

**Minutes  
Transylvania County Board of Education  
December 6, 2021**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS (including amendments and rescissions):

1. Approval of Agenda
2. Election of Officers
3. Good News Report (*change*)
4. Appointment to Community Relations Board (*change*)
5. Report from NCSBA Training Activity (*change*)
6. Public Comment
7. Former Students in the Military
8. Consent Agenda:
  - A. Minutes
  - B. Personnel Report
9. Proposal to Purchase Board Property for Workforce Housing
10. School Calendar Update
11. Mental Health Services
12. Policy: Fall 2021 Custom Updates
13. FY22 Budget Update
14. Superintendent's Update
15. Important Dates
16. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on Monday, December 6, 2021 at the Morris Education Center. Kimsey Jackson led in a moment of silence and Courtney Domokur led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to approximately 70 guests, the individuals listed below were in attendance. Chairman McCoy reported that overflow seating and livestream coverage were available in the conference room next to the board room.

BOARD MEMBERS:

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

STAFF:

Dr. Jeff McDaris, Superintendent  
Jenny Hunter, Administrative Assistant  
Dr. Brian Weaver, Assistant Superintendent  
Missy Ellenberger, Director 9-12 Education  
Audrey Reneau, Director, Federal Programs  
Jen Heatherly, Public Information Officer  
Chris Whitlock, Director, Technology Services  
Stephen Shields, Technology Specialist  
Kelly Cook, School Resource Officer  
Greg Stroup, School Resource Officer

BOARD ATTORNEY:

Kris Caudle, Campbell-Shatley

MEDIA:

Jordon Morgan, Transylvania Times  
Dan DeWitt, Brevard NewsBeat

**1. Approval of Agenda**

Chairman McCoy requested that agenda item 4 (Good News Report) and item 13 (Appointment to Community Relations Board) be moved up before public comment. Mr. Griffin requested that item 15 (Report from NCSBA Training Activity) follow Appointment to Community Relations Board. There were no objections, and ON A MOTION BY MR.

KIVINIEMI, SECONDED BY MR. GRIFFIN, the meeting agenda for December 6, 2021 was unanimously approved as modified.

2. **Election of Officers**

N.C.G.S. § 115C-41 requires all local boards of education to have an organizational meeting no later than 60 days after the swearing in of members following election or appointment. At the organizational meeting, the members of all boards shall elect one or their members as chairman for a period of one year, or until his successor is elected and qualified. The Transylvania County Board of Education has traditionally elected a chair and vice chair each year at its first meeting in December. Chairman McCoy turned the election of officers over to Attorney Kris Caudle. Mr. Caudle opened the floor for nominations for board chair. Mr. Jackson nominated Tawny McCoy as board chair and Mr. Kiviniemi seconded. Mrs. McCoy accepted the nomination. There were no other nominations, and ON A UNANIMOUS VOTE, Tawny McCoy was elected as board chair for the 2022 year. Mr. Caudle opened the floor for nominations for vice chair. Mrs. McCoy nominated Ron Kiviniemi as vice chair and Mrs. Domokur seconded. Mr. Kiviniemi accepted the nomination. There were no other nominations, and ON A UNANIMOUS VOTE, Ron Kiviniemi was elected as vice chair for the 2022 year. Mr. Caudle turned the meeting back over to Chairman McCoy.

3. **Good News Report**

Dr. McDaris and Chairman McCoy reported the following items:

***Chris Whitlock Named Western Region Technology Director of the Year***

Congratulations to Chris Whitlock for being named as one of eight 2022 Regional Technology Directors of the Year by the North Carolina Technology in Education Society (NCTies). Mr. Whitlock was selected by his peers in the Western region for making a significant impact on transforming student learning through the integration of technology. The NCTies state winner will be announced in March.

***Superintendent McDaris Honored for Leadership During Pandemic***

Congratulations to Dr. Jeff McDaris for being one of five regional superintendents honored by the Land of Sky Regional Council for extraordinary leadership of their respective school systems during the pandemic. The Land of Sky Board of Delegates presented Excellence in Public Service Awards to the superintendents of Transylvania County Schools, Henderson County Schools, Buncombe County Schools, Asheville City Schools, and Madison County Schools at a meeting on December 1, 2021. *[Larry Chapman presented the Land of Sky plaque to Dr. McDaris, who was unable to attend the council meeting in person.]*

Dr. McDaris recognized the student artwork from Pisgah Forest Elementary School that was on display in the board room and thanked School Resource Officers Kelly Cook and Greg Stroup for attending the meeting.

