

**Minutes  
Transylvania County Board of Education  
November 21, 2016**

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. Authorization of School Trip
7. Instructional Update
8. Policy:
  - A. Policy 6140, Student Wellness
  - B. Fall 2016 PLS Updates
9. Merit-Based Bonus Plan
10. West Loop Bypass
11. Timeline for Bond/COPS Grant
12. Superintendent's Update
13. Important Dates
14. Report from NCSBA Annual Conference
15. Public Comment
16. Other Items
17. Closed Session

The Transylvania County Board of Education met in regular session at 6:30 p.m. on November 21, 2016 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. A special welcome was given to board member-elect, Alice Wellborn. In addition to approximately four guests, the following individuals were in attendance:

**BOARD MEMBERS:**

Tawny McCoy, Chair  
Ron Kiviniemi, Vice Chair  
Marty Griffin  
Betty Scruggs

**BOARD ATTORNEY:**

Chad Donnahoo

**MEDIA:**

John Lanier, Transylvania Times

**STAFF:**

Dr. Jeff McDaris, Superintendent  
Jenny Hunter, Administrative Assistant  
Dr. Jeremy Gibbs, Chief Academic Officer  
Brian Weaver, Senior Director, Human Resources  
Audrey Reneau, Director, K-5 Curriculum & Instruction  
Chris Whitlock, Director, Technology Services  
Kevin Smith, School-Community Relations Coordinator  
Arleca Chapman, Director, Career/Technical Education  
April Gaydosh, Principal, BES  
Scott Strickler, Principal, RES  
Joe Russo, TCAE President  
Jim Leatherwood, BHS Teacher  
Mike Hall, School Resource Officer

1. **Approval of Agenda**  
ON A MOTION BY MRS. MCCOY, SECONDED BY MR. KIVINIEMI, the meeting agenda for November 21, 2016 was approved as presented.
2. **Public Comment**  
There was no public comment.
3. **Good News Report**  
Dr. McDaris reported the following items:

*CONGRATULATIONS SARAH JUSTICE & RMS/RHS MEDIA CENTER*

On October 21, Sarah Justice was named the 2016 Media Coordinator of the Year by the North Carolina School Library Media Association. Congratulations to Mrs. Justice for all of her creativity and hard work.

*ALLISON WHITMIRE NAMED SCHOOL WINNER IN WENDY'S HIGH SCHOOL HEISMAN*

In October, Wendy's named Rosman High School senior Allison Whitmire as a School Winner in Wendy's High School Heisman Trophy Competition. The Wendy's High School Heisman has honored more than 600,000 of the nation's most esteemed high school seniors who share Wendy's values of giving back to their communities, treating people with respect, continuing education and excelling on the athletic field.

*THE PATTONS SUPPORT TCS*

In September, the Brevard High School JROTC, along with members of the marching band, unveiled a new 30 x 60-foot American flag that was donated to the school by Frank and Donna Patton. Mr. and Mrs. Patton have also been collecting aluminum cans for several months now in order to raise money for the Brevard High School band. Their "Cans for Band" project has raised more than \$6,000 to date. Thank you to Mr. and Mrs. Patton for all they have done and continue to do for our schools.

*RHS COMMENDED FOR GRADUATION RATE*

Rosman High School recently received a letter of commendation from State Superintendent Dr. June Atkinson for achieving a graduation rate of 97.6% in 2016. Rosman was one of only 147 high schools across the state that achieved a rate of 95% or higher last year. This noteworthy achievement represents much hard work and team effort from the school's faculty, staff, parents and community.

*TC VECTOR PATROL PRESENTS: MOSQUITOES IN OUR BACKYARD*

On November 15, the TC Vector Patrol presented "Mosquitoes in Our Backyard" at the Transylvania County Library. Dr. Brian Byrd, Western Carolina University Environmental Health expert, presented the results of local mosquito research conducted by TCS 8<sup>th</sup> graders, TIME 4 Real Science students, and WCU students. The purpose of the study was to identify the different types of mosquitoes present in the county in order to help health officials assess the local risk of mosquito borne diseases such as Zika and LaCross Encephalitis. The results of the research will be added to a statewide database of mosquito species in North Carolina. Jennifer Williams, Brevard High School TIME science teacher, and Mary Arnaudin, Cooperative Extension 4-H Youth Development Coordinator, were the directors.

*ANNUAL TRANSPORTATION REVIEW*

On October 3, DPI Transportation Services conducted its annual review of the Transylvania County Schools bus maintenance program. The review included

physical inspections of school buses, compliance with preventive maintenance schedules and monthly bus inspections, and reviews of accounting, inventory and other control systems. The TCS bus garage received an excellent review. The 2016-2017 inspection score was 14.00. This score is a means to track improvement from one year to the next. The *lower* the score indicates fewer defects found during the inspection. The inspection score last year was 20.33. The average score for school districts in the western region last year was 24.09. The bus garage also received a score of 100% on its random inventory check. Congratulations to Supervisor Keith Wilmot and the transportation staff for their excellent work.

