff, and media representatives were in attendance:

BOARD MEMBERS: Tawny McCoy, Chair; Cindy Petit, Vice Chair; Marty Griffin; Ron Kiviniemi; and Betty Scruggs

STAFF: Dr. Jeff McDaris, Superintendent; Jenny Hunter, Administrative Assistant; John Henning, Board Attorney; Jeremy Gibbs, Director of Human Resources; Norris Barger, Director of Business Services; Brian Weaver, Director of 6-12 Curriculum & Instruction; Audrey Reneau, Director of K-5 Curriculum & Instruction; Tammy Bellefeuille, Director of Student Services; Kevin Smith, School-Community Relations Coordinator; and Kris Foster, School Resource Officer

MEDIA: Park Baker, *Transylvania Times*

1. **Approval of Agenda**
ON A MOTION BY MRS. PETIT, SECONDED BY MR. KIVINIEMI, the meeting agenda for January 20, 2015 was approved as submitted.
2. **Public Comment**
There was no public comment.

3. **Good News Report**

Dr. McDaris reported the following items:

WARM COATS

Comporium has been collecting winter coats for donation to the Sharing House. One morning, a TCS school bus driver stopped in after completing her route to ask about getting a coat from their stack for a little girl who rides her bus. It was about 18 degrees that morning and the driver reported that the child, who is rarely dressed properly, had no coat on that day. The driver found a warm, child-sized coat to give to the child when she got on the bus that afternoon. Many thanks go to the bus driver and to Comporium. We are fortunate indeed to have such a giving and caring community.

SCHOOL BOARD APPRECIATION MONTH

January is School Board Appreciation Month, a time to say “thank you” to all of our board members who do so much for the Transylvania County Schools: “Thank you for the hours you put in at meetings, hearings, and school visits; thank you for always striving to learn more about public education; thank you for working tirelessly to better our district; and thank you for never failing to advocate for a great education for each child. We are proud to have such a dedicated group of people and appreciate all that you do.”

ROSMAN HIGH HOSTS TWO REPRESENTATIVES

Last month, Rosman High School had a unique opportunity to host two state representatives on the same day. North Carolina House Representative Chris Whitmire (R--NC 113th District), and South Carolina House Representative David Hiott (R--SC District 4, Pickens) spoke to Julie Queen’s Character Education class and Freddie Whitman’s Honors Civics class on December 19. Representative Whitmire spoke about the importance of the military to North Carolina and how Transylvania County could play an important part in future training missions as groups need to practice white water and mountain terrain rescues. Representative Hiott spoke about jobs and how young people need to take advantage of the opportunities that are given to them. He talked about how BMW is trying to expand in the Upstate but cannot find qualified workers. Students were encouraged to find their “niche” and get the training and education needed for good jobs.

DAVIDSON RIVER SCHOOL NEWS

In December, a supporter of the Taiko program at DRS donated \$1,650 to the school, \$1,000 for Taiko and \$650 that was needed for roofing materials for the storage shed. The Rotary Club has donated \$1,500 for needy students at DRS—over and above the \$1,500 they provided for student scholarships. The Pitcher Foundation has funded \$3,700 for arts integration, classroom libraries, and college visits. Also, several DRS teachers were recently awarded mini-grants by the Transylvania County Education Foundation.

BUSTER THE BUS

The TCS Transportation Department’s application has been approved by DPI to receive a new “Buster the Bus” training robot to help teach young children about bus safety. The training robot would provide at least 50 hours of instruction for the 2015-2016 school year and could possibly arrive in time to be used this spring as well. The “Buster the Bus” technology is valued at approximately \$9,500 and will be funded through an additional allotment to the TCS state transportation allocation.

Love the Bus Week 2015

During the week of Valentine's Day, February 9-13, 2015, the State of North Carolina encourages citizens to "love the bus" and to recognize the excellence of our state's school bus drivers and their good record of safety. Every day in North Carolina, over 13,000 school buses carry more than 790,000 students to and from school. It is estimated that the use of school buses saves over 65 million gallons of fuel statewide each year, compared to that required by individual family cars. School buses provide safe, reliable access to public schools that many students may not otherwise have, and statistically are still the safest way to get to and from school.

Dr. McDaris recognized the student artwork from Rosman Elementary School that was on display in the board room and welcomed SRO Foster and Attorney Henning to the meeting.

4. Former Students in the Military

The Board reviewed the list of former students from Brevard High School, Rosman High School, and Davidson River School who are currently serving or have previously served in the U.S. Military. There were no new names on the list.

5. Consent Agenda

ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. PETIT, the minutes of the December 15, 2014 meeting and the personnel report for January 20, 2015 (see attached) were unanimously approved.

