

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

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. Request to Approve International School Trip
7. Instructional Update
8. Update on Sale of Surplus Property
9. TCS Compensation Study
10. Local Teacher Salary Supplement
11. BHS Baseball & Softball Restrooms/Concession Stand
12. Assignment of Fund Balance
13. Non-Faculty Coaches
14. Superintendent's Update
15. Important Dates
16. Public Comment
17. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on November 21, 2013 at the Morris Education Center. Members Tawny McCoy, Chair; Ron Kiviniemi and Mike Rogers were in attendance (Mrs. Petit joined the meeting in progress). Also present were Dr. Jeff McDaris, Superintendent; Jenny Hunter, Administrative Assistant; Dr. Scott Elliott, Assistant Superintendent; Jeremy Gibbs, Director of Human Resources; Norris Barger, Director of Business Services; Audrey Reneau, Director of K-8 Curriculum & Instruction; School Resource Officer Mark Ellenberger; Jeremiah Reed, *Transylvania Times*; Nancy Tanker, *Hendersonville Times-News*; and approximately 65 teachers and other guests. Mr. Kiviniemi led in a moment of silence and Mr. Rogers led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. She reported that Mrs. Fox was out of town with family and that Mrs. Petit would be late due to a conflict.

1. **Approval of Agenda**
ON A MOTION BY MRS. MCCOY, SECONDED BY MR. KIVINIEMI, the meeting agenda for November 21, 2013 was amended to place Item No. 8, "Update on Sale of Surplus Property," after Item No. 10, "Local Teacher Salary Supplement" in order for Mrs. Petit to be present for these items.
2. **Public Comment**
Meredith Licht, TCAE President, spoke on behalf of elementary school teachers who have concerns about the implementation of extended learning opportunities (ELOs) to get students, especially third graders, on reading level. She stated that all educators want students reading on grade level, and the schools' report cards for 2011-2012 show there is work to be done in this area. While teachers are dedicated to providing the best reading instruction they can, they feel it is important not to overlook the whole child and

the totality of students' education for one subject. Their biggest concern is the way in which they feel the after-school ELOs have been dictated:

- First, teachers were under the impression that the Excellent Schools Act *requires* extended learning activities. In fact, ELOs are one of many options for targeting reading interventions. Teachers feel it should be incumbent upon curriculum leaders to first demonstrate that after-school ELOs are a research-based best practice before pursuing this option as a district.
- Second, teachers were told *how* to implement the ELOs. Teachers feel they should have been the first people asked to help create solutions instead of being given a mandate by school leaders. Such a dictate increases an already heavy burden on elementary teachers and contributes to declining morale, which many feel is at an all-time low.
- Third, teachers are concerned that the increased focus on reading will impact student learning by causing teachers to sacrifice instruction in other areas such as math and science--which are also tested. Teachers' schedules are already largely dictated and do not allow much flexibility. They want to have the ability to make instructional choices based on their decisions as professionals and feel they deserve that trust and latitude.

Mrs. Licht urged the Board and administration to stop the implementation of ELOs until significant dialogue can be had with teachers about the best way to address reading proficiency. Teachers feel this is an issue that should be addressed with school improvement teams with teachers taking the lead, not as a top-down management decision. She reported that she had received several thoughtful suggestions from teachers already and believes that each school will find several workable solutions to address reading proficiency for students.

Deanna Campbell, BES teacher, discussed the impact the decision to implement ELOs has had on elementary teachers. She stated that teachers have been made to feel powerless by the state already. They were told that reading scores would be used to establish a baseline. The administration decided, without consulting teachers, that teachers would do tutoring two hours a week (25 minutes per day). They were told it was state law. This was a demoralizing decision, resulting in many tears, sleepless nights, and feelings of being beaten down and worthless. Many teachers already work after hours and on weekends just to keep up with regular instruction. More work will have to be taken home. Teachers are asking, if third graders have to be constantly assessed, when will they teach? Teachers want to be consulted as part of a team and have input. Mrs. Campbell shared a list of alternative strategies that teachers have developed such as using reading specialists for intensive interventions, having one hour of computer lab time per week for work with small groups, focusing on reading mastery just for those who need it, using recess time to work with small groups, revisiting duty schedules across grade levels, pulling students out of spelling time, and using volunteer tutors. She feels that by working together, the district can find better solutions that will allow children to be children and teachers to be with their own families.

