

**Minutes  
Transylvania County Board of Education  
October 20, 2014**

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. TCS Strategic Plan
7. Credit by Demonstrated Mastery
8. Voting Delegates for NCSBA Annual Conference
9. Timeline for Possible Bond Referendum
10. Superintendent's Update
11. Important Dates
12. Public Comment
13. Other Items
14. Closed Session

The Transylvania County Board of Education met in regular session at 6:30 p.m. on October 20, 2014 in the Rogow Room of the Transylvania County Library. Chairman McCoy led in a moment of silence and Mrs. Fox led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to approximately four guests, the following board members, staff, and media representatives were in attendance:

*BOARD MEMBERS:* Tawny McCoy, Chair; Cindy Petit, Vice Chair; Sue Fox; Ron Kiviniemi; and Mike Rogers

*STAFF:* Dr. Jeff McDaris, Superintendent; Jenny Hunter, Administrative Assistant; Chad Donnahoo, Board Attorney; Jeremy Gibbs, Director of Human Resources; Brian Weaver, Director of 6-12 Curriculum & Instruction; Audrey Reneau, Direction of K-5 Curriculum & Instruction; Arleca Chapman; Director of Career/Technical Education; Chris Whitlock, Director of Technology Services; Tammy Bellefeuil; Director of Student Services; Kevin Smith, School-Community Relations Coordinator; and Chad Owen, School Resource Officer

*MEDIA:* Park Baker, *Transylvania Times*

1. **Approval of Agenda**  
ON A MOTION BY MRS. PETIT, SECONDED BY MRS. FOX, the meeting agenda for October 20, 2014 was approved as presented.
2. **Public Comment**  
There was no public comment.
3. **Good News Report**  
Dr. McDaris reported the following items:

*LETTER FROM SENATOR BURR*

On April 21, the Board of Education adopted a resolution requesting that the federal reimbursement rate for Child Nutrition be raised to a level more in line with the actual per plate cost of school lunches for children. United States Senator Burr has responded in writing that he acknowledges the Board's concern and pledges to keep this issue in mind as Congress works on future budgets.

*HIGH SCHOOL GRADUATION RATE*

The Board reviewed a letter from State Superintendent June Atkinson congratulating Rosman High School for achieving a graduation rate of 97.7% in 2014.

*OCTOBER IS NATIONAL PRINCIPALS MONTH*

The National Association of Secondary School Principals (NASSP) and the National Association of Elementary School Principals have declared October 2014 as National Principals Month. The North Carolina Principals and Assistant Principals Association (NCPAPA) supports this effort and wishes to recognize all principals for the essential role that they play in leading schools in this state. "Principals are among the hardest working, yet often least recognized individuals in education. Principals set the academic tone for their schools, and it is their vision, dedication, and determination that provide the mobilizing force behind any school reform effort. We seek to honor these unsung heroes for their tireless efforts in pursuit of excellence in education." (NASSP, 2014).

*REWARD SCHOOLS 2014-2015*

Each year, the state identifies its top-performing Title I schools, also known as Reward Schools. The top ten percent of all Reward Schools will be North Carolina's nominees for the 2015 National Title I Distinguished Schools Recognition Program. North Carolina will select one Title 1 school to represent the state at the national level in one of two categories, high performance and high progress. Pisgah Forest Elementary School and T. C. Henderson Elementary School have been named as Reward Schools for the 2014-2015 school year.

Dr. McDaris recognized the student artwork from Brevard Elementary School that was on display in the board room.

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. One new name, Chaz West, has been added to the list.

5. **Consent Agenda**

ON A MOTION BY MRS. FOX, SECONDED BY MR. KIVINIEMI, the minutes of the September 15, 2014 meeting and the personnel report for October 20, 2014 (see attached) were unanimously approved.

6. **TCS Strategic Plan**

Jeremy Gibbs reported that as part of the district's five-year reaccreditation process, the strategic plan for Transylvania County Schools is being updated to align with the State Board of Education's new strategic plan. Mr. Gibbs gave an overview of the current strategic plan and proposed revisions. He recommended that the Board reaffirm the existing mission statement, existing motto, and existing value statements and adopt a new vision statement and new goals as outlined below:

**MISSION STATEMENT (CURRENT):** The mission of Transylvania County Schools is to prepare students to become caring and productive citizens in an ever-changing society through the shared responsibility of students, parents, educators and the community.

**VISION STATEMENT (NEW):** Transylvania County Schools provides a bright and promising future for its students; both recruits and retains a professional, caring, and talented workforce; engages with parents, families and the community at large; drives economic development and opportunity for our citizens; and exists as the central point of pride in our community.

**MOTTO (CURRENT):** Teaching Everyone Takes Everyone

**GOALS (NEW):**

1. Every Transylvania County Schools student has a personalized education graduating from high school prepared for work, higher education, and citizenship.
2. Every Transylvania County Schools student every day has excellent educators.
3. Every Transylvania County Schools student is healthy, safe and responsible.

