

**Minutes
Transylvania County Board of Education
October 21, 2013**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Approval of Agenda
2. Public Comment
3. Book Donations
4. Good News Report
5. Former Students in the Military
6. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
7. TCS Compensation Study
8. Local Teacher Salary Supplement
9. BHS Baseball & Softball Restrooms/Concession Stand
10. Designation of School Treasurer
11. Superintendent's Update
12. Important Dates
13. Public Comment
14. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on October 21, 2013 at the Morris Education Center. Members Tawny McCoy, Chair; Cindy Petit, Vice Chair; Sue Fox and Mike Rogers were in attendance. Also present were Dr. Jeff McDaris, Superintendent; Jenny Hunter, Administrative Assistant; Jeremy Gibbs, Director of Human Resources; Norris Barger, Director of Business Services; School Resource Officer Scott Thomas; Jeremiah Reed, *Transylvania Times*; and approximately 50 guests. Chairman McCoy led in a moment of silence and Mr. Rogers led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order.

1. Approval of Agenda

ON A MOTION BY MRS. FOX, SECONDED BY MRS. PETIT, the meeting agenda for October 21, 2013 was approved as presented.

2. Public Comment

Mrs. Stacey Pedersen, President of the Brevard High School Marching Band Association (accompanied by approximately 50 band members, parents and supporters), spoke about the BHS band program and its long history of excellence. She stated that the BHS marching band comprises 12% of the Brevard High School student body, making it the largest student organization on campus. She reported that band's 2013 season is off to a great start, with an exciting halftime show and a number of first and second place wins at four competitions and counting. Mrs. Pedersen shared statistics showing that students who study and perform music score higher in reading, language, spatial reasoning skills and on SAT tests. High school music students typically have higher grade point averages than non-music students, and many band students go on to college and music careers. Mrs. Pederson distributed handouts to the Board showing the hundreds of band trophies and plaques that line the walls of the BHS band room. She thanked the Board for their support of the band program and invited everyone to come to a football game and see the halftime show.

3. Book Donations

Mrs. Jackie Whitmire with the Transylvania Farm Bureau presented donations of books and DVDs for each of the elementary school media centers. The books and DVDs are designed to help teach children about the important roles of farmers and ranchers in feeding the nation.

4. Good News Report

Dr. McDaris reported the following items:

SALT DOUGH FOSSILS AT T. C. HENDERSON

Fourth graders at T. C. Henderson Elementary School have been studying rocks and fossils this fall. They recently collected and classified various types of rocks found on the TCH campus and created their own fossils by preserving natural resources such as leaves and flowers in salt dough clay.

RHS MARCHING BAND REACHING GREAT HEIGHTS

The Rosman High School Marching Band has expanded its ranks from 30 to 50 students this year, making it largest Rosman band to play together in some time. In addition to high school musicians, the band includes seventh and eighth grade performers as well. The Marching Tigers have put together an exciting and complex halftime show this season. The band is led by Director Chelsey Fandrick.

ROSMAN HIGH CLASS OF 2014 GIVES BACK

Seventy-six seniors and several faculty members from Rosman High School contributed over 500 hours of labor to the community during the second annual Senior Service Day on October 1, 2013. Students spruced up Rosman Child Care, sorted clothes at Tiger Town Thrift Store, performed grounds keeping at Rosman Elementary School, painted and landscaped at Eastatoe Community Center, and painted fencing and playground equipment at the Quebec Community Center. Back at Rosman High School, students pressure washed, pulled weeds, collected trash, and repainted the tiger paws and tiger head. Rosman High would like to thank the businesses and individuals who participated in Senior Service Day. A special thank you goes to Southern Glove of Newton, NC, for donating work gloves for the students to use.

REPRESENTATIVE WHITMIRE VISITS DRS AND PISGAH FOREST ROTARY

Davidson River School would like to thank Representative Chris Whitmire for his recent visit to the Pisgah Forest Rotary Club and Davidson River School. Representative Whitmire spoke to the Rotary about "service above self," how his rural roots in Rosman and military background shaped his character and ethical standards, and how these standards guide his mission to help Transylvania County in his work as a state representative. Representative Whitmire met with DRS students and discussed character development and how it can motivate professional and personal growth. They also discussed career choices and opportunities at DRS to help meet personal goals. Representative Whitmire was a great spokesperson for DRS and the programs that it offers. We greatly appreciate his support.