Laura Raintree, parent, reported concerns about the Brevard Middle School PTO. She stated that the PTO had raised money in order to provide gift cards for BMS teachers to purchase classroom supplies and to purchase an electronic sign for the school. She stated that the PTO members' vote was vetoed by the administration and that \$8,000

was appropriated from the PTO budget for another project. She reported that the PTO president and several board members have resigned. Mrs. Raintree feels that the transfer of funds was a breach of trust and requested that the Board look into the matter.

Talomey Vaughn, parent, stated that she would defer her comments until the end of the meeting.

Chairman McCoy stated that although the public comment portions of meetings typically do not include a response from board members, she assured the assembly that the Board is listening to their concerns. She asked Dr. McDaris to follow up on the issues raised and to report back to the Board.

3. **Good News Report**

Dr. McDaris reported the following items:

AMERICAN EDUCATION WEEK

American Education Week, November 18-22, 2013, 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. In Transylvania County, all current and retired school system employees had an opportunity to enjoy Thanksgiving lunch as guests of the Board of Education on Thursday, November 14 in the school cafeterias. Members of the Transylvania County Retired School Personnel (TCRSP) met for their annual fall meeting on November 21 at Pisgah Forest Elementary School. Chairman McCoy read a proclamation designating November 18-22, 2013 as American Education Week in Transylvania County. ON A MOTION BY MR. ROGERS, SECONDED BY MR. KIVINIEMI, the proclamation was approved (see attached).

SCHOOLS HONOR VETERANS DAY

A number of activities took place this month in recognition of Veterans Day. Students in Jennifer Bolt's class at BMS visited the war memorial at the Transylvanian County Courthouse and went to the American Legion to see the memorial for POWs and MIAs. Students in Elaine Goar's class at RES visited the veterans' memorial outside the Rosman Town Hall and placed rocks they had painted around the garden. They will also write letters to veterans during the holiday season. The Wolf Scouts of Cub Scout Pack 703 performed a flag ceremony at Brevard Elementary School and led the Pledge of Allegiance and moment of silence on the BES morning news show, *The Morning Buzz*. An English class from Brevard High School visited the VA Medical Center in Asheville. Their essay, "A Day with Our Veterans," gives a moving account of the students' reactions to the visit and what they learned.

TCS CELEBRATES RED RIBBON WEEK

Transylvania County Schools took a stand against drugs during National Red Ribbon Week on October 23-31, 2013. The theme for Red Ribbon Week was "A Healthy Me is Drug Free." Students took a pledge to stay drug free and to encourage their peers to live drug free. Teachers and staff took a pledge to talk to students about the dangers of drug abuse. School Resource Officers at each school led the charge through activities such as door decorating contests, posters, videos, red ribbons on vehicles, dress-up days, and pie contests.

BMS CHORUS HONORED

The Brevard Middle School Chorus had the honor of being the only chorus in the state to be invited to perform at this year's North Carolina Music Educators Association Conference that was held November 9-12, 2013 in Winston-Salem. The students

performed 11 songs representing a variety of styles and genres. Under the leadership of Choral Director Rivers Smith, the BMS chorus program has grown from 22 members in 2009 to over just 145 members today. They perform at various events throughout the year and consistently receive superior ratings at the festivals and events they attend.

HONORS CHORUS

Another component of the North Carolina Music Educators Association Conference is the Honors Ensemble. Students from elementary, middle and high schools from across the state audition for a spot in these prestigious choruses. This year, all three Brevard area schools had students chosen for the Honors Choruses. They were Anna Long from Brevard Elementary School; Iris Deyman, Sabra Freeman, Claire Griffin, Meredith Hooper, Matthew Sharpsteen, and Emily Sheffield from Brevard Middle School; and Tyler LaRowe, Madeline Lefler, Karven Morgan, John Smith, Kristy Stodola, and Brandon Zerressen from Brevard High School. The Honors Chorus performed under the direction of guest conductor Stephen Roddy, founder of the Houston Children's Choir.

