

**Minutes  
Transylvania County Board of Education  
February 18, 2010**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

Approval of Agenda

6:00 p.m. Closed Session

BUSINESS ITEMS

1. Public Comment
2. Good News Report
3. Former Students in the Military
4. Consent Agenda:
  - A. Minutes
  - B. Personnel Report
5. Non-Faculty Coaches
6. Policy:
  - A. GBA "Professional Standards of Conduct and Performance for Teachers"
  - B. GD "Employees' Work Week and Overtime Compensation"
  - C. Extension of Deadline for Third Round Observations (*addition*)
7. Facilities and FY11 Budget
8. Important Dates
9. Other Items
10. Public Comment

The Transylvania County Board of Education met in regular session at 6:00 p.m. on February 18, 2010 at the Morris Education Center. The meeting had been rescheduled from February 15, 2010 due to inclement weather. Present were Chris Whitmire, Chairman; Tawny McCoy, Vice Chairman; Shelia Norman; Cindy Petit; and Sue Fox. Also present were Dr. Jeff McDaris, Superintendent; Jenny Hunter, Administrative Assistant; Norris Barger, Director of Business Services; Dr. Bo Williams, Director of Testing and Policy; David Sutton, Director of Human Relations; and Lenora Carver, *Transylvania Times*. Seth Aiken, Rosman High School, was the student representative. Mrs. McCoy gave the invocation and Mrs. Norman led the Pledge of Allegiance. Chairman Whitmire called the meeting to order.

**Approval of Agenda**

Chairman Whitmire asked if any changes to the agenda were needed. Dr. McDaris requested that the Board consider granting an extension of the deadline for third round observations due to missed snow days. This was placed under Policy as Item 6C. ON A MOTION BY MRS. PETIT, SECONDED BY MRS. FOX, the meeting agenda for February 18, 2010 was approved as revised.

**Closed Session (6:00 p.m.)**

ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. NORMAN, the Board went into closed session at 6:05 p.m. to consult with the board attorney regarding a confidential personnel matter/legal matter, pursuant to N.C.G.S. 143-318.11(a)(1), 143-318.11(a)(3), and 115C-319 through 321. Present in the closed session were Dr. McDaris, Mr. Whitmire, Mrs. McCoy, Mrs. Norman, Mrs. Fox, Mrs. Petit, Mr. Sutton, and Attorney Chris Campbell (via conference call). Following discussion, ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. FOX, the Board voted 3:1 (FOR: Whitmire, McCoy, Fox; AGAINST: Petit; ABSTAIN: Norman) to accept the recommendation of the superintendent and follow up with the principal. ON A MOTION BY

MRS. PETIT, SECONDED BY MRS. MCCOY, the Board reconvened into open session at 7:25 p.m.

1. **Public Comment**

There was no public comment.

2. **Good News Report**

Dr. McDaris shared the following good news:

*FBLA REGIONAL COMPETITION*

The students listed below took top honors in the Western Region Future Business Leaders of America Competition held on January 28. They will be eligible to compete at the state competition in April.

BHS

Paul Connell - 1<sup>st</sup> Place, Business Calculations  
 Zach Smith - 1<sup>st</sup> Place, Business Procedures  
 Rachel Tibbles - 1<sup>st</sup> Place, Business Communications  
 Austin Jenkins - 1<sup>st</sup> Place, Public Speaking II  
 Megan McGee - 1<sup>st</sup> Place, Computers Applications I  
 Kelsey Meece - 2<sup>nd</sup> Place, Public Speaking I  
 Kaylan Lance - 3<sup>rd</sup> Place, Job Interview

RHS

Zach Cozart - 1<sup>st</sup> Place, Job Interview  
 Leanna Hall - 1<sup>st</sup> Place, Future Business Leader  
 Drew Jamerson - 2<sup>nd</sup> Place, Business Procedures  
 Devon McIntosh - 3<sup>rd</sup> Place, Business Communications  
 Andrea Owen - 3<sup>rd</sup> Place, Business Calculations  
 Jamie Barton - 3<sup>rd</sup> Place, Computer Applications

*ALL-DISTRICT BANDS*

The following students were selected for the 2010 Western North Carolina All-District Bands in February. Those with an asterisk beside their name will be eligible to audition for All-State Band in March.

