

**Minutes  
Transylvania County Board of Education  
November 1, 2021**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS (including amendments and rescissions):

1. Approval of Agenda
2. Public Comment
3. Good News Report
4. Former Students in the Military
5. Consent Agenda:
  - A. Personnel Report
6. Community Relations Board Update (*addition*)
7. Proposal to Purchase Property for Workforce Housing (*addition*)
8. Overview of Academic Progress
9. BHS Bike Path Easement
10. FY22 Budget Update
11. Proclamation Recognizing Employee and Student Well-Being
12. Superintendent's Update
13. Important Dates
14. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on Monday, November 1, 2021 at the Morris Education Center. Marty Griffin 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 approximately 12 guests, the following individuals were in attendance.

**BOARD MEMBERS:**

Tawny McCoy, Chair  
Ron Kiviniemi, Vice Chair  
Courtney Domokur  
Marty Griffin  
Kimsey Jackson

**BOARD ATTORNEY:**

Kris Caudle, Campbell-Shatley

**MEDIA:**

Jordon Morgan, Transylvania Times  
Dan DeWitt, Brevard NewsBeat

**STAFF:**

Dr. Jeff McDaris, Superintendent  
Kelly Clark, Administrative Assistant  
Dr. Brian Weaver, Assistant Superintendent  
Missy Ellenberger, Director 9-12 Education  
Carrie Norris, Director, K-8 Education  
Audrey Reneau, Director, Federal Programs  
Jenn Heatherly, Public Information Officer  
Chris Whitlock, Director, Technology Services  
Chris Lambert, Technology Specialist  
Greg Stroup, School Resource Officer  
Mike Hall, School Resource Officer

1. **Approval of Agenda**  
MRS. MCCOY MADE A MOTION, SECONDED BY MRS. DOMOKUR, to add Community Relations Board Update, and Proposal to Purchase Property for Workforce Housing, as agenda items 6 and 7. There were no objections and the meeting agenda for November 1, 2021 was unanimously approved as amended.

## 2. Public Comment

Chairman McCoy reviewed the guidelines for public comment. She announced that a maximum time of 30 minutes would be allotted for public comment and that each speaker would have 3 minutes. Excerpts from the speakers' comments are listed below.

**Jami Reese, parent** - *[read aloud the Transylvania County Schools Mission Statement]*  
You are failing your mission in many areas. Stakeholders should have a voice. Masks do not reflect the stated mission. We cannot sacrifice our children on the altar of convenience.

**Zach Quinn, parent** - The CDC guidelines are always changing. The updated guidance from the CDC should be based on community counts. We are currently in substantial spread, so we should all be wearing masks according to the guidelines. But the burden is being placed solely on our children.

**Chris Wiener, parent** - We are all aware of the First and Second Amendments to the Constitution, but we should also be aware of the Tenth Amendment, which states "The powers not delegated to the United States by the Constitution, nor prohibited by it to the States, are reserved to the States respectively, or to the people." The natural order is that God gives authority to families and families give authority to governments. I will be coming back at future meetings to talk about textbooks, curriculum, COVID and masks.

## 3. Good News Report

Dr. McDaris reported the following items:

### ***25-Year Recognitions***

Each year the board of education recognizes the school system employees who have achieved 25 years of service with the Transylvania County Schools. The board recognized the following 25-year honorees for their dedication to our schools and public education:

Anna Galloway - School Psychologist, Brevard Middle School  
Claire Gasperson - Teacher, Pisgah Forest Elementary School  
Trudy Riddle - Teacher Assistant, Rosman Elementary School  
Anna Suttles - Teacher, Rosman Elementary School

### ***Carolina Panthers Charities Donates \$25,000 to RHS***

Carolina Panthers Charities has donated \$25,000 to Rosman High School to help replace equipment and infrastructure that was damaged in the recent flooding. A check was presented at the October 22nd Senior Night football game against Mitchell. Many thanks to the Panthers organization for supporting area communities affected by the floods.

