

**Minutes  
Transylvania County Board of Education  
November 19, 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
  - C. Non-Faculty Coaches
6. Policy:
  - A. 3000 Series (Part A): Educational Programs
  - B. Policy 6524, "Network Security"
  - C. Policy 4201/7271, "Injury and Loss Prevention"
  - D. Policy 7635, "Return to Work"
  - E. Policy 7335, "Employee Use of Social Media"
  - F. Fall PLS Updates (1)
  - G. 3000 Series (Part B): Educational Programs
  - H. Fall PLS Updates (2)
7. Superintendent's Update
8. Important Dates
9. Public Comment
10. Other Items
11. Closed Session (addition)

The Transylvania County Board of Education met in regular session at 6:30 p.m. on November 19, 2015 at the Morris Education Center. Marty Griffin led in a moment of silence and Betty Scruggs led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. She reported that board members Cindy Petit and Ron Kiviniemi were out of town with their families. In addition to approximately 60 guests, the following people were in attendance:

*BOARD MEMBERS:*

Tawny McCoy, Chair  
Marty Griffin  
Betty Scruggs

*BOARD ATTORNEY:*

Chad Donnahoo

*MEDIA:*

John Lanier, Transylvania Times

*STAFF:*

Dr. Jeff McDaris, Superintendent  
Jenny Hunter, Administrative Assistant  
Jeremy Gibbs, Director, Human Resources  
Audrey Reneau, Director, K-5 Curriculum/Instruction  
Chris Whitlock, Director, Technology Services  
Kevin Smith, School-Community Relations Coordinator  
Joe Russo, TCAE President  
Jennifer Anderson, BHS Principal  
Scott Thomas & Greg Stroup, School Resource Officers

**1. Approval of Agenda**

ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. SCRUGGS, the meeting agenda for November 19, 2015 was revised to switch Items 2 and 3 and add a closed session at the end.

## 2. **Good News Report**

Dr. McDaris reported the following items:

### *RHS 2015 ALUMNI HALL OF FAME*

At the home football game on October 23, five individuals were inducted into the 2015 Rosman High School Alumni Hall of Fame:

Inspirational Experiences:	Ray Aiken (Class of 1953)
Athletic Achievements:	Rex Dillard (Class of 1966)
Career Success:	Mildred Dodson (Class of 1954), <i>deceased</i>
Contributions to RHS:	Laverne Hogsed (Class of 1932), <i>deceased</i>
Public Service:	Joe James Parker (Class of 1961)

Before the game, inductees and their families were treated to a reception/dinner. Individual plaques were presented during the half-time ceremony, and each inductee's name will be recorded on a permanent plaque at the school. The Hall of Fame members will also appear in a two-page spread in the school yearbook.

### *LOCAL STUDENT COMPETES FOR MISS TEEN TITLE*

Bianca Quinn of Rosman was recently selected to participate in the 2015 Miss Teen Pageant competition scheduled for November 15, 2015. If Bianca wins the title of Miss Teen, she would go on to represent Asheville and the surrounding communities at the National Competition in Orlando, Florida.

### *SENIOR SERVICE DAY*

Eighty-two seniors from Rosman High School contributed over 500 hours of labor working on projects within the community during Senior Service Day on September 23. Students sorted donated clothes and hauled trash at the Tiger Town Thrift Store and the Sharing House, performed grounds maintenance at Rosman Elementary School, and prepared food for more than 180 people at the Bread of Life. Back on campus, students pressure washed, pulled weeds, painted, collected trash, and refreshed the painted tiger paws at the RHS stadium and new gym. A group also worked with Headwaters Outfitters to clean up trash from the French Broad River. Ten students and two adults collected two truckloads of tires, metal, and miscellaneous debris from the area between the Rosman water treatment plant and Hannah Ford Road. Staff members from RHS supported the endeavor by giving up their planning periods to help supervise students and pitch in to work.

### *RHS Band Takes Honors*

The Rosman High School Marching Band finished in 2<sup>nd</sup> place overall at the recent Science Hill Invitational Band Competition. Chelsey Montgomery is the director of bands at Rosman Middle and Rosman High.