DRS PARTNERS WITH BREVARD COLLEGE

Davidson River School is proud to be working with Brevard College students in the teacher education program under Dr. Burrows and Dr. Keisser. In September, DRS students hosted the group and discussed the services DRS offers and how they implement differentiated instruction, credit recovery and motivate students. Four

Brevard College students will be working in classrooms at DRS under teachers Joe Russo and Arami Bolick this semester.

PEFS STUDENTS VISIT SILVERMONT MUSEUM

In late September, second graders from Pisgah Forest Elementary School visited the Silvermont Mansion in Brevard. They toured the second-floor museum that includes nine rooms that have been restored to reflect the lifestyle and times of the Silversteen family. The museum contains a photo gallery of family members, original furniture, and other authentic items from the early 20th century.

BES STUDENTS VISIT SKYTOP ORCHARD

Earlier this fall, students from Brevard Elementary School took a field trip to the Skytop Orchard in Flat Rock. The orchard offers “pick-your-own” apples with mountain views; duck ponds; a barnyard area with sheep, goats and more; and lots of picnic areas. A great time was had by all.

OCTOBER IS NATIONAL PRINCIPALS’ MONTH

The National Association of Secondary Principals (NASSP) and the National Association of Elementary Principals (NAESP) have declared October 2013 as National Principals’ Month. Principals are among the hardest working, yet often least recognized, individuals in education. They set the academic tone for their schools, and provide the vision, dedication and determination that serve as the mobilizing force behind any school reform effort. National Principals’ Month seeks to honor these unsung heroes for their tireless efforts in pursuit of excellence in education.

OCTOBER IS BREAST CANCER AWARENESS MONTH

The month of October is National Breast Cancer Awareness Month. Schools, teams and organizations are wearing pink to support research efforts to help find a cure. On October 25, Brevard High School will hold a “pink-out” day. Students will wear pink all day, and fans will be encouraged to wear pink that night to the football game.

BHS BAND BRINGS HOME HONORS

With their 2013 halftime show, *Over Throne*, the Brevard High School Marching Band has ranked exceptionally high in competitions this fall. Their first competition was held in Pendleton, SC on September 21, where despite having to perform in a driving rain, the band brought home 1st place Color Guard, 3rd place 3A Band, and the 4th highest score of all bands participating. At a second competition held at Enka High School on September 28, the band won seven trophies, including Performance, 1st place Drum Line, 2nd place Color Guard, 2nd place Drum Majors, 1st place Music, 1st place 3AA Band, and 4th place overall out of 24 bands participating. The band will compete in a third competition at WCU on October 12.

BES Media Specialist Wins Read2Succeed NCSLMA Grant

Brevard Elementary School media specialist, Charlene Cali, was awarded a North Carolina School Library Media Association *Read2Succeed* grant this month at the NCSLMA state conference in Winston Salem. Mrs. Cali was one of five school librarians in North Carolina to receive the grant and the *only* elementary media specialist selected as a recipient. The Read2Succeed grants are available to K-12 NCSLMA members for innovative projects that foster the integration of media/information skills into the K-12 curriculum. Mrs. Cali will use her grant award of \$951 to purchase digital cameras for the school. Third graders will use the cameras to photograph objects in nature such as trees, leaves and flowers, then write Haiku

poems about the objects. The poems and pictures will be submitted to an online book publishing company, and the published book, to be entitled "Celebrating the Appalachians through Haiku," will be placed in the BES media center. In addition, the digital cameras will be available for faculty to check out and use for other projects.

RHS ENTERS CHRYSANTHEMUM SHOW

The Rosman High School Agriculture Department will participate in the North Carolina Chrysanthemum Show to be held at the North Carolina Arboretum in Asheville on October 19-20, 2013. This past April, students received approximately 50 different varieties of show quality chrysanthemums from local grower Mike Devore. They grew the cuttings out in the school greenhouse, then potted and cared for them over the summer. The students learned how to groom the plants by removing extra stems, leaves and blooms in order to provide one large bloom per stem. Blooms will be judged on size, color, quality and overall health by accredited National Chrysanthemum judges and strict NCCS standards. Having overcome several challenges such as disease, insect damage and temperature control, the RHS students are looking forward to showcasing their beautiful mums and bringing home winner ribbons.