### ***CTE Creates Plate Assemblies for BHS Cafeteria & Auxiliary Gym Beams***

Brevard High School teachers Jay Case and Vincent Warren and their students, (especially Nathan Lance, Tony MejiaTufino, Luke Myers, Bronsyn Wyant, and Xan Mihos), fabricated 128 3/8" metal plates on the Brevard High CTE CNC (Computer Numerical Control) machine to use in repairing the BHS cafeteria and auxiliary gym beams. Each cafeteria plate assembly has 8 1" holes for bolts and 4 welds. Each gym plate assembly has 18 1" holes for bolts and 4 welds. These plate assemblies secure the base of the beams and allow us to occupy. Thank you to Brevard High School CTE for their tremendous work.

***Rosman High School Marching Band Receives Scholarship***

The Rosman High School Marching Band has been selected as a recipient of a 2021 Elmore and Smith Marching Band Scholarship in the amount of \$500. The Elmore and Smith Law Firm is located in Asheville, NC. The scholarship is for use toward the band's organizational costs, equipment and instruments. Other scholarship recipients were T. C. Roberson High School and Mitchell High School. Congratulations to RHS Band Director Katerina Canter and the members of the RHS marching band for their achievement.

***American Education Week***

November 15-19, 2021 is American Education Week, a time to celebrate public education and the individuals who make a difference by ensuring that every student receives a quality education. Each year the board adopts a proclamation designating American Education Week in Transylvania County. In addition, all current and retired school system employees are invited to a free Thanksgiving lunch in the school cafeterias as guests of the board. This year's Thanksgiving lunch is planned for Thursday, November 18. ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. JACKSON, the proclamation declaring November 15-19, 2021 as American Education Week in Transylvania County was unanimously approved (see attached).

**4. Former Students in the Military**

In honor of Veterans Day on Thursday, November 11, 2021, the board read aloud 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.

**5. Consent Agenda**

ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the personnel report for November 1, 2021 was unanimously approved (see attached).

**6. Community Relations Board Update**

Mr. Kiviniemi introduced Collin Jones, RHS student representative to the Transylvania Community Relations Board. They gave an update on the work of the CRB to serve as a liaison between members of the community who are experiencing discrimination, lack of inclusion, and other challenges, and those who have the power or resources to create solutions. Mr. Jones reported that he is happy to be serving on the Community Relations Board.

**7. Proposal to Purchase Property for Workforce Housing**

Amy Fisher, Fisher Realty of Brevard, gave a proposal from a developer interested in building affordable housing for educators and the workforce community. Mr. Jim Yamin, president of Workforce Housing, Inc., would like to purchase approximately 7.7 acres of land owned by the board of education that is located adjacent to N. Country Club Road and Gillespie Circle. With walkable proximity to downtown Brevard and two TCS schools, Mr. Yamin envisions building a desirable 84-unit development with clubhouse, laundry facilities, and other amenities. Eligibility would be based on income.

During discussion, members asked about an independent appraisal of the property; comparables to similar developments; availability school nutrition workers, school bus drivers, teacher assistants, law enforcement, and local government workers, and how income eligibility would be determined. Chairman McCoy instructed board members to send any additional questions to Mrs. Fisher.

**8. Overview of Academic Progress**

Curriculum & Instruction Directors Carrie Norris and Missy Ellenberger gave an update on academic progress for Transylvania County Schools. They reported that as we emerge from the pandemic, the next steps for schools are 1) resolve, 2) relief and resilience, 3) return and reopen, 4) reimagine, and 5) redefine and reinvention. Our schools are at step 4, reimagining where we are at this moment by acknowledging and understanding the data. Mrs. Norris and Mrs. Ellenberger gave an overview of proficiency levels for the last three years and comparisons with the Western region and state averages. The percent of TCS students scoring level 3 or higher on EOCs and EOGs dropped from the 2018-2019 year to 2020-2021. No districts in the state, nor charter schools as a whole, did better in 2021-2021 than in 2018-2019. Statewide, student scores dropped 13 percentage points on average. Students and staff have lost stamina and student maturity has diminished. Mrs. Norris and Mrs. Ellenberger reviewed action steps designed to bring proficiency levels back to pre-pandemic levels.