RHS STUDENTS EXPLORE REAL WORLD THEMES OF THE "HUNGER GAMES" TRILOGY

In October, students in Rosman High School's Occupational Course of Study social studies class dug into the Suzanne Collins novel, *Catching Fire*, to explore themes of government power, class structure, and what it means to have rights and responsibilities as a citizen of a nation. Under the leadership of teacher Alana Marshall and in collaboration with media specialist Sarah Justice, the students used their Chromebooks and other media devices to research real-world topics such as post-traumatic stress disorder, child warfare, gladiators, rebellions, and dystopian literature. Afterwards, they compared what they learned with the fictional world that is depicted in the *Hunger Games* books.

BMS STUDENTS TEST FOR LOCAL WATER QUALITY

As part of a unit on Earth's freshwater resources, students in Laura Elliott's eighth grade science classes tested the water quality of the BMS creek, a tributary of the French Broad River. Using the school's Vernier LabQuest computers and temperature probes as well as advanced testing probes borrowed from Brevard High School, they collected data on turbidity, pH levels, and dissolved oxygen. Based on the results, they concluded that the BMS creek water quality rates "fair to good." In the spring they will retest the water for aquatic macro-invertebrates whose presence or absence can help determine water quality. Mrs. Elliot and her students would like to thank BHS for loaning their testing probes and Mr. Kolb for allowing access to the creek on the Deerlake Village property.

RHS BLOOD DRIVE

In early November, Rosman High School hosted a blood drive for the American Red Cross. They had 75 donors and 26 first-time donors. Sixty productive units of blood were collected and five people donated double red cells.

TCH STUDENTS LEARN ABOUT NASA AND EXPLORE PARI

In November, students in Fran Hughes' class at T. C. Henderson Elementary School heard a presentation by Mr. Larry Kruse, a 40-year veteran of NASA—Mr. Kruse was with NASA when man first walked on the moon. He shared pictures and models of space craft and satellites and gave each student their own NASA keepsake badge. The following day, Mr. Kruse traveled with the class to the Pisgah Astronomical Research Institute (PARI), where students toured the facility and grounds and

enjoyed programs such as the StarLab Planetarium and Space Science Lab. PARI is a not-for-profit foundation dedicated to providing hands-on educational and research opportunities for users in science, technology, engineering and math (STEM) disciplines.

BHS NATIONAL HONOR SOCIETY FALL SERVICE PROJECT

On November 6, members of the Brevard High School National Honor Society performed their fall service project, "School Sweep." Students picked up trash on campus, washed windows, swept the gym and bleachers, and cleaned locker rooms. The members who were unable to participate on November 6 volunteered at the Brevard Halloween Festival where they helped staff the information booth. The NHS will perform another service project in the spring.

BES VISITS RESIDENTS AT KINGSBRIDGE

Ms. Speckman's class at Brevard Elementary School recently walked to the Kingsbridge House to visit and share their collection of decorated pumpkins with the residents. There were smiles on the faces of everyone involved from ages 5 to 95.

ROSMAN HIGH INDUCTS FIVE INTO HALL OF FAME

On November 1, 2013, five people were inducted into the Rosman High School Alumni Hall of Fame during half time at the Rosman Varsity football game. The five individuals chosen this year were Master Sergeant Joel Dalton (Class of 1994), Mary Jane Powell Reese (Class of 1960); David Ronald Smith (Class of 1971), James Fox, Sr., (Class of 1964) and James Looper.