### *AMERICAN EDUCATION WEEK*

American Education Week, November 16-20, 2015, is a time to celebrate public education and honor the individuals who are making a difference in ensuring that every child receives a quality education. This year's theme is "*Great Public Schools: A Basic Right and Our Responsibility.*" As part of the celebration, all current and retired school system employees are invited each year to have Thanksgiving lunch as guests of the board on a designated day in November. This year's Thanksgiving lunch was held on Thursday, November 12. ON A MOTION BY MRS. SCRUGGS, SECONDED BY MR. GRIFFIN, the board adopted a proclamation designating the

week of November 16-20, 2015 as American Education Week in Transylvania County (see attached).

#### *AG IN THE CLASSROOM*

Agriculture is one of North Carolina's biggest industries, yet many young people do not know much about where our food comes from. American agriculture provides the most affordable, safe, and abundant food supply the world has to offer. The non-profit Farm Bureau Federation is the "voice of agriculture" and advocates for agriculture education across the nation. They want to help make young people aware that agriculture is more than just farming—it is high tech, and the new plant/science project at NC State will offer a number of agriculture jobs to young people who train in that field. For the past several years, the Transylvania County Farm Bureau has helped spread the word by donating agriculture kits and books to each of our elementary schools. Farm Bureau President Jackie Whitmire would like teachers to know that Farm Bureau also offers an Ag in the Classroom program and instructor who will present free of charge. Also, teachers who are interested in teaching some agriculture in the classroom are eligible for \$500 grants. Last year, 5-6 grants were awarded to teachers in Jackson County. For more information on Ag in the Classroom, contact Director Michelle Reedy at [michelle.reedy@ncfb.org](mailto:michelle.reedy@ncfb.org) or (919) 782-1705.

#### *VETERANS DAY CELEBRATIONS*

On November 10, Brevard High School and Rosman High School held assemblies in celebration of Veterans Day and the 240<sup>th</sup> Anniversary of the U.S. Marine Corps. The JROTC cadets led impressive programs at each school. Students, parents, staff and community members were on hand to recognize the patriotism and sacrifice of the brave men and women who have selflessly defended our nation and its freedoms.

#### *CROSS COUNTRY STATE CHAMPS*

Congratulations to the Brevard High School Women's Cross Country team, winners of the State 2A Championship in Kernersville earlier this month. Eliza Witherspoon led the Blue Devils with an All-State, 10<sup>th</sup> place finish, followed by Ava Findley in 11<sup>th</sup> place, Julie Smith in 26<sup>th</sup> overall, Alydia Monahan in 29<sup>th</sup>, and Lillie Siniard in 33<sup>rd</sup>. Sara Rain Tree and Anna Schrader also competed, and Emma Dauster served as alternate. A half-mile into the race, the entire team was behind 60<sup>th</sup> place. Then by the two-mile mark, the top five scorers had moved up into the top 35, ultimately leading to a winning team score of 77. Eliza Witherspoon also earned the 2A Sportsmanship Award. At the same meet, Noah Graham of the Men's team narrowly missed the first place finish, coming in a mere half-second behind the runner from NC School of Science and Mathematics. Coaches Philp Latter and Jackie Witherspoon are very proud of their runners, who brought the championship trophy back to Brevard for the first time in 14 years.

#### *RHS FFA FORESTRY TEAM*

As reported at a previous board meeting, Rosman High School's forestry team won the Western Regional FFA Forestry Competition. The contest requires students to identify standing trees, measure standing timber, and calculate board footage of lumber and cords of harvestable pulpwood using only a Biltmore stick. Students are also asked to identify forestry tools and equipment. The team will be competing at the state contest in Raleigh this summer. Sponsor Heather McNeely and senior team members Luke Owen, Jeremiah Hooper, Daniel Owen, and Cray McCall were on hand to shake hands with the board.

*BHS MARCHING BAND AWARDS*

The Brevard High School Marching Band has had a great season, taking some top spots among 3A and 4A bands at tournaments. At the East Lincoln Carolina Classic Band Competition, the BHS Marching Band earned First Place Drum Line, Second Place Color Guard, First Place Music, First Place Overall Effect, and First Place Band in Class 3A. At Appalachian State University, the band placed second out of nine bands in Classes 3A and 4A. At the North Henderson Knight Tournament of Bands, the Blue Devils earned First Place Music, First Place Visual, Second Place Color Guard, Second Place Band in Class 3A, and the Fans Choice Award. Congratulations to these dedicated and talented student musicians and their teachers, parents and supporters. Band Director Jim Leatherwood and band members Liam Schaefer, Dustin Newton, Jacob Shea, Kyle Tinsley, Alex Fulkrod, Clint Herron, Noah Schoenacher, and Matthew Welsh were recognized by the board.