#### *CROSS-COUNTRY STATE CHAMPS*

On November 5, Brevard High School Cross Country won again at the NCHSAA 2A state meet in Greensboro—a second straight title for the Blue Devil girls anchored by Eliza Witherspoon (2<sup>nd</sup>) and Ava Findlay (4<sup>th</sup>), and Noah Graham’s first fall title after a double title in the spring, followed by Andrew Robinson (4<sup>th</sup>). Congratulations to all the Blue Devil state finalists and champions, along with coaches Philip Latter and Jackie Witherspoon. The runners will be recognized at half-time during Brevard’s playoff game at home on Friday, November 25.

#### *HOUR OF CODE*

Computer Science Education Week (CSEdWeek) is an annual event designed to inspire K-12 students worldwide to take interest in computer science. Transylvania County Schools will participate in the Hour of Code during the week of December 5-11, 2016. The Hour of Code gives students an opportunity to try computer programming in a fun and easy way for just one hour during the week. Computer science job opportunities are growing at twice the national average and can be applied to most any field.

#### 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. There were no new names on the list.

#### 5. **Consent Agenda**

ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the minutes from the October 17, 2016 meeting, the personnel report for November 21, 2016 (attached), and the following non-faculty coaches for winter sports 2016-2017 were unanimously approved.

##### BHS

David McNeil, Women’s Basketball – A  
Hannah Sexton, Basketball Statistician  
Christie Cabe, Basketball Statistician  
Philp Latter, Indoor Track  
Tom Smith, Indoor Track – V  
Joe Ellenberger, Wrestling – A  
Jimmy Jones, Weight Certification

##### RHS

Lester Fox, Men’s Varsity Basketball - A  
Christopher Johnson, Men’s JV Basketball - A  
Thomas Partin, Women’s JV Basketball  
Bryer Owens, Wrestling - A

##### RMS

Hannah Galloway, Basketball Cheerleading

##### BMS

Cain Landreth, Boys’ Basketball – H  
Hamilton Lopez, Boys’ Basketball – A  
Chad Laney, Wrestling – H

*H – Head*

*A – Assistant*

*VA – Volunteer Assistant*

**6. Authorization of School Trip**

At the last meeting, BHS band director Jim Leatherwood presented a request for the Brevard High School band to perform on a Carnival Cruise ship during Spring Break 2017. School trips that require travel outside of the continental United States must be approved by the board upon recommendation by the superintendent or designee. Dr. McDaris reported that he had reviewed all plans with Mr. Leatherwood and recommended that the trip be approved. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board unanimously approved the superintendent's recommendation.

**7. Instructional Update**

Dr. Jeremy Gibbs gave an update on curriculum and instruction. The topics were (1) understanding growth and EVAAS, and (2) partnerships with Blue Ridge Community College. Dr. Gibbs described the difference between achievement and growth and discussed how the growth model provides a fuller picture of student learning.

**8. Policy**

Brian Weaver presented new policy 6140, Student Wellness, for approval and old policy JHCA, Student Wellness, for rescission. He reported there had been no changes to 6140 since its first read in October. Mrs. Scruggs requested a report from teachers describing how they are incorporating physical activity in the classroom to meet the minimum daily requirements. Mr. Kiviniemi requested a list of policies that require a periodic report to the board and asked that the reports be interspersed throughout the year instead of all presented at the end. Mr. Griffin asked if students have enough time to eat lunch. Dr. McDaris reported that students do have adequate time to eat, although some would like to have longer. There was no further discussion, and ON A MOTION BY MRS. SCRUGGS, SECONDED BY MR. GRIFFIN, the board unanimously adopted policy 6140, Student Wellness. ON A MOTION BY MRS. MCCOY, SECONDED BY MR. KIVINIEMI, the board unanimously rescinded policy JHCA, Student Wellness.

At the October meeting, 24 revised policies from the fall 2016 PLS updates were accepted as first read information. Mr. Weaver reported there were no new changes to the policies. Mrs. Scruggs remarked that policies 1320 and 5000 both emphasize the family engagement and recognize the value of a cooperative relationship between the school and the family to student success. She requested a report on the activities that schools are doing to incorporate and engage parents. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. SCRUGGS, the 24 policies listed below were approved as presented.