**VALUES (CURRENT):**

- All children can learn; however, they learn differently and we must value and understand those differences.
- High expectations will result in high achievement.
- Through the shared responsibility of students, teachers, parents and community, we can reach our goals.
- Children are our most important resource.
- All children deserve a safe, comfortable, attractive, and inviting atmosphere that fosters learning.
- All educators, students, and parents deserve respect.
- Minds and hearts are the focus of education.

Board members were in favor of the proposed vision statement and goals. Mr. Gibbs reported that new school improvement plans are being developed for presentation to the Board in December. Mr. Kiviniemi asked whether objectives would be measurable at the system level. Mr. Gibbs reported that the district leadership would be working collaboratively on that goal. The Board had no changes, and ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. FOX, unanimously adopted the new vision statement and new goals as presented and reaffirmed the current mission statement, motto, and value statements for Transylvania County Schools.

**7. Credit by Demonstrated Mastery**

Brian Weaver gave a report on a new option for earning course credit called Credit by Demonstrated Mastery (CDM), a process by which school districts may award a student credit in a particular course, based upon a body of evidence, without requiring the student to complete classroom instruction for a certain amount of seat time. To achieve CDM, a student must first demonstrate mastery of foundational knowledge by scoring very highly on the EOC, NC final exam, CTE post-assessment, or other local exam for the course in which they are seeking credit (Phase 1). Only if the student meets the minimum criteria in Phase 1 would they go on to Phase 2, which is production of an artifact that demonstrates deep understanding and application of course content. Successful completion of Phase 1 and Phase 2 would earn a student Credit by Demonstrated Mastery for the course. The student would be awarded a "P" on their transcript and the course would not count toward their GPA.

Pending Board approval, information regarding CDM and the application process would be shared with all students/families and teachers in December for rollout in the spring. Discussion and advisement with interested students would be held to insure informed decisions are made regarding participation and long-term implications. Students/families would have the right to pursue the CDM process even if the school does not support the decision. Certain work-based learning courses (i.e., internships, apprenticeships), clinical setting courses, AP and other courses would not be eligible for Credit by Demonstrated Mastery. Access to the CDM process is open to all NC public school students for high school courses in grades 9-12 and those high school courses offered in middle school. TCS would only offer CDM for courses that are taught in our schools.

Board members had questions about how the CDM option would affect incoming freshmen, dually enrolled home school students, and Policy IK. Arleca Chapman reported that the state is currently working on the testing process for an 8<sup>th</sup> grader enrolled in the CDM process. Local board policy would still require a dually enrolled student to physically attend one-half of the school day. Mr. Weaver reported that a link may be imbedded into Policy IK for access to the most recent CDM information. Mr. Rogers observed that the CDM option would free up extra blocks of time for students to explore other course options and feels that it a great resource and reward for students and families. Approval of the Credit by Demonstrated Mastery option will be requested at the next regular meeting.

#### 8. Voting Delegates for NCSBA Annual Conference

Dr. McDaris reported that the North Carolina School Boards Association 44<sup>th</sup> Annual Conference for Board Member Development will be held on November 17-19, 2014 in Greensboro. Each Board must certify the member(s) that will serve as voting delegate(s) at the conference. ON A MOTION BY MRS. FOX, SECONDED BY MR. ROGERS, the Board appointed Ron Kiviniemi as the delegate to represent the Transylvania County Board of Education on all voting matters at the 2014 NCSBA Annual Conference.

#### 9. Timeline for Possible Bond Referendum

At the September 15 meeting, the Board directed the Superintendent to meet with the County Manager to prepare a draft timeline for a bond referendum for school improvements in 2016 (the earliest one could be held). Dr. McDaris presented the timeline shown below. He stated that the proposed time frame would allow for an application to be submitted the first week of January or February for approval by the Local Government Commission.

January 2015	Begin work on identifying bond needs
September 2015	Review of bond needs (joint meeting)
December 2015	Finalization of projects (joint meeting)
March 2016	Notice of intent for bond issue
November 2016	Bond referendum
March 2017	Sell bonds
April - May 2017	Start project

Chairman McCoy noted that newly passed legislation limits bond referendums to even-numbered years only. Mr. Kiviniemi asked when the Board would have to declare the total amount of a proposed bond. Dr. McDaris stated the amount would need to be established in conjunction with or before the finalization of projects to be included.

Mr. Rogers stated that he still believes the Board should first commission a comprehensive study in order to have a vision for the school system, and would like to see a comprehensive study as a part of the timeline. Mr. Kiviniemi suggested having that discussion when Mr. Barger is present. Chairman McCoy stated that at the very minimum, the Board needs to have a discussion on a facilities study because regardless of the direction in which the Board moves forward, a facilities study will be a part of the process. Mrs. Petit suggested waiting until after the November election since two board seats are up for election and new member(s) would be sworn in December. Chairman McCoy noted that the timeline for a 2016 referendum would be tight. Mr. Kiviniemi stated that he did not know if the Board could afford to wait until 2018 to repair facilities.