Rosman High

Brook Owen - Clarinet  
 Brian Hollifield - 3<sup>rd</sup> Alternate, Mallets  
 Ben Higdon - 1<sup>st</sup> Alternate, Tuba  
 Kandyce Norton - 1<sup>st</sup> Chair, Clarinet\*

Brevard High

Kathleen Miller - 3<sup>rd</sup> Chair, Clarinet\*  
 Elisabeth Moore - 5<sup>th</sup> Chair, Clarinet\*  
 Lauren Fuller - 3<sup>rd</sup> Chair, Alto Sax  
 Jasmine McMillan - 3<sup>rd</sup> Chair, Trombone\*  
 Sarah Costilow - 2<sup>nd</sup> Chair, Flute\*  
 Wesley Holland - 9<sup>th</sup> Chair, Clarinet  
 Matt Clyburn - 2<sup>nd</sup> Chair, Snare Drum\*  
 Glenn Palmer - 1<sup>st</sup> Chair, Timpani\*  
 R. J. Blackburn - 3<sup>rd</sup> Chair, French Horn\*

Brevard Middle*MIDDLE SCHOOL BAND I:*

Anna Fuller, 2<sup>nd</sup> Chair, Flute\*  
 Mary Ball, 5<sup>th</sup> Chair, Flute  
 August Nye - 10<sup>th</sup> Chair, Flute  
 Tannis London - 6<sup>th</sup> Chair, Clarinet\*  
 Olivia Redden - 8<sup>th</sup> Chair, Clarinet  
 Rebekah Pedersen-16<sup>th</sup> Chair, Clarinet  
 Grace Williams - 18<sup>th</sup> Chair, Clarinet  
 Shelby Barton - 3<sup>rd</sup> Chair, Bass Clarinet  
 Emma McLeod - 2<sup>nd</sup> Chair, French Horn\*  
 Allie Williams - 3<sup>rd</sup> Chair, French Horn\*  
 Fraser Shuman, 3<sup>rd</sup> Chair, Tuba

*MIDDLE SCHOOL BAND II:*

Indya Thompson - 1<sup>st</sup> Chair, Flute  
 Nicole Miller - 4<sup>th</sup> Chair, Flute  
 Jose Arizmendi - 4<sup>th</sup> Chair, Clarinet  
 Lauren McKee - 18<sup>th</sup> Chair, Clarinet  
 Melody Suess - 5<sup>th</sup> Chair, Trombone  
 Chris Wilson - 2<sup>nd</sup> Chair, Snare Drum

*EDUCATION FOUNDATION AWARDS MINI-GRANTS*

The Transylvania County Educational Foundation, Inc., has awarded 15 mini-grants totaling \$9,600 to the following applicants:

RECIPIENT	SCHOOL	PROJECT TITLE
Julie Queen	RHS	Generation Renovation
Joe Russo	DRS	Sandbox Strategy
Ashley Dickson	BHS	Weaving Future
Sara Cathey	RHS	Monitoring Water Quality
Christina Dodson	BMS	Comic Life
Rosman Peer Team	RHS	Peer Team
Jennifer Bolt	BHS	Around the Bin
Kathryn Marcotte	BHS	Media Program
Erin Keane	BMS	Unmasking
Carrie Elmore	BHS	Food Service
Beth Aspray	BES	Earth Shine
Connie Newman	BMS	Messages from Mexico
Patrick Davis	BHS	Math Problem of the Week
Katrina Ronneburger	BHS	Digital Tablets
Betsy Langston	CISTC	Team Teachers

*REGIONAL SCIENCE FAIR WINNERS*

Transylvania County brought home the lion's share of awards from the Western Regional Science Fair held at Western Carolina University on February 9-10. The western region, which serves 16 school districts, sends only three elementary winners on to the state science fair. Two of those three slots went to students from TCS: Weston Whitmire and Deland Thomas (RES), and Diana Bodie (BES). The first and second place students in the junior and senior divisions, as well as the winners and honorable mentions in the elementary division, will advance to the state competition in March.