**9. BHS Bike Path Easement**

Dr. McDaris reported that the City of Brevard is progressing on its bike path proposal along Country Club Road. The path will follow Country Club Road to the soccer lot crosswalk, and plans were presented to continue that path around the front edge of the soccer parking lot, then along Nicholson Creek past the northern end of the 22-acre soccer lot property. After surveying, it was determined that creek setbacks would require too much of the parking lot, and administration requested that a portion of the path be moved. The resulting path will have a minimal impact on parking and will maintain the two-way entry and exit at Country Club. City administration has prepared the necessary documents to provide the easement. These documents have been reviewed by the board attorney and appear to be in order. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. DOMOKUR, the right-of way agreement for the bike bath easement was unanimously approved.

**10. FY22 Budget Update**

We have reached the fifth month of the 2021-2022 fiscal year and there is still no state budget.

**11. Proclamation Recognizing Employee & Student Well-Being**

Dr. McDaris reported that Friday, November 12, 2021 was originally scheduled as a student day. It has been re-designated as a Remote Teacher Workday, and students will not have classes that day. Chairman McCoy introduced a proclamation recognizing November 12<sup>th</sup> as a time for students, teachers and staff to catch their breath, re-focus on health and mental rest, and get re-energized for a successful completion of the fall semester. ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. JACKSON, the proclamation for November 12, 2021 was unanimously approved (see attached).

**12. Superintendent's Update**

Dr. McDaris gave the following update: "Here is a list of terms we often hear in education: Critical thinking, problem solving, creativity, innovation, empathy, teamwork, initiative, self-direction, effective communication, and personal responsibility, among others. As move forward with our strategic planning, we cannot overlook what we want our graduates to look like. When I say look like, I am referring to those attributes we hope are instilled within each student who walks the stage and receives a diploma. It is much more than just academic preparation. That is certainly a critical foundation for success. But what else do we want to see? What are other important considerations? We want and should want more than just proficiency levels on a test. We are educating

the next generation of leaders for our community, state, and nation. I have mentioned several considerations for the board to ponder as we move forward out of the pandemic. A graduate profile describes what our graduates know and can do--the "who they are." It is an important part of the educational process, and a point of increased focus in North Carolina. But rather than wait on the state to suggest what that looks like, I feel it is important for us to identify what we hope to see in our graduates. A state design is the starting point of reference. We have a history of exceeding that. It is something we will begin collecting more input on from all very soon."

**13. Important Dates**

Nov. 11 Veterans Day holiday  
 Nov. 11-12 NCSBA Annual Conference for Board Member Development  
 Nov. 12 Remote Teacher Workday (no students)  
 Nov. 15 REGULAR MEETING, 6:30 p.m., MEC  
 Nov. 18 American Education Week Free Thanksgiving Lunch (staff & retirees)  
 Nov. 24 Annual leave day (no students)  
 Nov. 25-26 Thanksgiving holidays  
 Dec. 6 REGULAR MEETING, 6:30 p.m., MEC  
 Dec. 20 REGULAR MEETING, 6:30 p.m., MEC  
 Dec. 22 Students dismissed at noon  
 Dec 23-Jan 3 Christmas break  
 Jan. 3 NO MEETING (holiday for staff and students)  
 Jan. 4, 5 Teacher workdays  
 Jan. 6 Students return from break  
 Jan. 17 MLK Day (annual leave day, no students)  
 Jan. 18 (Tue) REGULAR MEETING, 6:30 p.m., MEC

**14. Other Items**

MR. JACKSON MADE A MOTION for the board to make masks optional in all schools, effective immediately. Attorney Caudle explained that because the agenda was approved earlier, it would first be necessary to amend the agenda in order for the board to consider the motion. Chairman McCoy asked Mr. Jackson if that was what he wanted to do. MR. JACKSON MADE A SECOND MOTION to amend the agenda in order to consider his first motion. The motion died for lack of a second. Mr. Jackson expressed frustration with the other board members for not supporting his motion.