- Master Sergeant Dalton is a highly decorated U. S. Army officer, currently serving as Battalion Operations Non-Commissioned Officer in Charge for the 1st Battalion, 113th Field Artillery, located in Charlotte, NC. He is also a former baseball MVP and Tigers quarterback. He was inducted in the Public Service category.
- Mrs. Jane Reese has been with RHS since 1968 and has served as school bookkeeper, secretary, receptionist and office manager. She has received two yearbook dedications in her honor and the Lillian Cothran "Golden Apple" award. Mrs. Reese was inducted in the Career category.
- David Ronald Smith will be remembered by many for his 25 years of dedication to the WNC Youth Football and Cheerleading Association, where he served as president. Although his position was one that received no monetary compensation, his dedication served as inspiration to all who knew him. Smith was also a baseball coach for 16 years. Mr. Smith was inducted in the Inspirational Experiences category.
- Retired teacher James Looper began his career at Rosman in the 1960's. During his time at RHS, he served as mentor, teacher, yearbook advisor, women's basketball coach, football statistician, and Miss Bengal advisor. He was selected five times as the RHS Teacher of the Year. Mr. Looper was inducted in the Contributions to RHS category.
- Coach Fox has been part of the Rosman family for sixteen seasons, where he served as head football coach, teacher and assistant principal. After retirement, he joined the coaching staff as a JV football coach. He has won numerous awards and recognitions including Coach of the Year, Teacher of the Year, and Most Influential Coach in WNC, to name just a few. He leaves an overall record of 99-79-1. Mr. Fox was inducted in the Athletic Achievements category.

DRS AND PITCHER/NARSAVAGE FOUNDATIONS

Davidson River School thanks the Pitcher Foundation for their generous donation of \$3200 to support the student incentive program, community service projects, and after-school and summer programs. Thanks also to the Narsavage Foundation for supporting the DRS Taiko drumming program. In October, Narsavage treated the DRS Taiko players to lunch and a professional Taiko performance at the Diana Wortham Theater in Asheville.

4. **Former Students in the Military**

In honor of Veterans 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.

5. **Consent Agenda**

ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. ROGERS, the minutes from the October 21 and November 12, 2013 meetings and the personnel report for November 21, 2013 (attached) were approved.

6. **Request to Approve International School Trip**

Last spring, students from Denmark visited Brevard High School as part of a foreign exchange program. This spring, students from BHS plan to visit the Danish school. Brevard High School students Anna Fuller and Joe Roberts gave a presentation describing what they have learned from the exchange program and what they hope to learn from the upcoming visit. Seventeen students and four chaperones plan to depart Asheville on March 18 and return on March 29, 2014. They will spend six days and nights with host families, exploring cultural and educational locales in Copenhagen and the surrounding areas. The trip is scheduled during the week of spring break, meaning that students will miss only three days of school. Funding for the trip will be the responsibility of each participating student/family. Board Policy IIC, "Field Trip Approval and Cancellation," states that field trips outside the continental United States shall not be sponsored or approved by the school system or by any of the individual schools of the school system. Brevard High School is requesting that the Board consider a waiver of Policy IIC for this trip and designate the trip as sponsored. Jeremy Gibbs reported that the school board attorney is of the opinion that designating the visit as a sponsored educational trip would provide an extra measure of accountability and control. The participating students and their parents will be required to sign contracts with the school, and any student violating the contract will be flown home at their parents' expense. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. ROGERS, the Board unanimously waived Policy IIC for the Brevard High School 2014 foreign exchange trip to Denmark and granted designation as a school-sponsored trip.

7. **Instructional Update**

Dr. Scott Elliott gave a comprehensive update on Curriculum and Instructional Services. He reported that the TCS dropout rate continues to improve, with zero dropouts at RHS and only 29 dropouts in total for the 2012-2013 year. Mrs. Audrey Reneau discussed the Read to Achieve and Reading 3D initiatives that have been established by the state to ensure that every student reads at or above grade level by the end of third grade. Mrs. Reneau gave a report on the summer reading camp component of the program and the various steps for students to achieve reading proficiency. She gave an in-depth review of the many programs, testing schedules and accountability measures that have been put into place at the elementary level. Teachers expressed frustration that none of the various programs are aligned and reported feeling overwhelmed with trying to keep up with all of the different measures. Mrs. Reneau recommended getting a group of teachers together over the summer to work on aligning programs for next year.