*Elementary Division*

**1<sup>st</sup> Place:** Deland Thomas and Weston Whitmire (RES)

**3<sup>rd</sup> Place:** Diana Bodie (BES)

**Honorable Mention:** Aaron Flynn, Benjamin Miner, and Emily Sheffield (BES)

**Honorable Mention:** Ressie Mae Owen (TCH)

**Honorable Mention:** David Howell and Emily Treadway (PFES)

*JUNIOR DIVISION*

**Honorable Mention, Junior Biological:** Bryer Owen (RMS)

**Honorable Mention, Junior Earth/Environmental:** Chris Wilson (BMS)

**Honorable Mention, Junior Techonology/Engineering:** Haley Berezik (BMS)

*Senior Division*

**1<sup>st</sup> Place, Senior Biological:** Hannah Davis (BHS)

**1<sup>st</sup> Place, Senior Team Project:** Yohanna Dierolf, Rebekah Morgan and Erika Williams (BHS)

*SPECIAL AWARDS*

**WCU Environmental Science Program Award for Best Environmental Science Project:** Sarah Branagan (BES)

**Director's Award for Best Project in Organismal Biology:** Bergen Khare, Bryce Spradlin and Aidan Spradlin (PFES)

**WCU Dept. of Geosciences and Natural Resources Award for Best Earth Science Project:** Erin Smith (BMS)

**WCU Dept. of Chemistry and Physics Award for Best Physical Science Project:** David Howell, Emily Treadway (PFES)

**WCU Secondary Science Education Program Award for Best Technology Project:** Sam Ballard (TCH)

*BURROUGHS-WELLCOME GRANT*

Jennifer Williams, BHS science teacher, has been awarded a Burroughs-Wellcome grant in the amount of \$175,000. The Burroughs-Wellcome program recognizes outstanding science and math teachers and supports scientific research and science careers.

*FEBRUARY IS BLACK HISTORY MONTH*

The month of February is designated as "Black History Month" nationwide. Classes will have activities commemorating the important people, places and events of the civil rights movement and the contributions and achievements of celebrated African-Americans.

**3. Former Students in the Military**

The Board of Education reviewed 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. The list will be updated as more names are received.

**4. Consent Agenda**

ON A MOTION BY MRS. MCCOY, SECONDED Y MRS. PETIT, the following consent items were approved:

Minutes from December 28, 2009 as revised

Minutes from January 11, 2010

Minutes from January 25, 2010

Personnel report for February 18, 2010 (see attached)

**5. Non-Faculty Coaches**

ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. PETIT, the following non-faculty coaches were approved for spring sports 2010:

BHS Baseball

Owenby, Chuck -JV Asst. Vol.

BHS Golf

Wilbanks, Derek - Head

BHS Soccer

DeJong, Rich - V. Women's Asst. Vol.

Hawkins, Mike - V. Women's Asst.

BHS Softball

Byrd, Rickey - JV Asst. Vol.

Rice, Ashley - V. Asst.\*

BHS Tennis

Lovett Jr., Kenny - Head\*

BHS Track

Baldwin, Bill - Head

Witherspoon, Jackie - Asst.

BMS Baseball

Lambert, Ricky - Asst. Vol.

BMS Soccer

Tellman, Ben - Head

Shea, Tim - Asst. Vol.

BMS Softball

Limerick, Scott - Head

McNeill, David - Asst. Vol.

BMS Track

Mosser, Chris - Head

*\*first-time coach with TCS*RHS Baseball

Galloway, Barry - Head JV

Ruff, Scott - Asst. Vol.

Shelton, Ryan - Asst. Vol.

Wilbanks, Joe - Asst. Vol.\*

RHS Golf

Rice, G.F. - Head

RHS Softball

Anders, Terry - Head JV

Dodson, Terry - JV Asst. Vol.\*

Landreth, Joey - JV Asst. Vol.\*

Owen, Eric - JV Asst.

Rainey, Mary - V. Asst. Vol.

Sheridan, Jay - Head

Ward, Bobby - V. Asst.

RMS Baseball

Pritchard, Steve - Head\*

RMS Softball

Bryson, Ken - Asst. Vol.

Riddle, Josh - Asst. Vol.

Dr. McDaris introduced RHS student representative, Seth Aiken, to the Board. Mr. Aiken reported that high school students overwhelmingly prefer having Saturday make-up days, even if that means having six-day weeks, rather than lose Spring Break. Dr. McDaris stated that the cost of paying overtime for hourly and classified employees (cafeteria workers, office support, custodians, teacher assistants, and bus drivers) would prohibit holding Saturday school unless it occurs during a week in which one or more days have been missed. He agreed that Saturday school would be his preference rather than taking more days away from Spring Break. To date, ten days have been missed due to snow and ice. Two of the makeup days have been scheduled for the Monday and Tuesday of Spring Break leaving three days, Wednesday through Friday, remaining.