Fall 2016 PLS Updates	
1310/4002	Parental Involvement
1320/3560	Title I Parent Involvement
2010	Board and Superintendent Relations
2220	Official School Spokesperson
3225/4312/7320	Technology Responsible Use
3320	School Trips
3460	Graduation Requirements
3620	Extracurricular Activities and Student Organizations
4040/7310	Staff-Student Relations
4110	Immunization and Health Requirements for School Admission
5000	Schools and the Community
5022	Registered Sex Offenders

5027/7275	Weapons and Explosives Prohibited
6524	Network Security
7130	Licensure
7241	Drug and Alcohol Testing of Commercial motor Vehicle Operators
7425	School Administrator Contracts
7430	Substitute Teachers
7720	Employee Political Activities
7810	Evaluation of Licensed Employees
7811	Plans for Growth and Improvement of Licensed Employees
7820	Personnel Files
9110	Use and Selection of Architects, Engineers, Surveyors, and Construction Managers At Risk
9400	Sale, Disposal, and Lease of Board-Owned Real Property

#### 9. **Merit-Based Bonus Plan**

As discussed at the last two meetings, the state passed legislation requiring local boards to develop plans for distributing merit-based bonuses to non-educators for the 2016-2017 year. Only school-based administrators, central office and non-certified staff who are in state funded positions are eligible for the bonuses. At the last meeting, the board reviewed three different merit-pay options (A, B, and C), each based on different criteria, and directed Brian Weaver to develop a fourth option D to include an eligibility requirement of having been employed with TCS for at least one year. Boards must provide DPI with details of how the funds are to be distributed by December 2016. The bonuses will be distributed in January 2017.

Mr. Weaver reviewed the new option D and reported that the addition of the one-year criteria had reduced the numbers of people who were eligible in some categories. Mr. Kiviniemi stated that he preferred Option D. Mr. Griffin stated that he did not like any of the options and that the General Assembly was forcing boards to choose certain jobs as more important than others. He stated that if he had to choose, he would select Option C or come up with another option. Chairman McCoy stated that selecting one option over another does not mean the board values one group more or less than another; the board values each and every one equally. However, the legislation as written has put boards in the unfortunate position of having to make choices that exclude some people from receiving the bonuses. Mr. Kiviniemi expressed hope that the state would make the bonuses recurring so that more people could benefit in the future. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. SCRUGGS, the board voted 3:1 to approve Option D for the merit pay bonuses (FOR: McCoy, Kiviniemi, Scruggs; AGAINST: Griffin). Under Option D, approximately 117 employees will be eligible to receive a one-time merit pay bonus in the amount of \$330.17 (prorated by actual hours for those who work less than 40 hours per week).

#### 10. **West Loop Bypass**

Dr. McDaris reported that the Brevard City Council is seeking community input on the proposed West Loop bypass for the City of Brevard. The board had some concerns about student safety, traffic congestion, and other issues surrounding routes that are close to schools, particularly Brevard Middle School. Dr. McDaris presented a letter outlining the concerns and a resolution opposing the proposed West Loop routing options. ON A MOTION BY MRS. SCRUGGS, SECONDED BY MR. GRIFFIN, the board unanimously approved the letter and resolution (see attached) as presented. There was a consensus to formally present the letter and resolution at a future city council meeting.

11. **Timeline for Bond/COPS Grant**

The board reviewed the draft timeline for a bond referendum or COPS grant and discussed other meetings. They directed the superintendent to schedule two community-style meetings in January, one in a Brevard school and one in a Rosman school, to present the facilities study and get feedback from the public on what they see as the greatest needs. Chairman McCoy also agreed to meet with the superintendent after the Christmas break to begin identifying community leaders who can assist the board in outreach and identifying the best way to present plans to the public.

12. **Superintendent's Update**

Dr. McDaris gave the following updates:

- The state has released its Restart Reform Model Option for Recurring Low-Performing Schools. In order to be identified as recurring low-performing, a school must be identified as low-performing in any two of the last three years. Overall, there are 416 schools statewide identified as meeting this criteria. Only five schools in the western region have been identified as recurring low-performing. Transylvania County does not have any schools at risk for this criteria.
- The total income from last week's playoff game at Brevard High School was \$9,391. Most of that came from home attendance. Of the total amount, Brevard High School gets to keep \$2,900; the NCHSAA receives \$2,691; and Carver High School gets \$3,800. Visiting teams receive 75 cents per mile in travel, \$8 per head for motels, and \$6 per head for meals.
- Due to the 2016 election results, particularly the state superintendent and the presidential races, it is very likely that North Carolina's ESSA plan will be delayed until summer. The plan is also likely to see some changes in requirements.
- This week's edition of *NC Spin*, which airs early Sunday mornings on WLOS, will focus on what's ahead for public education. The show has a regular audience of over 100,000 NC decision makers.
- The superintendent has compiled input from five different stakeholder groups so far regarding considerations and values for the TCS strategic plan. He will categorize the feedback and continue to collect input from other stakeholders.
- Brevard plays at home this Friday in the second round of state playoffs. Rosman travels to the east. Unfortunately, there were no charter buses available in the region, so the Tigers will be using activity buses.
- Transylvania County was one of nine systems that provided input to the legislature on class size reductions for lower grades. The legislature may also review formulas for low wealth and small school funding.