Teachers recommended starting on this task right away. Mrs. Reneau agreed, saying she had only suggested the summer so as not to put one more thing on teachers' plates.

Mr. Kiviniemi described the scope of the state testing initiatives as "mind boggling." He stated that he believes that state legislators knew exactly what they were doing to teachers and expressed great disappointment in their actions. Dr. McDaris stated that it seems ironic that North Carolina wanted to reduce testing and instead has increased it tenfold. He stated that what is being lost in this massive testing campaign is appreciation for the art and craft of teaching. Mrs. Petit stated that we are "assessing to assess, then assessing what we just assessed." Board members commiserated with teachers' frustrations and expressed hope that by working together teachers and district leaders would be able to find workable solutions to address the challenges ahead.

Chairman McCoy noted that with Mrs. Petit's arrival, there was no longer a need to change the sequence of agenda items. She recommended returning to the original order. There were no objections.

8. Update on Sale of Surplus Property

At the November 12 meeting, the Board had rejected an offer to purchase the Live Project house located at 72 Memory Lane in Brevard, and authorized the Board chair and Superintendent to negotiate a price with the buyer. Mr. Barger reported that a counter-offer was made, to which the buyer countered with a new offer of \$170,000 including the seller paying up to \$5,000 of the buyer's closing costs and up to \$500 for a one-year home warranty. Factoring in the 3% sales commission means that the Board would realize net proceeds of \$159,500 on the sale. Mr. Barger reported that this amount would bring the current negative balance in the Wenzlick Live Project account up to \$49,795.

Dr. McDaris stated that he did not feel comfortable recommending the Board accept the \$170,000 price, but would defer to the Board's wishes. Mrs. Petit stated that in her opinion, the \$170,000 offer is reasonable based on the current market. She stated that winter is a difficult time to sell homes, and she would hate for the Board lose a potential buyer. Mr. Barger confirmed that \$170,000 is the buyer's final offer.

Mr. Kiviniemi asked about the district's ability to build the Wenzlick account back up. Dr. McDaris reported that the school system has no more available property on which to build, sell and recoup its losses. Dr. Elliott reported that he would like to see the high schools work as subcontractors rather than general contractors on future live projects. He noted there is no minimum balance required for the Wenzlick fund.

After further discussion, ON A MOTION BY MRS. PETIT, SECONDED BY MR. ROGERS, the Board unanimously proposed to accept the offer of \$170,000 for the Live Project house on Memory Lane. The offer will be advertised for 10 days and brought back for final approval if no upset bids are received.

The Board took a five-minute recess.

9. TCS Compensation Study

Jeremy Gibbs presented an overview of the results of the compensation study that is being done as part of the district's efforts to recruit and retain top employees. Mr. Gibbs collected data from LEAs across the region and the state regarding employee compensation methods, local salary supplements, local salary schedules, extra-duty pay, and other issues. The report revealed that school districts vary widely in their

organizational structures and approaches to compensation. Some of the initial findings include:

- Local teacher supplements in the western region range from zero to 8.5%. Buncombe County offers 6.3%, Transylvania is currently at 7.44%, Henderson is at 7.5% and Asheville City stands at 8.5% with increases of 0.5% for every five years of service. Comparisons used from outside the region did not differ dramatically from those within the region except for Dare County, which starts at 11%.
- The state salary schedule drives most job classifications (teachers, counselors, media coordinators and school-based administrators).
- Most districts have reduced teacher assistant positions by attrition over the last few years. One district reported a Reduction in Force (RIF), and several districts have reduced TA workdays and hours as cost savings. Transylvania has not reduced TA positions, workdays or hours.
- Many districts provide no supplement for teacher assistants. Where supplements are paid, most range between 2.0% and 4.75% (with the exception of Buncombe, who increased the TA supplement to 10.77% rather than modernize the TA salary schedule). Transylvania provides a 2.0% teacher supplement.
- Most districts have moved or wish to move to full salary schedule for all classified positions. Supplements to classified positions other than teacher assistants vary widely. Transylvania pays a 2.0% supplement for office support but no other areas. Local salary schedules have been developed for teacher assistants, office support and technology support.
- Most districts pay some sort of extra-duty pay for athletic coaching duties and high school band directors. Some districts have extra-duty pay for mentors, department chairs, chorus, drama, lead teachers, tutors and class sponsors. Transylvania has a schedule for coaching pay and provides an additional month of pay for high school band directors.
- A full salary schedule for all non-exempt/classified positions is an area of need.