*PFES STUDENTS IN NC HONORS CHORUS*

Three students from Pisgah Forest Elementary School were selected to participate in the 2015 North Carolina Elementary Honors Chorus. Out of 149 students, Pisgah Forest was proud to send fifth graders Layla Neal, Emma Patrie, and Emily Stamey. This was Emma Patrie's second year in a row to be selected for the honors chorus. The event was held November 7-8 in Winston-Salem, and each of the 149 performers in grades 4-6 were charged with mastering and memorizing seven songs including spirituals and selections in English, Latin, German and Greek. Thank you to the students and their parents for their hard work and dedication to achieve this honor. Caroline Smith, music teacher at Pisgah Forest, and Emma Patrie were in attendance and recognized by the board.

*BMS CROSS COUNTRY*

Coach Heidi Spradlin and members of the Brevard Middle School Girls' Cross Country Team were recognized by the board for their award winning season as conference champs. Congratulations go to Madeline Dierauf, Tristan Berry, Emma Berry, Cassidee Cali, Clare Kennerly, Sommer Gadella, Mallory Reed, and Anna Long for a great season.

Dr. McDaris welcomed Brevard High School student representative, John Harris, to the meeting. He also thanked School Resource Officers Scott Thomas and Greg Stroup for attending, and recognized the student artwork that was on display in the board room.

### 3. Public Comment

Chairman McCoy addressed a large assembly of parents, students and community members who had concerns about recent incidents of racial intimidation at Brevard High School. She reviewed the rules for public comment, and the board heard from the following speakers:

**Terrell Norman** asked what plans the board has to stop incidents of racism at school.

**Tommy Kilgore**, president of the Transylvania County NAACP, stated that incidents of racial intimidation, bullying, and bias toward black students on campus must be addressed. He feels that the school administration is making some effort to resolve these issues. He asked whether the board has guidelines, policies and procedures in place to deal with these types of situations, and if not, what would be done to elevate the student code of conduct.

**Madison Jones** stated that as a student of color at BHS, she feels that the racial intimidation at school could have been prevented. She stated that incidents of intimidation have been reported many times, but nothing has ever been done because there was no proof. She feels that she should not have to trade her self-respect and dignity for personal safety, saying that she cannot learn if she has to live in fear. Ms. Jones reported that as a black person, when she acts on her emotions or gets loud, her passion is labeled as ignorance, stereotyped as “ghetto,” or categorized as rage. She reported that black students are exhausted from dealing with these issues and tired of not having a safe place. She stated that the students who come to school to intimidate others are treated by a different standard—when they get mad or feel intimidated they have the administration to fall back on. She stated that recent incidents have been downplayed by some as being a fight over a girl, but that is not the whole picture. She stated that black students have to deal with dehumanizing name-calling and being spit upon in the halls. She stated that students are done with letting it happen and urged everyone to pull together to find a solution.

**Cindy Benjamin**, parent, reported that as former program director at Rise and Shine, she has worked with a lot of high school kids who feel the same way as Madison. She urged everyone to come together to find a solution before the situation gets any worse. She stated that she is making her kids go to school tomorrow and urged other parents to do the same.

**Ernest Williams**, parent, stated that his son would not be going to school tomorrow. He stated that he had not served his country in the armed forces only to have his son be faced with the things he and others are having to deal with. He wants to know what policies are in place to stop what is happening at BHS.

Chairman McCoy thanked the speakers for their comments and reported that the board expects the administration to address the matter and find a resolution.

**4. Former Students in the Military**

In honor of Veteran’s Day, 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. There were no new names on the list.

**5. Consent Agenda**

ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. MCCOY, the minutes of the October 19 and November 9, 2015 meetings; the personnel report for November 19, 2015 (attached); and the following non-faculty coaches for winter sports 2015-2016 were unanimously approved.