WOMEN'S VOLLEYBALL PLAYOFFS

The Brevard High School volleyball team and the Rosman High School volleyball team are each headed to the playoffs.

5. **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, Donnie Moses, had been added to the list.

6. **Consent Agenda**

ON A MOTION BY MR. ROGERS, SECONDED BY MRS. PETIT, the minutes from the September 16, 2013 meeting and the personnel report for October 21, 2013 (attached) were unanimously approved.

7. **TCS Compensation Study**

Mr. Jeremy Gibbs gave an overview of an employee compensation study that is being performed as part of the district's ongoing effort to recruit and retain top staff. Mr. Gibbs reported that he has requested information from the LEAs in our region and comparable LEAs from across the state regarding the following categories:

- Local teacher salary supplements, if any, and what amounts;
- School-based administrator supplements, if any, and what amounts;
- Salary schedules or salary ranges for central office directors and/or assistant superintendents;
- Salary schedules, if any, for classified positions (i.e., teacher assistants, office support, transportation, child nutrition, etc.);
- Local salary supplements for teacher assistants or other classified staff. If offered, what is the amount and what job classifications do or do not receive the supplement;
- How teacher assistants are employed (hours/week), whether or not teacher assistant positions have been reduced and if so, how—through attrition or reduction in force; and

- Any extra-duty pay or supplements for teachers/staff for work beyond teaching duties (such as athletics, band, clubs, department/grade level chair, SIP chair, etc.).

Mr. Gibbs reported that some districts have been slow to respond thus far. Mr. Rogers asked about the cost to hire an outside consultant to perform a study that would include all school systems in the state. Dr. McDaris stated that fees for this service would likely vary by firm and offered to obtain estimates. Chairman McCoy and Mrs. Petit suggested waiting until Mr. Gibbs' report is presented before deciding if there is a need to spend money for additional research.

8. Local Teacher Salary Supplement

Dr. McDaris reported that he and Mr. Barger have been looking at ways to fund an increase to the local teacher salary supplement. Due to savings resulting from retirements and attrition, they found it would be possible within existing local funds to support an increase from the current rate of 7.44% to an 8.0% rate for certified staff and school-based administrators this year. If approved by the Board at the next regular meeting, the increase would be reflected in teachers' supplement checks beginning next month. Mrs. Fox stated that this would be a good first step in getting teacher supplements back on track. Dr. McDaris gave a reminder that had the budget crisis not prevented the scheduled annual increases, the teacher supplement rate would be up to 10% by now. Mr. Rogers agreed that increasing the supplement by even a small amount would show our teachers that they are valued and appreciated, especially in light of recent actions by the state. He commended Dr. McDaris and Mr. Barger for their work in finding a way within existing funds to provide the increase.

9. BHS Baseball & Softball Restrooms/Concession Stand

Norris Barger presented preliminary plans for a restroom/concession stand for the Brevard High School softball and baseball programs. The designs also included an office area and basement storage area for an estimated total of \$180,000. Mr. Barger reported that the project had been designated for \$60,000 in FY14 capital outlay funding with the remainder planned for FY15. He reported that pledges of cash, labor and materials totaling between \$30,000 and \$40,000 have been received to date. Terry McCracken from the BHS Booster Club indicated that all but one of the pledges have been confirmed for at least one year.

Mr. Rogers presented several cost estimates that he had calculated based on the value of donated labor, materials and equipment. He reported that right before the meeting, an electrical contractor had come on board as a donor, further reducing the money needed for the project.

Mrs. Petit asked how a contractor would handle working with all of the different people who have volunteered labor and equipment. Mr. Barger predicted that either he or a donor volunteer could serve as the general contractor. He reported that he knows of someone who might be willing to donate their time as general contractor or project.

Much discussion centered on the scope of the project, particularly the need or lack thereof for the proposed basement storage and office areas. Mrs. Fox stated that in her experience as the wife of a longtime football coach, one could never have enough storage. Mr. Rogers questioned the need for these options if the coaches and athletic director do not see a need. There was a suggestion to do the basement as a separate,

future project. Mrs. Petit stated that adding a basement after the fact would be impractical and cost more money. She recommended doing the basement, restrooms, and outer building walls, leaving the offices and concession stand unfinished. Mr. Barger estimated that this might save a little money, but not much since so many things were being donated anyway. Mr. Barger stated that he believes the Board could get a better project by building all of the components at the same time rather than as separate projects. Mrs. McCoy noted that this is bigger project than first anticipated when the need for restroom facilities were the main concern. She asked to hear from the coaches present as to their preferences.