Mr. Gibbs noted that Transylvania has a number of very qualified teacher assistants, most of whom hold teacher licenses and/or four-year degrees. Dr. McDaris noted that the bus driver salary structure in particular needs work. Mr. Gibbs recommended looking at the following questions going forward: 1) how do we wish to fare within the region as we compete to recruit and retain employees, 2) what other priorities should be addressed or investigated, 3) what changes are needed with respect to internal parity and consistency, and 4) what changes are needed to support schools more effectively by central services. The Board will begin work to address these issues at its retreat in February.

10. **Local Teacher Salary Supplement**

At the October meeting, Dr. McDaris reported that he and Mr. Barger had found a way within existing funds to increase the local teacher salary supplement from the current 7.44% to 8.0% for certified staff and school-based administrators. Dr. McDaris recommended that the Board approve the increase. ON A MOTION BY MR. ROGERS, SECONDED BY MR. KIVINEIMI, the Board voted unanimously to increase the local teacher supplement from 7.44% to 8.0% effective with the November 2013 payroll.

11. **BHS Baseball & Softball Restrooms/Concession Stand**

The Board reviewed a revised estimate for the BHS baseball/softball restrooms and concession stand project. The total estimated cost for the restrooms and concession

stand was \$170,602. The cost to add an alternate lower level basement was \$46,826. Dr. McDaris reported that pledges for the project currently stand at \$52,000 in labor, equipment, materials and cash. He stated that with the pledges and the designated funds from the FY14 and FY15 capital outlay budgets, he feels the project can go forth. He recommended that the Board appoint a general contractor to work in unison with Mr. Barger, who will serve as in the capacity of construction manager overseeing the entire project.

Chairman McCoy explained to the assembly that the Board has spent a great deal of time discussing this project, which is somewhat outside of the normal process, due to the unique nature of the project. Originally on the Board's priority list for later funding, the project was pushed forward due to the immediate need for bathrooms and the community pledges.

Mr. Rogers recommended that the Board include the alternate basement storage area in the plans. He asked that Mr. John Huggins, Jr., be allowed to address the Board about the project. Chairman McCoy stated that the Board needs to be careful about conducting business outside of normal protocols. She recommended turning the project over to Mr. Barger at this time. Board members indicated agreement with including the basement storage area in the plans and directing Mr. Barger to proceed with the project.

Mr. Barger reported that two individuals have volunteered to serve as the general contractor for the project. Mr. Rogers suggested that the two people be allowed to share the general contractor duties. Mr. Kiviniemi stated that one person should be in charge. Mr. Huggins spoke briefly, and was informed by Chairman McCoy that he should direct his comments and questions to Mr. Barger. Dr. McDaris recommended that Mrs. Sharon Green be appointed as the project's general contractor. There were no objections from the Board. Chairman McCoy thanked everyone involved with the project for their hard work and support.

12. **Assignment of Fund Balance**

Dr. McDaris reported that GASB accounting standards allow the assignment of fund balance to use for specific purposes. The Board of Education has the authority to assign fund balance. He recommended assignment of \$59,838 of Capital Outlay fund balance to complete the Brevard Elementary School office relocation project. If funds become available from other sources, he and Mr. Barger will reduce the assignment by the appropriate amounts. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. PETIT, the Board unanimously assigned \$59,838 of Capital Outlay fund balance to complete the Brevard Elementary School office relocation project.