Johnathon Owen, BHS Men’s Varsity Basketball  
 Chad Owenby, BHS Women’s Basketball  
 David McNeil, BHS Women’s Basketball  
 Hannah Sexton, BHS Basketball Statistician  
 Christy Cabe, BHS Basketball Statistician  
 Katherine Reinhart, BHS Cheerleading  
 Philip Latter, BHS Indoor Track  
 Tom Smith, BHS Indoor Track  
 Joe Ellenberger, BHS Wrestling

Jimmy Jones, BHS Weight Certification  
 Cain Landreth, BMS Boys' Basketball  
 Chad Laney, BMS Wrestling  
 Lester Fox, RHS Men's Varsity Basketball  
 Christopher Johnson, RHS Men's JV Basketball

## 6. Policy

At the October meeting, the board received 20 new policies from the 3000 series, "Educational Programs," as first-read information and 20 old policies recommended for rescission. Jeremy Gibbs reported that two policies, 3000 and 3210, had been revised since the first read.

- Mrs. Scruggs noted that policy 3300, School Calendar and Time for Learning, addresses creative use of time and commended RMS for its inventive scheduling designed minimize the amount of instructional time lost by the students who have to leave early for away games or other events.
- Chairman McCoy stated that this group of policies references school improvement plans (SIPs) and asked about any changes to the process. Mr. Gibbs reported that all nine schools are in year two of the current two-year plans, with midpoint progress reports to be presented in January. He reported that the board would be seeing new changes to the SIP process with the next cycle of plans coming this fall.
- Mr. Gibbs pointed out that many of the new policies remove administrative rules and regulations from the policy process. He reported that NCSBA has a model for administrative regulations, and the board will be seeing these models as the conversion process continues.

ON A MOTION BY MRS. SCRUGGS, SECONDED BY MR. GRIFFIN, the board unanimously adopted the new 3000-series policies as presented and rescinded the old policies listed below:

ADOPTED		RESCINDED	
3000	Goals and Objectives of the Educational Program	AD	Educational Philosophy/Purpose
3100	Curriculum Development		
3101	Dual Enrollment	LEC; LEC-R; LEC-E1; LEC-E2	Dual Enrollment in High Schools and Community Colleges/ Technical Institutes
3102	Online Instruction		
3110	Innovation in Curriculum and Instruction		
3115	Curriculum and Instructional Guides		
3120	Lesson Planning		
3130	Grouping for Instruction		
3135	Homework	IKB	Homework
3140	Evaluation of Instructional Programs		
3200	Selection of Instructional Materials	IIAC; IIAC-R; IIAC-E	Selection and Adoption of Media and

			Technology Resources; Citizens Request for Reconsideration of Instructional Materials
3210	Parental Inspection of and Objection to Instructional Materials		
3220	Technology in the Educational Program		
3225/4312/7320	Technology Responsible Use	IIBG	Technology Acceptable Use
3226/4205	Internet Safety		
3227/7322	Web Page Development	IIBF	Web Page Development
3230/7330	Copyright Compliance	IIAB	Copyright Compliance
3300	School Calendar and Time for Learning	IC; ICA; ID	School Year; School Calendar; School Day
3320	School Trips	IIC; IICA; IICA-R; IICA-E	Field Trip Approval and Cancellation; Field Trips and Excursions; Request for Approval of School Sponsored Trip
3330	Moment of Silence	IND	School Ceremonies and Observances (Moment of Silence)

Per federal regulatory requirements, the board provided an opportunity for public comment on policy 3226/4205, Internet Safety. There was none.

At the October meeting, Mr. Gibbs presented four policies from the 6000 and 7000 series as first-read information and recommended one old policy for rescission. Regarding policy 7335, Employee Use of Social Media, Mrs. Scruggs asked whether teachers could use “Go Fund Me”-type fundraisers for classroom projects. Dr. McDaris stated that the first step for any classroom fundraiser should be to get approval from the principal. Mr. Gibbs explained that there are administrative approval procedures in place for fundraisers, and that virtual fundraisers such as “Go Fund Me” are subject to the same approval process as all other types. There was no further discussion, and ON A MOTION BY MRS. SCRUGGS, SECONDED BY MRS. MCCOY, the board unanimously approved policies 6524, Network Security; 4201/7271, Injury and Loss Prevention; 7635, Return to Work; and 7335, Employee Use of Social Media as presented and rescinded old policy IIBGA, Network Security.