John Hart, BHS Athletic Director, stated that he and the BHS coaches were in agreement that the storage room and offices are not as necessary as the restrooms and concession stand. He indicated that they would be willing to forgo those options if it meant being able to get the restrooms and concession stand. David McNeill, BHS softball coach, stated that the idea of an office area had come out of a discussion about a press box, which was deemed unnecessary. He stated that office was not needed, just the restrooms and concession stand, and the basement which would be basically free with the donated labor and materials.

Mr. Rogers stated that removing the office would reduce the needed square footage and decrease construction costs even further. He estimated that with the donations that have been committed so far, a smaller building with no office could probably be done with the monies on hand. This would give the softball/baseball programs the restrooms they need and save taxpayer money. He urged Mr. Barger to tell the architect that time is of the essence. Mr. Barger stated that would not be able to guarantee a time frame due to the project's reliance on donated labor and equipment.

Mrs. McCoy, Mrs. Petit, and Mrs. Fox expressed their support of the project, but agreed that they would need to see hard numbers before making a commitment. Mr. Barger requested direction from the Board regarding what revisions to request from the architect. The Board discussed the different options. Mr. Rogers asked Mr. Hart if he would rate the office area as the lowest priority. Mr. Hart stated that he would consider the office and then the underground storage as luxuries, not necessities. Mr. Rogers confirmed that the office would be eliminated as a possibility. Mrs. Fox asked if it would cost more to grade for the basement. Mr. Barger reported that the grading would be donated. Mr. Rogers asked if there would be enough room on site to build a storage area on the same level as the restrooms/concession stand. Mr. Barger stated that there would be room, but pointed out that building up typically costs less than building out. After further discussion, the Board directed Mr. Barger to obtain a quote for the restrooms and concession stand with the basement storage as an add alternate, and a quote for the restrooms and concession stand only.

10. Designation of School Treasurer

Mr. Barger reported that T. C. Henderson Elementary School has a new school treasurer. Ms. Barbara Lovell has taken the place of former school treasurer, Micki Guinn, who transferred to a position in Student Services at the central office. ON A MOTION BY MRS. FOX, SECONDED BY MRS. PETIT, the Board designated Barbara Lovell as the new school treasurer for T. C. Henderson Elementary School.

11. Superintendent's Update

Dr. McDaris gave the following updates:

- The software used to identify Academically and/or Intellectually Gifted (AIG) students has been found to be cumbersome and time consuming, which reduces its effectiveness as a diagnostic tool. Teachers would like to return to the paper and pencil identification rubrics which are just as effective and less disruptive to instructional time. ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. FOX, the Board approved an amendment to the TCS Academically and/or Intellectually Gifted Plan to allow teachers to perform AIG identification testing using the pencil and paper method.
- The administration is reviewing board policies for needed updates and revisions due to recent legislative actions. One issue being discussed is a possible cap on local capital projects requiring Board of Education approval.
- The Superintendent and Board chair are in early stages of discussion with the County Manager and Commission chair about a possible school bond referendum.
- The Board of Commissioners has approached the Board of Education about a possible joint meeting in December. An agenda has not been suggested. State and federal budget information for the 2014-2015 school year is not expected to become available until the spring.
- The administration is working to address the issue of third grade reading benchmarks as set by the state. The benchmarks have ramifications for the Summer Reading Camp as designated by North Carolina statute.
- LEAs were told by the Department of Public Instruction that there would be no constructive responses in state testing this year. Now the state has said there will be constructive responses, and they will be scored in Raleigh. Scores would not count for or against students, but could have ramifications for teacher evaluations.
- On October 22, Dr. Jeff McDaris and Dr. Scott Elliott will be part of a team visiting Belmont, NC. Representatives from the City of Brevard and Transylvania County Chamber of Commerce are looking at Belmont as a model city for programs that Brevard may consider in its efforts to generate economic growth.
- School board meetings may be recorded for broadcast in the near future.
- A retired educator is working to obtain donations from major shoe manufacturers for Transylvania County Schools students who are in need of footwear.
- The 1:1 laptop initiative may be extended below grade 3. The original plan was to provide computers to students in grades 12 down through grade 3. New developments in touch screen technology may allow the program to be extended to even younger students. The school system is also partnering with Comporium to expand wireless coverage throughout the county. If enough areas had wireless access, it may be possible (pending state approval) to hold "online" school during bad weather days and eliminate the need for some make-up days.
- Athletic facilities are being looked at in the discussions regarding a bond referendum.