13. **Non-Faculty Coaches**

ON A MOTION BY MR. ROGERS, SECONDED BY MRS. PETIT, the following non-faculty coaches were approved for winter sports 2013-2014:

Rosman High School

Lester Fox, Men's JV Basketball, Head
Timmy Owen, Wrestling, Asst.

Rosman Middle School

Devin Wilson, Boys' Basketball, Head
Justin Whitman, Wrestling, Asst.
Amanda Chapman, Basketball Cheerleading

Brevard High School

Jonathan Owen, Men's V. Basketball, Asst.
Chad Owenby, Men's JV Basketball, Head
Mary Ramey, Women's Basketball, Asst. Vol.

Brevard Middle School

Roderick Brown, Boys Basketball, Head
Kyle Justice, Wrestling, Head
Mark Ellenberger, Wrestling, Asst.

Laura Gardin, Women's Basketball, Asst.
 Lindsey Cunningham, Women's Basketball, Vol.
 Bill Baldwin, Indoor Track
 Tom Ellenberger, Wrestling, Vol.
 Justin McEntire, Wrestling, Vol.
 James DeLa Riva, Wrestling, Vol.
 Jimmy Jones, Weight Certification

14. Superintendent's Update

Dr. McDaris gave the following updates:

- All applications for 2013-2014 federal grants, including Title I, have been approved.
- A community group will give a presentation on artificial turf for the BHS stadium at the December board meeting.
- A number of updated policies will be presented for first-read information at the December meeting.
- The first student day for the 2014-2015 school year most likely will be August 25. The possibility of an earlier start date would hinge on the severity of the 2014 winter. The calendar committee will begin work on next year's calendar in January or February.
- District leaders are talking with DPI about the value of remediation and retesting.
- Dr. McDaris is working with the *Transylvania Times* seeking any World War II veterans who did not receive a high school diploma because they were called into service for their country. The district would like to award diplomas to these individuals or their surviving family members at the 2014 graduation ceremonies.

15. Important Dates

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
Jan. 28	JOINT MEETING, 7:00 p.m., Rogow Room

16. Public Comment

Meredith Licht thanked the Board for increasing the local teacher supplement and for encouraging dialogue among district leaders and teachers.

17. Other Items

No other items were discussed.

There was no further business, and ON A MOTION BY MRS. PETIT, SECONDED BY MR. KIVINIEMI, the meeting was adjourned at 10:35 p.m.

November 21, 2013

11

Respectfully submitted,

Chairman

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

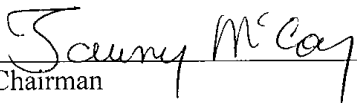
WHEREAS, education employees in every role work tirelessly to serve our children and communities with care and professionalism; and

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 18-22, 2013 as **AMERICAN EDUCATION WEEK** in Transylvania County.

Signed this 21st day of November 2013.


Chairman

PERSONNEL REPORT
November 21, 2013

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

Licensed Personnel

None

Classified Personnel

Lauren Leistner, Office Support, PFES, effective November 8, 2013

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

Licensed Personnel

Jean Holland, Interim Teacher, BES, effective November 18, 2013 through December 20, 2013

Gaynelle Patterson, Interim Teacher, RMS, effective October 7, 2013 through November 8, 2013

Classified Personnel

Justin Ausburn, Teacher Assistant, DRS, effective December 2, 2013

James Chaston Gibson, Part-time Temporary Student Employee, Building Futures Program, effective November 12, 2013

Tyler Owen, Part-time Temporary Student Employee, Building Futures Program, effective November 12, 2013

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

Licensed Personnel

None

Classified Personnel

Laura Owen, from Teacher Assistant, RMS, to Office Support, PFES, effective November 18, 2013

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

Licensed Personnel

Meredith Guice, Teacher, BES, GCBDB Leave, effective November 7, 2013 through January 1, 2014

Classified Personnel

None

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

Substitute Teachers

Victor Foster

Andrew Glas

John Wimberly

Substitute Child Nutrition Workers

None