4. **Appointment to Community Relations Board**

The Transylvania County Community Relations Board (CRB) works to foster positive community relations and reduce real and perceived discrimination and/or bullying of any citizen. Ron Kiviniemi serves as the board of education representative on the CRB. The board of education is also responsible for appointing two student representatives to serve. Brevard High School student representative Abreanna Deshauteurs has rotated off the board. Dr. Bryan Abernethy has recommended Raquel "Kitty" Pizzo to serve as the new BHS representative. Vice Chairman Kiviniemi introduced Kitty to the board. ON

A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. DOMOKUR, Raquel "Kitty" Pizzo was unanimously appointed to the Transylvania County Community Relations Board.

5. **Report from NCSBA Training Activity**

North Carolina statute requires board of education members to receive a minimum of 12 hours of professional development training every two years. Local board policy states that members who attend a professional development activity will provide a report of the event to other board members. On November 11-12, Mr. Kiviniemi and Mr. Griffin attended the NCSBA 2021 Annual Conference for Board Member Development in Greensboro. Mr. Griffin reported that the keynote speaker was former head basketball coach for the UNC Tarheels, Roy Williams. He shared information from sessions on student internship training and remote learning. Mr. Kiviniemi shared information from the legislative agenda and remarked that a valuable benefit of the conference is being able to share with other board members from across the state.

6. **Public Comment**

CHAIRMAN MCCOY MADE A MOTION that due to the number of people that had signed up, each speaker would have two minutes instead of the usual three minutes. MR. GRIFFIN SECONDED and the motion passed unanimously. She reviewed the guidelines and informed the assembly that a maximum time of 30 minutes would be allotted for public comment. Excerpts from the speakers' comments are listed below.

**Sarah Clayton, BHS Agriculture teacher** - Regarding the land sale, we have used that land in the past and we use it now. Not having those fields would be a detriment to our students' hands-on learning. We grow hay there for all of our animals in order to feed them year round. We also do soil sampling and conduct experiments with the creek water.

**Jesse Robinson, BHS alumnus** - As a student, the agriculture program was very important to me. The values it taught have stayed with me. I ask you what vocational program fed you three times today? The Ag program reaches more than a third of all students. It reaches elementary, middle, and special needs students. Agriculture education is not just farmers. It turns out the top students in the school. This land sale will have a negative impact on the program. Tens of thousands dollars have been invested in that land. I invite you to visit the farm and the program. The decision you make will make it clear if you value students and their development or monetary gain.

**Chris Wiener** - I believe in the notion of wheelhouses. Affordable housing should not be on your agenda. Any sale should go to the benefit, not the detriment, of students. The real estate opportunity should have gone to the county, not the school board. We have a great opportunity to enrich our students skills' in the program. I request that you leave this opportunity on the table. The hay out there is our future.

**Linda Weaver** - I am a resident whose property has bordered the high school field for 60+ years. I oppose the development. It will increase traffic. I also own property at Nicholson Creek. I am concerned about massive rain runoff this project could cause. My flood line has moved into my buildable land. I strongly oppose the housing project in this location.

**Eddie Waren** - I live at 60 Gillespie Circle. I have lived there a long time. At the last board meeting, Amy Fisher said that only four families would be affected. That is not correct. This impacts the entire community. Traffic would be impacted negatively. Our

family has enjoyed this field for 60 years. It's a slice of heaven. We have enjoyed the parking there as well for football games. We need housing, but we also need green spaces. There's a Joni Mitchell song from the 70's that goes, "You don't know what you've got 'til it's gone. They paved paradise and put up a parking lot."

**Bev Goins** - I have concerns about the notices we received in our mailboxes on Woodland Terrace. I hope you decide against the property sale. A development was built near us several years ago, and I spent thousands of dollars on my back yard because of the resulting erosion. It did not used to be that way. We had experts and engineers come in and look at it. Other houses have had similar problems. I am opposed to any building on that land.

**Scott Barnett** - Concerning the hay field, I am in favor of not selling the land. However, if the board does sell it, you should consider other buyers. Habitat for Humanity would like to buy the land. Single family homes would be better than an apartment building.