At the October meeting, Mr. Gibbs presented one new policy and seven revised policies from the Fall 2015 PLS Updates as first-read information. He reported there were no changes since that time. Regarding policy 1710/4021/7230, Prohibition Against Discrimination, Harassment and Bullying, Mrs. Scruggs asked how violations of this policy are handled. Dr. McDaris reported that student discipline actions are assigned according to policy; however, student information is subject to privacy laws and is restricted from release to the public. In the case of special needs students, there are additional federal restrictions on what types of discipline can be imposed. If a juvenile’s conduct becomes a matter for the courts, another set of privacy rules applies. Mr. Gibbs explained that the student code of conduct contains four levels of infractions, which are set by state statute. Mrs. Scruggs requested that the curriculum directors give an update

on staff training and programs designed to address negative student behavior at the December or January meeting. There was no further discussion, and ON A MOTION BY MR. GRIFFING, SECONDED BY MRS. SCRUGGS, the eight policies listed below were unanimously approved as presented.

ADOPTED	
1310/4002	Parental Involvement
1320/3560	Title I Parent Involvement
1710/4021/7230	Prohibition Against Discrimination, Harassment and Bullying
1742/5060	Responding to Complaints
2302	Remote Participation in Board Meetings
4040/7310	Staff-Student Relations
4110	Immunization and Health Requirements for School Admission
7950	Non-Career Status Teachers: Nonrenewal

Mr. Gibbs presented 19 new policies from the 3000 Series (Part B), "Educational Programs," as first-read information and recommended 16 old policies for rescission. In order to have time to gather stakeholder feedback, he recommended deferring action on this group of policies until January. The board had no objections. Regarding policy 3640/5130, Student Voter Registration, Mr. Griffin asked if there is anything in place for the spring 2016 registration. Dr. McDaris reported that the school system works with the Board of Elections every year to register student voters, and this year would be no different. ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. SCRUGGS, the 19 new policies and 16 old policies listed below were unanimously accepted as first-read information.

3000 Series (Part B): Educational Programs			
New Policies (first read; adoption in January)		Old Policies (first read; rescission in January)	
3400	Evaluation of Student Progress	IKA	Grading System
3405	Students at Risk of Academic Failure		
3410	Testing and Assessment Program	ILA	Competency Testing
3420	Student Promotion and Accountability	IK; IK-R; IKE	Student Accountability for Academic Achievement; Promotion of Students
3430	School Improvement Plan		
3431	Conflict Resolution		
3440	Recognizing Excellence		
3450	Class Rankings		
3460	Graduation Requirements	IKF	Graduation Requirements
3470/4305	Alternative Learning Programs/Schools	JQ	Alternative Learning Programs/Schools
3510	Religious-Based Exemptions from School Programs		
3515	Religion in the Schools		
3520	Special Education Programs/Rights of Students		



	with Disabilities		
3530	Citizenship and Character Education		
3540	Comprehensive Health Education Program	IGAE; IGB; IGB-R	Health Education; Health and Safety Education Program
3580	Driver Education Program	IGAJ; IGAJ-R; IGAJ-E2	Driver's Education and License Eligibility
3610	Counseling Program	JH	Safe Surrender of a Newborn Baby
3620	Extracurricular Activities and Student Organizations	IGD; IGDA	Student Activities; Student Organizations
3640/5130	Student Voter Registration		

Mrs. Scruggs asked whether new changes to student accountability had gone into effect this year. Mr. Gibbs gave a reminder that policy IK was previously waived by the board due to ongoing revisions to testing and accountability standards by the state. Mrs. Scruggs expressed concern that expectations be clearly communicated to parents and students. Dr. McDaris reported that it is critical for school systems to receive timely and accurate from DPI, and that unfortunately does not always occur.

Mr. Gibbs presented 11 policies that have been revised in a second round of PLS updates as first-read information. These policies will be presented for approval at the December meeting. There was no discussion, and ON A MOTION BY MRS. SCRUGGS, SECONDED BY MR. GRIFFIN, the following policies were unanimously accepted as first-read information:

Policies to Lead the Schools (PLS) Updates - Part 2: Fall 2015	
1010	Board Authority and Duties
1100	Governing Principles
1510/4200/7270	School Safety
1720/4015/7225	Discrimination, Harassment, and Bullying Complaint Procedure
2120	Code of Ethics for School Board Members
2121	Board Member Conflict of Interest
2123	Board Member Opportunities for Development
2300	Board Meetings
2320	Compliance with the Open Meetings Law
2341	Quorum
2400	Board Policies

## 7. Superintendent's Update

Dr. McDaris reported the following items:

- Work continues in planning for virtual days. Brevard Middle School recently ran a pilot that revealed strengths and areas for improvement. Local options for feeding children in food-insecure situations are being developed, and the administration is looking at ways to insure that teacher assistants do not lose pay on virtual days. The first missed day will probably be a Saturday makeup.