- Board members were given a list of 22 survey questions pertaining to economic development for the county. Dr. McDaris stated he would pass along the members' responses to the appropriate organizations.
- The administration is studying how best to address the 25% rule and elimination of teacher tenure. The state has already received a number of requests to reconsider its position on this and the decision to eliminate extra pay for advanced degrees.

12. Important Dates

Nov. 6	Early Dismissal
Nov. 11	Veteran's Day Holiday
Nov. 18	REGULAR MEETING, 6:30 p.m., MEC
Nov. 18-20	NCSBA Annual Conference, Greensboro, NC
Nov. 27	Leave Day
Nov. 28-29	Thanksgiving Holidays
Dec. 10	RHS Senior Projects, 3-5 p.m., RHS
Dec. 12	DRS Senior Projects, 3-4 p.m., DRS
Dec. 16	REGULAR MEETING, 6:30 p.m., MEC
Dec. 17	BHS Senior Projects, 3-5 p.m., BHS
Dec. 23-Jan. 1	Christmas Break
Jan. 10, 13	Teacher Workdays
Jan. 13-17	TCS Science Fair, Transylvania Co. Library
Jan. 20	Leave Day - MLK Jr.
Jan. 21	REGULAR MEETING, 6:30 p.m., MEC
Jan. 27	Science Fair Awards Ceremony, 6:00 p.m., BHS Auditorium

Chairman McCoy recommended rescheduling the November meeting since three members may be in Greensboro attending the NCSBA Annual Conference on November 18-20, 2013. After some discussion, it was agreed to change the next regular meeting from Monday, November 18 to Thursday, November 21, 2013.

13. Public Comment

There was no additional public comment.

14. Other Items

ON A MOTION BY MRS. MCCOY, SECONDED BY MR. ROGERS, the Board designated Sue Fox, Ron Kiviniemi and Cindy Petit as voting delegates for the 2013 NCSBA Annual Conference for Board Member Development.

Chairman McCoy reported that the Transylvania County Board of Commissioners has voted to approve the Board of Education's purchase of the Franks property, and the Transylvania Community Land Trust is moving forward with its application to the City of Brevard for an affordable housing development. The Community Land Trust Board would sign the application as the developer and the Board of Education would sign as the property owner. ON A MOTION BY MR. ROGERS, SECONDED BY MRS. FOX, the Board unanimously authorized Mrs. McCoy to sign the application on behalf of the Board.

There was no further business, and ON A MOTION BY MRS. PETIT, SECONDED BY MRS. FOX, the meeting was adjourned at 8:50 p.m.

October 21, 2013

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Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
October 21, 2013**

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

Licensed Personnel

None

Classified Personnel

Marshall Skipper, Bus Driver, TCS, effective October 4, 2013

Chesnea Stansbury, Teacher Assistant, DRS, effective September 9, 2013

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

Licensed Personnel

Betty Scruggs, Interim Assistant Principal, RMS & RHS, effective September 30, 2013 through June 30, 2014

Classified Personnel

Deidra Bracken, Bus Driver, TCS, effective September 23, 2013

Gilliam David Johnson, Bus Driver, TCS, effective October 22, 2013

Elise Keever, Custodian, RES, effective October 8, 2013

Kerri McCallon, Bus Driver, TCS, effective October 22, 2013

Rick Pangle, Bus Driver, TCS, effective October 22, 2013

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

Licensed Personnel

None

Classified Personnel

None

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

Licensed Personnel

None

Classified Personnel

Lora Leatherwood, Teacher Assistant, PFES, GCBDB Leave, effective September 20, 2013 through June 6, 2014

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

Substitute Teachers

Dawn Brookshire

Phillip Brown

Jean Lineberger
Alejandra McCall
Allison Nergart
Rebecca Pardue
Samuel Wellborn

Substitute Child Nutrition Workers
Emily Mason, effective October 11, 2013
Kristy Powell