13. **Important Dates**

Nov. 23	Annual leave day (no students)
Nov. 24-25	Thanksgiving holidays

- Dec. 19           REGULAR MEETING, 6:30 p.m., MEC
- Dec. 21-22       Annual leave days (no students)
- Dec. 23-Jan. 1   Christmas break
- Jan. 16           MLK holiday
- Jan. 16           Miss Bengal Pageant, 6:00 p.m., RHS
- Jan. 17           REGULAR MEETING, 6:30 p.m., MEC
- Jan. 23           Teacher workday (no students)
- Jan. 24           Second semester begins
- Jan. 30-Feb. 2   TCS District Science Fair, Rogow Room

14.   **Report from NCSBA Annual Conference**  
 Mr. Kiviniemi and Mr. Griffin gave updates from the NCSBA Annual Conference for Board Member Development that was held on November 16-18, 2016 in Greensboro. Both reported it was an informative and excellent conference.

15.   **Public Comment**  
 There was no public comment.

16.   **Other Items**  
 Dr. McDaris recognized the student artwork from Pisgah Forest Elementary School that was on display in the board room and thanked SRO Hall for being in attendance.

Mr. Griffin wished everyone a happy Thanksgiving.

17.   **Closed Session**  
 ON A MOTION BY MRS. MCCOY, SECONDED BY MR. GRIFFIN, the board went into closed session at 8:32 p.m. to discuss information that is not a public record (employee personnel files), pursuant to N.C.G.S. § 115C-319 and 143-318.11(a)(1). Present in the closed session were Mrs. McCoy, Mr. Kiviniemi, Mr. Griffin, Mrs. Scruggs, Dr. McDaris, and Mr. Donnahoo. ON A MOTION MR. KIVINIEMI, SECONDED BY MRS. SCRUGGS, the board unanimously approved a request from a staff member. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. MCCOY, the board reconvened in open session at 9:12 p.m.

There was no further business, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. KIVINIEMI, the meeting was adjourned at 9:15 p.m.

Respectfully submitted,

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Chairman

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Secretary

**Personnel Report  
November 21, 2016**

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

Licensed Personnel

None

Classified Personnel

None

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

Licensed Personnel

Tammy Bellefeuil, Interim Principal, BHS, effective December 5, 2016 through June 23, 2017

Caroleen Hodge, Interim Teacher, BES, effective January 2, 2017 through June 16, 2017

Classified Personnel

Timothy Smith, Interim Part-Time Instructional Technology Facilitator, TCHES, effective November 7, 2016 through June 13, 2017

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

Licensed Personnel

None

Classified Personnel

Gregory Galloway, from Part-Time Bus Driver, TCS, to Custodian (50%) & Bus Driver (50%), RMS & RHS, effective November 1, 2016

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

Licensed Personnel

Elizabeth Ballard, Teacher, TCHES & RMS, short-term disability, effective December 4, 2016 through December 3, 2017

Nichole Cash, Teacher, TCHES, family leave (BOE policy code 7510), effective November 19, 2016 through January 1, 2017

Sabrina Taylor, Teacher, BES, family leave (BOE policy code 7510), effective January 2, 2017 through June 16, 2017

Classified Personnel

None

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



Substitute Teachers

Lindsay Altizer  
Taylor Evans  
Kimber Jones  
Kayla Leed  
Hannah Reese  
Kimberly Sanders

Substitute School Nutrition Workers

None

**Resolution Opposing Proposed West Loop Routing Options**

WHEREAS, the proposed West Loop for the City of Brevard has multiple pathway options; and

WHEREAS, three of the proposed options pass within very close proximity to the Brevard Middle School campus; and

WHEREAS, all proposed route options encumber an area already well congested during normal school day hours; and

WHEREAS, close proximity of heavy traffic flow is a potential danger to student safety; and

WHEREAS, design options discussed provide concern for efficient school bus flow; and

WHEREAS, the proposed options that pass in close proximity to the school would entail significant landscaping and buffer costs; and

WHEREAS, proposed pathway options could dramatically disrupt the cultural and historical neighborhoods affected;

NOW THEREFORE, BE IT RESOLVED that the Transylvania Board of Education respectfully stands in opposition to all currently proposed West Loop routing options.

APPROVED BY UNANIMOUS VOTE this the 21<sup>st</sup> day of November 2016.

  
Tawny McCoy, Chair

  
Dr. Jeff McDaris, Secretary

  
Ron Kiviniemi, Vice Chair

  
Marty Griffin, Board Member

  
Betty Scruggs, Board Member