- A committee is being formed to design the T. C. Henderson Elementary magnet school program for next year. All elementary principals will serve on the committee. Surveys are being designed for parent and community meetings.
- Budget discussions for FY17 will begin soon with discussions between the superintendent and county manager and 2-on-2 meetings between board members and commissioners. Infrastructure and long-range funding will be major topics for discussion.
- North Carolina High School Athletic Association (NCHSAA) realignment classifications are available and suggested conference affiliations are due soon. The administration would like to see BHS and RHS stay in pure 2A and 1A models respectively.
- Child Nutrition auditors wrapped up their visit today. Their final report contains many commendations, some recommendations and a few requirements.
- Several accolades and letters of appreciation for the JROTC program have been received from the community. Student cadets report they are excited about the program, and some have shared how JROTC has positively changed school for them.
- At the western region superintendents meeting last week, several productive changes were reported. Re-testing and remediation are back on the table for consideration. DPI is working with LEAs to address the Work Keys issue. Highly Qualified teacher data is incorrect, and there is hope for a change allowance.
- In legislative news, the ESEA reauthorization may finally be happening. This could hold positive ramifications for an improved situation for TCS. It will be critical for DPI, the State Board of Education, and NC General Assembly to work for us and not against us.
- There was a school bus accident on Highway 215 recently. The Department of Transportation needs to address ongoing safety issues on this road. In other transportation news, the new extended stop arms are working well.
- Some elected officials are still opposed to funding teacher assistant positions. Senator Phil Berger recently made a comment comparing teacher assistants to manual typewriters.
- A special called meeting may be scheduled on December 1, 2015 for board members to have lunch with students and staff at Rosman Elementary School.

## 8. Important Dates

Nov. 25	Annual leave day
Nov. 26-27	Thanksgiving holidays
Dec. 21	REGULAR MEETING, 6:30 p.m., MEC
Dec. 21-Jan. 1	Christmas break
Jan. 11-14	TCS Science Fair
Jan. 15	End of first semester
Jan. 18-19	Teacher workdays

Jan. 19\*           REGULAR MEETING, 6:30 p.m., MEC

\*In recognition of the MLK holiday on Monday, January 18, the regular business meeting for January will be held on Tuesday, January 19.

Dr. McDaris reported that next month's business meeting is scheduled for December 21, 2015. Because December 21 and 22 are designated as annual leave days (and the start of the Christmas break), it is likely that many employees will not be working on those days. Therefore, he recommended that the December 21 meeting be rescheduled to December 14. Board members had no objections, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. MCCOY, the board voted unanimously to move the December meeting from December 21 to December 14, 2015.

**9. Public Comment**

A second opportunity for public comment was provided. Four additional speakers expressed concerns:

**Lucy Eddins**, BHS student, stated that this is not how she imagined high school would be. She stated that she knows administrators have students' best interests at heart, but she does not feel that the actions taken this week reflect that. She stated that reorganizing the lunch period does nothing. She stated that no student at BHS feels safe right now and she does not understand what everyone is waiting for. She asked why the students making threats are not being plucked out of school and taken to prison. She feels that the situation at BHS is an extreme one and is not being treated as such.

**Shelia Norman**, parent and former school board member, reported that families in the community want answers and action. She stated that she understands the board's hands are tied regarding confidentiality of student information and suggested that an informal community meeting would be a good way to answer parents' questions and help allay fears. She stated that three men with masks and knives were recently arrested in the black community, and students have reported getting death threats at school. She urged the board to take action and get the instigators out of school before something more serious happens. She would like to see the local NAACP, community members, law enforcement, administrators, and the school board work together as a team to say this will not happen in Brevard. She pleaded with the board to address the matter sooner rather than later and urged immediate and aggressive action to make schools safe again.

**Lisa Monahan**, parent, stated that her family was excited to enroll their girls in public school as they always emphasized the importance of education. She stated that every day when she drops her girls off she tells them, "Don't let the arrows get you." She stated that she does not want to wonder whether she will see them again at the end of the day. She stated that it is the board's responsibility to care for students and make sure they receive an education without fear. She referenced the many bad things that have been reported in the national news lately and prays that our community will not be another example. She stated that she is afraid for her daughter to go to school tomorrow.