**John Simpson** - (distributed handouts to the board) North Carolina has strong Agriculture education roots. Many of my classmates have gone on to run robust farms in eastern North Carolina. Removing this property would be an affront to our farming culture. We are fortunate to have this land and to offer a robust Ag program to our youth. We must preserve what makes us unique. It represents the future of farming. Please preserve our unique culture.

**Andy Von Canon** - As former Ag teacher at BHS, my motto was "doing to learn." Hands-on experiential learning is important. These are measurable learning opportunities for our students. Please make sure the learning lab remains in place for our students. Teaching everyone takes everyone.

**Ann Franklin** - I live on Gillespie Circle. Like my neighbors and friends, I want to live in a community where there is affordable housing. But I ditto all the other speakers. Our Ag program is outstanding. We know it intimately. The water problem—you can't build in a flood plain. Where would the water go if the land is built up? Traffic is already a nightmare. Country Club Road is congested and poorly maintained. When we bought our house, we were told that field would not be used. Our home is our major investment. It needs more study.

**Lynn Barnett** - I was insulted to hear Amy Fisher claim that this complex would only affect a few people. Country Club Road is too heavy with traffic as it is without adding more cars. During school hours or game nights, it is impassable. We need a flood impact study. This company is already under contract for another eight acres about a mile away that connects with Highway 64. That one makes more sense. I am very against the sale.

**Valerie Tilson** - I hope you read our email and watched our video. We love the animals, fireflies, etc., in the field. My concerns are water runoff and flooding issues and potential compensation. Additional traffic and the Ag program are reasons to not sell. My husband and I bought our house 25 years ago. We love our home. We ask that you do not sell.

**Cristina Vicaria** - I live on Country Club Road and can attest to the fact that we have major issues with traffic and repairs. Heavy trucks coming through on a street that can't maintain traffic flow seems a bad choice. This proposal, without any studies for water,

drainage, traffic, has been quietly done. It's too fast. It doesn't seem to benefit the school.

**Kevin Dennis** - The Ag school is treasured. The school board should not be in the business of addressing affordable housing. Other avenues can better address that issue. Traffic is a concern from the apartments and from construction vehicles. I worry about the kids walking down the sidewalk to and from school. My question is, will the property be rented or owned by the tenants? How will income restrictions be enforced? Once the land is gone, its gone. There would be no place to expand Brevard High School.

**7. Former Students in the Military**

The board recognized the list of former students from Brevard High School, Rosman High School, and Davidson River School who are currently serving or have previously served in the U.S. Military. One new name, Chris Wiener, had been added to the list.

**8. Consent Agenda**

ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. DOMOKUR, the minutes of the November 15, 2021 meeting and the personnel report for December 6, 2021 (see attached) were unanimously approved.

**9. Proposal to Purchase Board Property for Workforce Housing**

At the last two meetings, the board discussed a proposal from Jim Yamin, President of Workforce Homestead, Inc., to purchase approximately 7.7 acres of land owned by the board in order to build an 84-unit development for workforce housing. The property is located adjacent to N. Country Club Road and Gillespie Circle. At the November 15 meeting, the board directed and authorized the superintendent to seek a terms sheet and written offer; get an independent appraisal; promote public comment for the December 6th meeting; and negotiate on the board's behalf. Dr. McDaris reported that he does not have a terms sheet, but does have a written offer. An independent appraisal of approximately \$644,000 was obtained for 7.5 acres. This was within \$30,000 of the offer submitted through Fisher Realty. Another unofficial appraisal came in at \$715,000.

Amy Fisher addressed the concerns that had been raised by landowners:

- Mrs. Fisher did reach out to all five adjacent property owners inviting them to meet with her and discuss their concerns. Only one of the owners came in and talked with her.
- There has been one change to the proposal. The deadline to make the 2022 grant funding cycle has been missed. The buyer would like to leave the proposal on the table for 2023. This would give the board more time for due diligence.
- Regarding storm water management, concerns were expressed that flooding would increase on surrounding properties. Some also seemed to think the complex would be built in a flood zone. That is not the case. There would be no building or roads constructed in the flood plain. The developer would be required to create storm water management and retention systems (curbs, gutters, underground pipes) as required by governing bodies (city, state, and EPA).
- Regarding traffic, the density of an 84-unit complex is well below the threshold for a traffic study according to the City of Brevard Planning department.