#### 10. Superintendent's Update

Dr. McDaris reported the following items:

- The volume of requests from individuals and organizations seeking permission to send home flyers with students or place flyers in schools is increasing every year. Currently, all flyers must be approved by the superintendent of schools. In order to streamline the approval process, the district is moving to a web-based e-flyer approval and distribution system called "Peachjar."
- An organization is interested in partnering with the school system to establish a Foster Grandparent Program for Transylvania County Schools.
- Congressman Mark Meadows visited Brevard High School last week and sat in on an AP History class.
- Proposed revisions to the district's tobacco use policy regarding electronic cigarettes (e-cigarettes) will be coming to the Board soon.
- The last day of school is scheduled for June 10, 2015. Brevard Music Center's 2015 season will begin on June 14. Therefore, the high school graduations will be held on June 12 and June 13, respectively. This will necessarily limit options for snow make-up days to primarily Saturdays or spring break. The district will inform parents to be prepared for these possibilities as we move into winter.

#### 11. Important Dates

Oct. 27-28	Teacher workdays
Nov. 4	Election Day
Nov. 11	Veteran's Day holiday
Nov. 17	REGULAR MEETING, 6:30 p.m., MEC
Nov. 17-19	NCSBA Annual Conference for Board Member Development, Greensboro
Nov. 20	Thanksgiving Lunch for TCS staff and retirees, school cafeterias
Nov. 26	Annual leave day
Nov. 27-28	Thanksgiving holidays
Dec. 8-9	NCSBA "School Board 101," Raleigh, NC
Dec. 11-12	NCSBA "School Board 101," Raleigh, NC
Dec. 15	REGULAR MEETING, 6:30 p.m., MEC
Dec. 22-Jan. 2	Christmas break
Jan. 5	Students return
Jan. 19-20	Teacher workdays

Jan. 20           REGULAR MEETING, 6:30 p.m., MEC  
 Jan. 21           Second semester begins

**12. Public Comment**

There was no public comment.

**13. Other Items**

Chairman McCoy reported that some board members would be out of town on the next meeting date, November 17, due to the NCSBA Annual Conference in Greensboro on November 17-19 and recommended that the board meeting be rescheduled. There were no objections, and ON A MOTION BY MRS. PETIT, SECONDED BY MR. KIVINIEMI, the Board unanimously changed the next regular meeting from November 17, 2014 to November 24, 2014.

**14. Closed Session**

ON A MOTION BY MRS. MCCOY, SECONDED BY MR. KIVINIEMI, the Board went into closed session to consult with the board attorney regarding a legal matter, pursuant to N.C.G.S. § 143-318.11(a)(3). Present in the closed session were Mrs. McCoy, Mrs. Petit, Mrs. Fox, Mr. Kiviniemi, Mr. Rogers, Dr. McDaris and Board Attorney Chad Donnahoo. No binding action was taken in the closed session, and ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. FOX, the Board reconvened in open session at 8:06 p.m.

There was no further business, and ON A MOTION BY MR. ROGERS, SECONDED BY MRS. PETIT, the meeting was adjourned at 8:07 p.m.

Respectfully submitted,

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Chairman

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Secretary

**PERSONNEL REPORT  
October 20, 2014**

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

Licensed Personnel

Sarah Carson, Exceptional Children Teacher, BHS, effective October 27, 2014  
Karen Jacoby, Exceptional Children Teacher, TCH/Homebound, effective September 24, 2014

Classified Personnel

Katherine Whitmire, Teacher Assistant & Afterschool Worker, TCH, effective October 1, 2014

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

Licensed Personnel

None

Classified Personnel

Lindsey Briscoe, After School Worker, BES, effective October 6, 2014  
Matthew Crowell, Part-Time Temporary Student Employee, Building Futures Program, effective October 6, 2014  
Thomas Gorman, Bus Driver, TCS, effective October 21, 2014  
Donald Ramey, Bus Monitor, BES, effective October 6, 2014  
Lori Roberts, Teacher Assistant, RES, effective October 21, 2014 through June 12, 2015  
Kevin Stafford, Part-Time Temporary Student Employee, Building Futures Program, effective October 1, 2014

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

Licensed Personnel

Catherine Addler, from Teacher Assistant, PFES, to Teacher, BES, effective October 6, 2014  
Carrie Norris, Teacher, PFES, to Lead Teacher/Instructional Coach, BES, effective TBD

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

Bradley Berry  
Lindsey Cunningham  
Doris Ferguson  
Heather Layton  
Karen Myers

Shana Newton  
Lori Ryan  
Samantha Ryan  
Amanda Thorpe  
Thomas "Alan" Ward  
John Westerhoff

Substitute Child Nutrition Workers

Cindy Nicholson  
Pamela Preston