There was no further business, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. MCCOY, the meeting was adjourned at 8:40 p.m.

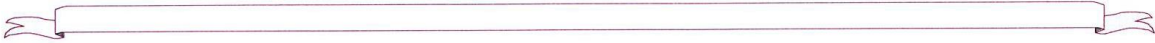
Respectfully submitted,

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Chairman

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Secretary



*American Education Week*

**Proclamation**

**WHEREAS**, public schools are the backbone of our democracy, providing young people with the tools they will need to maintain our nation’s precious values of freedom, civility, and equality; and

**WHEREAS**, by equipping young Americans with both practical skills and broader intellectual abilities, schools give them hope for, and access to, a productive future; and

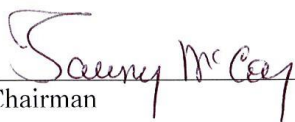
**WHEREAS**, education employees in every role work tirelessly to serve our children and communities with care and professionalism; and

**WHEREAS**, schools are community linchpins, bringing together adults and children, educators and volunteers, business leaders and elected officials in a common enterprise;

**NOW, THEREFORE,**

I, Tawny McCoy, serving as Chairman of the Transylvania County Board of Education, do hereby proclaim November 15-19, 2021 as **AMERICAN EDUCATION WEEK** in Transylvania County.

Signed this 1<sup>st</sup> day of November 2021.

  
Chairman



**PERSONNEL REPORT  
November 1, 2021**

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

Licensed Personnel

Heather Bibbee, Teacher, RHS, effective December 22, 2021  
Kyle Malmin, Teacher, BES, effective December 31, 2021  
Kathleen Sullivan, Speech-Language Pathologist, BES, effective November 19, 2021

Classified Personnel

Nelda Dees, Child Nutrition Worker, BHS, effective January 31, 2022  
Wanda René Gray, Child Nutrition Manager, BHS, effective January 31, 2022

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

Licensed Personnel

Mary Abigail Ammons, School Social Worker, BES & PFES, effective November 8, 2021

Classified Personnel

Rheney Dearstyne, Teacher Assistant, BES, effective November 8, 2021

- 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

Nicole Moman, School Counselor, RES, Family Leave Without Pay (BOE Policy 7510), effective November 1, 2021 through June 2, 2022

Classified Personnel

Jonathan Wilson, Custodian & Bus Driver, BHS, Short-Term Disability effective September 17, 2021 through September 16, 2022

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

Substitute Teachers

Eugene Colleary  
Amy Hutcheson  
Mark Mitchell

Substitute School Nutrition Workers

None

*November 12, 2021*

**Proclamation**

**WHEREAS**, there is a proven connection between rest, mental focus, and overall health; and

**WHEREAS**, mental stress and the anxiety is associated with weakened health and our ability to fight off disease; and

**WHEREAS**, mental and physical health affect every family in America; and

**WHEREAS**, our students and education staff have worked unending through a Pandemic that is affecting our schools, community, nation, and all facets of our lives; and

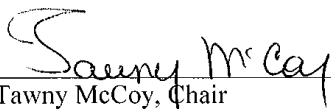
**WHEREAS**, our schools and school community are the center of our communities and a critical leader for educational and economic success and stability; and

**WHEREAS**, good social and emotional health is critical to the well-being of our families, communities, schools, and businesses; and

**WHEREAS**, Friday, November 12, 2021 was originally scheduled as a student day and now will now be a Remote Teacher Workday. Students will not have classes that day; and

**NOW, THEREFORE, BE IT RESOLVED that the Transylvania County Board of Education does hereby recognize** Friday, November 12, 2021 as a time for teachers, staff, and students to catch their breath, pause from the daily challenges confronting many, and regroup socially and emotionally for a re-energized return to school on Monday, November 15 2021 and successful completion of the 2021 Fall Semester.

Declared and supported this 1st day of November 2021 by the Transylvania County Board of Education.

  
Tawny McCoy, Chair

11/1/2021  
Date