Chairman McCoy opened the floor for discussion.

Mr. Jackson stated that a traffic study may not be required, but that is no reason not to have one anyway. He also thinks there is a need for an environmental study on the flood plain. Mrs. Fisher reported that preliminary studies have been done and the rest would come during due diligence.

Chairman McCoy asked Attorney Caudle to once again remind everyone of the steps the board would have to take in order to sell property. Mr. Caudle reported that per North Carolina general statute, the board must first declare the property as surplus by adopting a resolution and receiving a written offer. The property would then have to be offered to the county. If the county turns it down, the property must be advertised for upset bids for 10 days. If there are no upset bids, the board could consider accepting the offer. It is the board's decision whether or not to declare surplus property.

Chairman McCoy stated that she appreciates the interest in the property, and having served on the former Community Land Trust (CLT) Committee, she knows our county needs affordable housing. However, since we are still using the property as an outdoor classroom, she cannot support declaring the land as surplus. Mr. Kiviniemi stated that he also served on the CLT, and after further study, realized that few teachers would qualify for the new housing. He reported that he also was not aware of the extent of use by the Agriculture classes until tonight. Therefore, he is not willing to declare the property as surplus at this time. Mrs. Domokur reported that she visited the property last week with students and saw how engaged and passionate they are about the land. She cannot say that property is unnecessary at this time. Mr. Griffin reported that the original plans of the CLT to build affordable housing for teachers and others and give vocational students hands-on construction experience was something he could support. He stated that he does view the property as surplus at this time. Mr. Jackson said there are too many cons and not enough pros for him, and he cannot see declaring the property as surplus at this time.

Chairman McCoy stated there is consensus agreement that the board will not declare the property as surplus. She thanked Mrs. Fisher for all the work she has done to bring the developer's offer to the board and wished them well on their projects. She stated that affordable housing is important for our county, but the board is not interested in moving forward at this time. Mr. Jackson stated that in his opinion the board should have a motion. Mr. Caudle reported that the consensus agreement is sufficient, but a motion could be made if the board so chooses. MR. JACKSON MADE A MOTION not to declare the property as surplus. MR. KIVINIEMI SECONDED and the motion was unanimously approved.

After a round of applause from the assembly, most of the guests departed. Chairman McCoy called a short recess at 7:45 p.m. and the meeting was resumed at 7:55 p.m.

#### **10. School Calendar Update**

Dr. McDaris reported that Transylvania County Schools elementary educators and administrators will begin LETRS (Language Essentials for Teachers of Reading and Spelling) training in January 2022. This is in accordance with the Excellent Public Schools Act, signed in April 2021. The training will require approximately 30 hours of professional development learning during the spring of 2022. To assist with the required live LETRS training sessions, TCS will make the following changes to the current school calendar:

- February 18 will become a normal school day. It was previously designated as an Early Release Day.
- February 21 Remote Learning Day will move to February 24.
- February 25 will become a Remote Learning Day.
- April 29 will become a Remote Learning Day.

Dr. Brian Weaver reported that some school systems plan to use Saturdays and evenings for the 30-hour LETRS training. Our goal was to minimize the impact on student instruction within the confines of our current calendar. Mr. Griffin asked about potential snow days. Dr. Weaver reported that we can have up to 15 remote days. Further adjustments to the calendar could be made if necessary.

#### 11. **Mental Health Services**

Director Missy Ellenberger gave an update on what schools and the district are doing to support student mental health needs. Many students are struggling. Brevard High School has done 23 suicide assessments so far this year. We have seen an increase in Blue Ridge Health referrals as well. Needs have drastically increased due to underlying factors such as COVID disruptions, social media, bullying, peer pressure, unrealistic views, home life, and decreased social cohesiveness. One in seven adolescents experiences some kind of mental health issue. Our social workers and counselors are pulled away from their duties to deal with a crisis situation approximately 10 times a week. Suicide prevention training for staff will be offered soon. We are seeking to hire more counselors using federal ESSER funds. Dr. McDaris noted that some of the positions we have advertised did not receive many qualified applicants. Lack of housing and child care in our area impacts how many applicants we get for these jobs. Mrs. Ellenberger stated that youth mental health is not an issue the schools can tackle alone. It takes a collaborative effort by a broad coalition of youth, schools, parents, and community leaders. Critical supports and services must be comprehensive and community-wide. A steering committee to advise support and coordination efforts of functional workgroups is being formed. Their efforts will be guided by principles of the Collective Impact Model for Transformational Change.