**Kai Eddins**, parent, reported that she has debated all day on whether to send her daughter to school tomorrow. She reported receiving an email from school administrators stating that measures were being taken; however, she wants to know what those measures are exactly. She has heard that kids are making threats online and bringing knives, nails, and other items to school. She urged the board to tell parents specifically what is being done. She stated that she does not want her daughter's education to suffer from her decision to keep her at home.

**10. Other Items**

Chairman McCoy stated that she has no objection to having the presentation on student discipline and behavior in December rather than January. Mr. Griffin and Mrs. Scruggs agreed. Dr. McDaris stated that he understands parents' frustrations and asked everyone to keep in mind that student information is protected by law and cannot be revealed. Chairman McCoy assured the assembly that the board is listening and taking this matter seriously.

Chairman McCoy invited student representative John Harris to share any thoughts with the board. Mr. Harris had no comments or concerns.

Chairman McCoy reported that Transylvania County Schools Educational Foundation (TCSEF) Chair, Page Lemel, has requested that the Board of Education appoint one of its members as a designee to the TCSEF Board of Directors. Marty Griffin was appointed as the board's designee.

**11. Closed Session**

ON A MOTION BY MRS. MCCOY, SECONDED BY MR. GRIFFIN, the board went into closed session at 8:40 p.m. to discuss an improper equipment lawsuit with the board attorney and whether the board wants to pursue, pursuant to 143-318.11(a)(3) attorney-client privilege. Present in the closed session were Mrs. McCoy, Mr. Griffin, Mrs. Scruggs, Dr. McDaris, and Attorney Donnahoo. ON A MOTION BY MRS. SCRUGGS, SECONDED BY MR. GRIFFIN, the board reconvened in open session at 9:34 p.m. ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. SCRUGGS, the board voted unanimously to authorize the Transylvania County Board of Education to join with other North Carolina boards of education and, in light of the North Carolina Court of Appeals' decision in *Richmond County v. Cowell*, file a lawsuit against the State of North Carolina for collection of proceeds from improper equipment fines levied in Transylvania County, North Carolina.

There was no further business, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. SCRUGGS, the meeting was adjourned at 9:35 p.m.

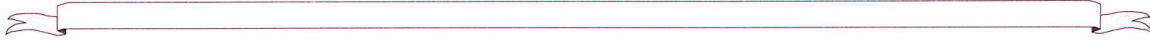
Respectfully submitted,

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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

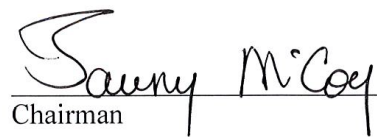
**WHEREAS**, education employees in every role work tirelessly to serve our children and communities with care and professionalism; and

**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 16-20, 2015 as **AMERICAN EDUCATION WEEK** in Transylvania County.

Signed this 19<sup>th</sup> day of November 2015.

  
Chairman



**PERSONNEL REPORT  
November 19, 2015**

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

Licensed Personnel

Catherine Addler, Teacher, BES, effective January 19, 2016  
Marilyn Bliss, Part-Time Reading Specialist, BES, effective October 29, 2015  
Michelle Edwards, Teacher, BMS, effective November 24, 2015  
Charisse Goins, Speech-Language Pathologist, PFES, effective November 30, 2015  
Christopher Willey, Teacher, TCHES, effective November 9, 2015

Classified Personnel

Patricia Paxton, Data Manager, BHS, effective November 13, 2015

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

Licensed Personnel

Marilyn Bliss, Part-Time Reading Specialist, BES, effective October 28, 2015  
Sara Cannon, Teacher, PFES, effective January 4, 2016  
Samuel Cathey, Temporary Teacher, TCHES, effective November 10, 2015 through December 18, 2015  
Laura Cowlshaw, Teacher, BES, effective December 1, 2015  
Lynn Turner, Teacher, BMS, effective January 4, 2016

Classified Personnel

Lori Vaughan, Bus Driver, TCS, effective October 28, 2015  
Carlie Whitman, Part-Time Teacher Assistant, RES, effective November 9, 2015 through June 10, 2016

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

Licensed Personnel

Judith Kristie Blankenship, Teacher Assistant, TCHES, to Speech-Language Pathologist; PFES, effective December 7, 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

Elizabeth Burney  
Emily Copeland

Kelly Cowell  
Rachel Rader  
Sandra Thompson  
Debra Vigliano

Substitute Child Nutrition Workers  
None