6. Alternative Accountability Model for DRS

At the December 15 meeting, Brian Weaver presented the Department of Public Instruction's new options for participation in the state accountability model for alternative schools. Local boards must select one of the following options by February 2, 2015:

Option A - Alternative schools can participate in School Performance Grades as defined by G.S. §115C-83.15, or

Option B - Alternative schools can return data/results back to students' home schools and receive no designations, or

Option C - Alternative schools can participate in the Alternative Schools' Progress Model, or

Option D - The alternative school may propose its own accountability model for approval by the State Board of Education.

Mr. Weaver recommended that the Board select Option C for now, adding that Davidson River School may consider Option D for the future. He reported that DPI has issued a correction to its earlier statement regarding enrollment. The correction indicates that a student who leaves an alternative school and enrolls in another NC school will not count against the alternative school as a dropout. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. SCRUGGS, the Board approved Option C for Davidson River School's participation in the state accountability model for alternative schools.

7. School Improvement Plans 2014-2016

Attorney Henning reported that statutory requirements require local boards to discuss and take action on the school safety components of school improvement plans in closed session. He recommended that the Board have a closed session at its next regular meeting for this purpose. Mr. Griffin asked who is involved in creating the safety plans and how many people have access to that information. Dr. McDaris stated that the plans

have been developed primarily with principals, law enforcement and the director of student safety. Mr. Henning reported that the statute was amended to say that school improvement teams should develop the safety plans in closed sessions. Mr. Gibbs noted that it would be difficult to ask a lay committee to develop a school safety plan without input from law enforcement and that limiting the spread of the confidential information contained within the safety plans is vital to the plans' effectiveness. The school safety plans will be placed on the February 16 agenda for closed session.

Mr. Gibbs reported that the academic portions of eight of the nine school improvement plans, reviewed as information last month, were up for approval at this meeting. He gave a reminder that the plans are living documents and welcomed feedback from the Board. Mrs. Scruggs commended the school improvement teams for their research-based strategies to improve achievement and growth. She stated that it is a goal and a shared responsibility of staff, students, parents and the community to produce caring and productive citizens. To that end, she encouraged more involvement by parents, students and community members on the school improvement teams. Mr. Kiviniemi agreed that more parent involvement is needed. Mr. Gibbs expressed hope that by making the plans more action oriented and less bureaucratic, it will be easier to attract participants. Mr. Henning noted that the statute addresses an election process for participation from the school PTOs. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. PETIT, the academic portions of the 2014-2016 school improvement plans for Brevard Elementary School, Brevard High School, Brevard Middle School, Davidson River School, Pisgah Forest Elementary School, Rosman Elementary School, Rosman Middle School, and T. C. Henderson Elementary School were unanimously approved as presented.

8. Policy

Jeremy Gibbs reported that new policy GBB/JR, "Staff-Student Relations," originally scheduled for first-read information, would be postponed for further study and revision.

Mr. Gibbs informed the Board that it may be more efficient and efficient to align the local board policy manual with the North Carolina School Boards Association policy manual. He reported that revising local policies to keep up with the large volume of legislative changes each year has become a monumental task. Mr. Gibbs will research the costs of a policy manual conversion and present options to the board.

Mr. Gibbs and Mr. Henning informed the Board about a new loss prevention policy that the state is requiring. In April 2014, the General Assembly's Joint Legislative Program Evaluation Oversight Committee issued a finding that LEAs did not have proper policies in place regarding workplace safety ("loss prevention") and return-to-work for employees injured on the job, resulting in higher costs to the state for workers compensation claims from state-funded public school employees. As a result, the General Assembly passed a requirement that the State Board of Education (SBE) develop policies and procedures to ensure that local boards of education implement and comply with loss prevention and return-to-work programs based on models adopted by the SBE. In response, the SBE developed a new policy which requires each LEA to implement a loss prevention policy and file it with the NCDPI Insurance Section by March 31, 2015. The Board reviewed a sample policy. Mr. Gibbs reported that a local policy would be presented in February for information and action.

9. **Non-Faculty Coaches**

ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, Tom Smith was approved as a non-faculty coach for indoor track at Brevard High School for the 2014-2015 year.

Item 13, "Dates for School Facility Tours," was moved up in order.

10. **Dates for School Facility Tours**

Dr. McDaris reported that as a part of its annual budget process, the Board of Education sets aside two days in February to visit the schools and evaluate capital outlay needs. The Board reviewed options for the 2015 tours. February 3 and February 5 were selected as the tour dates.