#### 12. **Policy: Fall 2021 Custom Updates**

Dr. Brian Weaver presented as first-read information 46 revised policies from the NCSBA Fall 2021 Custom Policy Updates. Several updates contain only minor changes to wording, legal references, and/or cross references. Others have more notable changes (see below).

*Policies related to the COVID-19 response:*

- 1510/4200/7270, School Safety
- 5020, Visitors to the Schools
- 5030, Community Use of Facilities
- 6305, Safety and Student Transportation Services
- 4400, Attendance

*Other notable revisions:*

- 3225/4312/7320, Technology Responsible Use: Revised extensively to incorporate current technology-related practices. Policy 1310/4002, Parental Involvement, contains a conforming change.

- 3420, Student Promotion and Accountability: Session Law 2021-8 modified the legal requirements of the North Carolina Read to Achieve Program. Some of the requirements are effective this school year, while others take effect next school year.
- 4120, Domicile or Residence Requirements: Incorporates changes to the law related to residence requirements for, and remote enrollment of, students whose parents or guardians are on active military duty.
- 4150, Student Assignment: Revised extensively to address student assignments more comprehensively, better distinguish between reassignments and transfers (and the different reassignment/transfer rules applicable to categories of students), and simplify the process for requesting reassignment.
- 5022, Registered Sex Offenders: Revised to improve clarity and to more closely conform its prohibitions against sex offenders being present on school property to those set out in G.S. 14-208.18 (including incorporating recent changes to the statute). In light of court decisions in recent years that have found various provisions of states' sex offender registration programs to be unconstitutional, boards are encouraged to consult with the board attorney before adopting prohibitions more stringent than those set forth in this policy.
- 5030, Community Use of Facilities: In addition to the COVID-19 changes noted above, this policy has been revised to provide clarification, improve organizational structure, and remove unnecessary language.
- 7262, Communicable Diseases - Employees: Revised to improve organizational structure and to conform to the recent update to policy 4230, Communicable Diseases - Students.
- 8305, Federal Grant Administration: Revised throughout to incorporate new rules from the 2020 amendment to the U.S. Office of Management and Budget's Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.
- Several policies have small conforming changes in response to recent U.S. Supreme Court and 4th Circuit decisions clarifying legal protections for LGBTQ individuals and legal prohibitions against gender-specific dress codes. These include: 1720/4030/7235, Title IX Nondiscrimination on the Basis of Sex; 4316, Student Dress Code; 7100, Recruitment and Selection of Personnel; and 7340, Employee Dress and Appearance.

Dr. Weaver asked if there were any questions. Mr. Jackson asked about policy 3225/4312/7320, Technology Responsible Use. Dr. Weaver explained that most of the revisions to this policy were made in response to the increase in virtual instruction during COVID. Mr. Jackson questioned why section D, Parental Consent, has been deleted. Board members explained to Mr. Jackson that the parental consent requirement has not been removed from the policy; it has been moved into a new section G, Use Agreements. Mr. Jackson asked how much kickback from parents the board could expect by removing parental consent. Board members explained again to Mr. Jackson that the parental consent requirement has not been removed, but merely relocated within



the policy. Mr. Jackson repeated his concerns about parental consent. Discussion was paused while Mrs. Domokur showed Mr. Jackson the new section G in the policy.

Mr. Jackson asked about an addition to policy 8310, Annual Independent Audit, which states that if required by 20 N.C.A.C. 03.0508, the board will submit a response to the auditor' findings to the Local Government Commission within 60 days. He asked who prepares the response. Chairman McCoy explained that would only be done if there are any findings that require a response, and if so, the response would be prepared by the finance director. Mr. Jackson stated that he thinks the policy should say that.

Mr. Jackson asked about a revision to policy 9000, Planning to Address Facility Needs, that removes language requiring all professional contracts to be approved by the board. Dr. Weaver explained that the change was made to align policy 9000 with policy 6420, Contracts with the Board, which authorizes the superintendent to enter into or approve contracts up to \$90,000.

ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. DOMOKUR, the board unanimously accepted the 46 policies listed below as first-read information. Second-read approval will be requested at the next regular meeting on December 20.

Fall 2021 Custom Updates	
1310/4002	Parental Involvement
1510/4200/7270	School Safety
1720/4030/7235	Title IX Nondiscrimination on the Basis of Sex
1725/4035/7236	Title IX Sexual Harassment - Prohibited Conduct and Reporting Process
1726/4036/7237	Title IX Sexual Harassment Grievance Process
2125/7315	Confidential Information
2127	Board Member Technology Use
2302	Remote Participation in Board Meetings
2310	Public Participation at Board Meetings
3100	Curriculum Development
3225/4312/7320	Technology Responsible Use
3410	Testing and Assessment Program
3420	Student Promotion and Accountability
3460	Graduation Requirements
4050	Children of Military Families
4120	Domicile or Residence Requirements
4150	Student Assignment
4152	Unsafe School Choice Transfer
4300	Student Behavior Policies
4316	Student Dress Code
4329/7311	Bullying and Harassing Behavior Prohibited
4400	Attendance
4700	Student Records
4720	Student Surveys
5020	Visitors to the Schools
5022	Registered Sex Offenders
5030	Community Use of Facilities
5210	Distribution and Display of Non-School Material

6305	Safety and Student Transportation Services
6320	Use of Student Transportation Services
6340	Transportation Service/Vehicle Contracts
7100	Recruitment and Selection of Personnel
7110	Information Provided by Applicant or Employee
7130	Licensure
7262	Communicable Diseases - Employees
7340	Employee Dress and Appearance
7400	Job Descriptions
7503	Teleworking
7510	Leave
7520	Family and Medical Leave
7530	Military Leave
7820	Personnel Files
8305	Federal Grant Administration
8310	Annual Independent Audit
9000	Planning to Address Facility Needs
9020	Facility Design

### 13. **FY22 Budget Update**

Dr. McDaris reported that on November 18, Governor Cooper signed the state budget for the 2021-2022 fiscal year. Among other items, the budget includes raises and bonuses for teachers and state employees and cost-of-living adjustments for government retirees. Highlights include:

- Teacher salaries would rise an average of 2.5% in each year of the two-year budget. The increase is a combination of a 1.3% increase in the base salary schedule and step increases. Most teachers will receive a \$1,000 bonus as well as a \$300 bonus that is repurposed money for merit-based bonuses that can't be given this year because of lack of valid accountability data due to COVID-19 disruptions.
- School principals will receive a 2.5% increase in each year of the two-year budget. Principals will also receive a \$1,800 bonus.
- The budget includes a new \$100 million fund to help school districts supplement teacher salaries. The allotments would be based on county wealth. Small and rural counties have trouble hiring and keeping teachers because they cannot afford to supplement state salaries to the degree that wealthier counties can. Ninety-five counties are eligible to receive these funds. The counties that do not qualify are Wake, Mecklenberg, Guilford, Durham, and Buncombe.
- State employees will receive 2.5% raises in each of the two budget years.
- The budget institutes a minimum wage for state employees of \$13 an hour this year and \$15 an hour next year.
- The budget includes bonuses for all local school employees and all state employees for their extraordinary work in response to the COVID-19 pandemic. Employees who make less than \$75,000 a year will receive \$1,500 bonuses. Employees who make more than \$75,000 a year will receive \$1,000 bonuses.
- Government retirees will receive one-time cost-of-living adjustments of 2% this year and 3% next year.

Current salaries/pay will remain in effect until December 31, 2021. One must be employed effective January 1, 2022 to receive these salary changes/bonuses. The amount of the legislative increase for the period July 1, 2021 through December 31,

2021 will be paid in the form of a retroactive bonus/pay. No specific date has been provided but it will occur after January 1<sup>st</sup>. This is to provide time for the new scales to be put in place. The new schedules go into effect on January 1, 2022 for the ongoing payroll.

Dr. McDaris and Dr. Weaver answered questions from the board and noted that many details are still being worked out by the state. The board requested more information on the amount of increase for veteran teachers based on the state salary schedule. Dr. Weaver stated that he would send information. It was noted that the board will need to request additional funding from the county in order to cover local salary increases.