11. **TCS Annual Financial Report**

Norris Barger presented the Transylvania County Schools Annual Financial Report and Annual Compliance Report for the fiscal year ended June 30, 2014. The audit disclosed no material weaknesses or significant deficiencies in internal controls; no instances of noncompliance with laws, regulations, contracts or grant agreements; and no findings or questioned costs in any federal, state, local or other funds. Mr. Kiviniemi congratulated Mr. Barger and his staff for the excellent audit and for previous years' audits. Mr. Barger stated that it takes the work of all the directors who administer the various state, federal and local funds. Chairman McCoy noted that a comprehensive financial audit is required annually by law and performed each year by an independent, external accounting firm.

Mr. Barger distributed a handout showing projected fund balances for lottery funds, current expense and capital outlay. By June 30, 2016, the lottery fund balance is projected to decrease from \$300,000 to \$82,800. By June 30, 2016 the local current expense fund balance will have been spent down to approximately \$28,900 and the capital outlay fund balance will have bottomed out at less than \$200,000. Mr. Barger stated that these amounts will be critically insufficient to cover needs and will put the school system in an untenable operating position. Mrs. Petit observed that after all the years of discussions with the county commissioners warning that situation was coming, the day is finally here. Chairman McCoy stated that the Board has a lot of work ahead.

12. **FY15 Capital Outlay Update**

Norris Barger gave a status report on current and completed capital outlay projects. He reported that installation of access controls at schools and the central office are progressing well and will make facilities safer for students, staff and visitors. Mrs. Scruggs asked for an update on the number of smart boards in classrooms district-wide. Mr. Barger reported that the district is not yet at 100% and that some schools whose PTOs helped purchase smart boards are ahead of others. Mr. Barger gave a first look at capital outlay needs for FY16. He stated that his plan is to increase furniture and equipment allotments for 2-3 schools per year in order to help with items such as smart boards.

Mr. Barger also gave a first look at anticipated changes for the FY16 local current expense budget. There is little information yet on state or federal budgets for next year.

Mr. Barger distributed copies of a fee proposal from Clark Nexsen Architects for the new facilities master plan. The base fee is \$50,000. A representative from Clark Nexsen will

be present at the February 2 work session to discuss the proposal and address any changes or questions from the Board.

13. Superintendent's Update

Dr. McDaris reported the following items:

- Great teaching and learning is going on in our schools.
- At the recent Chamber of Commerce Gala, incoming President Frank Porter emphasized the importance to the county of having first rate schools.
- The Miss Bengal Pageant on January 19 was a wonderful event.
- Board members were encouraged to visit the NCASA website and review the "Roadmap for the Future."
- Board work sessions are scheduled for January 27 and February 2. Other work sessions may be scheduled as needed.
- Dr. McDaris distributed a white paper to the Board describing his vision for the school system projecting ahead to 2019.

14. Important Dates

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|------------|--------------------------------------------------|
| Jan. 21 | Second semester begins |
| Jan. 27 | WORK SESSION, 7:30 a.m., MEC |
| Feb. 2 | WORK SESSION, 5:00 p.m., MEC |
| Feb. 11 | Students dismissed at noon |
| Feb. 16 | Teacher workday |
| Feb. 16 | REGULAR MEETING, 6:30 p.m., MEC |
| Apr. 27-29 | AdvancED District Accreditation External Review |
| Apr. 27 | AdvancED interviews, 10:45 a.m., MEC |
| Apr. 29 | SPECIAL MEETING to receive exit report, TBD, MEC |

15. Public Comment

There was no public comment.

16. Other Items

No other items were discussed.

There was no further business, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. SCRUGGS, the meeting was adjourned at 7:55 p.m.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
January 20, 2015**

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

Licensed Personnel

Marlon Morris, Teacher, BHS, effective February 16, 2015

Classified Personnel

None

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

Licensed Personnel

Kathy Bailey, Part-time Literacy Specialist (20 hours/week), PFES, effective January 16, 2015
Jack Brown, Interim Teacher, RHS, effective February 9, 2015 through June 12, 2015

Classified Personnel

Victoria Duval, Part-time Teacher Assistant (50%), BES, effective January 21, 2015 through June 12, 2015

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

Licensed Personnel

Hannah Graber Bleckley, from Part-time Literacy Specialist, PFES, to Teacher, PFES, effective January 5, 2015
Gerald Ledford, from Substitute Teacher, TCS, to Interim Teacher, 74% (29.6 hours/week), BHS, effective January 5, 2015 through June 12, 2015
Vincent Warren, from Distance Learning Facilitator, BHS, to Teacher, BMS, effective January 5, 2015

Classified Personnel

None

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

Licensed Personnel

None

Classified Personnel

None

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

Substitute Teachers

Mary Caldwell
Nancy Grogan
Michael Lenz

Substitute Child Nutrition Workers

None