#### 14. Superintendent's Update

Dr. McDaris reported that workers all over the country—whether burned out, fed up, or experiencing post-pandemic wanderlust—have decided now it the time to call it quits. Add to this the rise of remote work over the past year, and many employees are moving away from the coasts to more affordable locales. A recent study compiled a list of cities clustered in the South and West that are drawing newcomers in with steady economic growth, an abundance of jobs, and a lower cost of living. Number 4 on the list is Asheville, NC. This sounds great for the economy, but as stated by a prominent realtor, “Unfortunately for the locals, the people coming in have cash. They can sell their condos in Miami and pay cash for a million-dollar house. For the locals who are trying to get a mortgage, their offer just isn’t competitive.” Contrast this with the latest job numbers and county market conditions. Asheville metro now (as of October 2021) has the #2 lowest unemployment of any NC metro at 3.0%. This rate is 2.9% points lower than the metro unemployment rate of 5.9% of one year ago.

- Buncombe 3.0%
- Henderson 3.0%
- Madison 3.1%
- Transylvania 3.2%

Compared to October 2020, the Asheville metro added 4,800 jobs and compared to October 2021 the Asheville metro added 2,700 jobs. Compared to October of 2020:

- Leisure & Hospitality added 12.2% (2,900 jobs) of the total jobs in the sector
- Manufacturing added 5.8% (1,200 jobs) of the total jobs in the sector
- Trade, Transportation & Utilities added 0.3% (100 jobs) compared one year ago.

Consider some additional important factors:

- Average weekly wages for manufacturing in the Land of Sky is close to \$1000 per week.
- Average weekly wages for leisure and hospitality jobs in the Land of Sky is about \$468 per week
- Average weekly wages for Transportation and warehousing jobs in the Land of Sky is about \$944 per week.

There is a growing disconnect between types of jobs versus those growing fastest. Signs remain up all over by businesses looking for employees. Affordable housing is only one piece of the puzzle. The simple fact is we need more young families who can afford to live and work here. It obviously affects the job market , schools, and many other

services and amenities. While travel and tourism is very important and reels in tax dollars, these numbers and the growth in certain categories of home buyers suggest to me that we cannot afford to take our eyes off the importance of industry. Wages determine how families live and where they live.

**15. Important Dates**

Dec. 7	SPECIAL MEETING, 5:30 p.m., MEC
Dec. 20	REGULAR MEETING, 6:30 p.m., MEC
Dec. 22	Students dismissed at noon
Dec 23-Jan 3	Christmas break
Jan. 3	NO MEETING (holiday for staff and students)
Jan. 4, 5	Teacher workdays
Jan. 6	Students return from break
Jan. 17	MLK Day (annual leave day, no students)
Jan. 18 (Tue)	REGULAR MEETING, 6:30 p.m., MEC
Feb. 7	REGULAR MEETING or PLANNING SESSION, 6:30 p.m., MEC
Feb. 21	REGULAR MEETING, 6:30 p.m., MEC

**16. Other Items**

None

There was no further business, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. DOMOKUR, the meeting was adjourned at 9:00 p.m.

Respectfully submitted,

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Chairman

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Secretary

**PERSONNEL REPORT  
December 6, 2021**

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

Licensed Personnel

Jacob Montgomery, Teacher, RHS, effective January 3, 2022

Classified Personnel

Jessica Reigle, NC Education Corps Part-time Reading Tutor, BES, effective November 29, 2021

Randy Shuler, Maintenance Worker, Plant Operations, effective December 3, 2021

Leasa Stanley, Child Nutrition Worker, BHS, effective February 28, 2022

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

Licensed Personnel

April Barton, Reading Specialist, PFES, effective January 4, 2022

Megan Dalton, Teacher & Coach, PFES, effective January 3, 2022

April Roof, Teacher, PFES, effective January 4, 2022

Beth Watson, Math & Reading Specialist, RMS, effective January 4, 2022

Classified Personnel

Carolyn Cagle, Teacher Assistant, BES, effective November 29, 2021

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

Licensed Personnel

None

Classified Personnel

None

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

Licensed Personnel

Blakely Crain, Teacher, BHS, Family Leave Without Pay (BOE Policy 7510), effective May 2, 2022 through May 30, 2022

Classified Personnel

None

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

Substitute Teachers

None

Substitute School Nutrition Workers

None