**6. Policy**

New Policy GBA "Professional Standards of Conduct and Performance for Teachers" was presented for a fourth read and possible action. Dr. Bo Williams reviewed the latest changes to the policy. He thanked Mrs. Fox and Mrs. McCoy for participating in the policy committee meeting that was held on January 19 and reported that the committee had voted to recommend the policy changes as discussed at the last board meeting. Mrs. McCoy shared an e-mail from a policy committee member which contained more suggestions. Discussion centered on the following:

- Mr. Whitmire suggested the insertion of "strive to" in Line 8 to read, "Therefore, all teachers employed by the Transylvania County Board of Education shall *strive to* comply with and adhere to . . . ." Other members disagreed with making this

change, indicating that expectations should be stated clearly and without ambiguity.

- Mrs. McCoy suggested a rewrite and combination of Items 4 and 5 to read, "Act in a professional manner toward co-workers and/or supervisors, which includes but is not limited to avoiding actions, conversations, or confrontations which undermine or diminish their authority or result in an instructional disruption." Members were in agreement with this change.
- The Board added a new item which addresses staff dress/appearance. The new items reads, "Dress in a professional manner appropriate to their assignments, and at no time violate the student dress code established by Board policy JFCE."

ON A MOTION BY MRS. PETIT, SECONDED BY MRS. FOX, Policy GBA was unanimously adopted as revised.

Dr. Williams presented revised Policy GD "Employees' Work Week and Overtime Compensation" for first-read approval. The revision makes Saturday the last day of the work week instead of the first day of the work week. Dr. Williams reported that the revision is needed in order to allow hourly and classified employees to work when school is in session on Saturday without violating the 40-hour work week/overtime laws. ON A MOTION BY MRS. FOX, SECONDED BY MRS. MCCOY, revised Policy GD was unanimously approved as presented. A make-up day will be held on Saturday, February 20.

Dr. Williams asked the Board for permission to extend the deadline for third round observations from March 1 (as written in Policy GCN/AFC-R) to March 8, 2010. The extension is required as a result of the number of instructional days missed. The change would impact this year only. The Board had no objection to the one-week extension.

Dr. Williams asked for a Board volunteer to serve on the 2010-2011 calendar committee. Mrs. Norman offered to serve as her schedule permits. The first calendar committee meeting is scheduled for March 10 at 3:30 p.m. at the Education Center. Mrs. McCoy conveyed compliments to Dr. Williams from a parent for his good work with the numerous calendar revisions this year. Mrs. McCoy also commended Dr. McDaris for not compromising student safety.

Dr. McDaris informed the Board that he is considering applying for a calendar waiver for the 2010-2011 school year. He stated that he does not expect the waiver to be granted, but feels the gesture is important to show the negative impact/limitations that state calendar law has imposed on mountain school districts. Chairman Whitmire suggested that the waiver list every early dismissal, delayed start and missed day so as to present the truest portrayal of the number of instructional disruptions that have been experienced this winter. Dr. McDaris thanked the *Transylvania Times* for publishing his articles explaining calendar changes. He gave a reminder that the only make-up options remaining are Saturdays, Spring Break, or extending June. He declared his intent to preserve at least a part of Spring Break as a much needed breather for students and staff. He stated that it is most unfair for mountain students to have to give up their spring breaks while students in the rest of the state get to keep theirs. Board members strongly agreed.

## 7. Facilities and FY11 Budget

Norris Barger gave a report from the State Finance Officers Conference held this week. State revenues have fallen \$35 million below predictions, and the state is looking at a \$400-500 million budget gap for next year. Additional state cuts for next year are a near certainty. Mr. Barger presented a revised list of anticipated current expense budget needs for FY11:

1*	Decrease in fines and forfeitures	\$40,000
2*	Health insurance 8.9% increase (\$4,527/FTE to \$4,929/FTE)	33,379
3*	Retirement increase (8.75% to 10.53%)	73,469
4*	State discretionary reduction increase	201,301
5	Teacher step increase (4%)	57,862
6	Supplement increase associated with step increase	49,348
7	State budget cuts	?
8	OCS core course teacher	52,587
9	Child Nutrition subsidy	?
	Total	\$507,946
	Necessary increase in county appropriation	5.8%

\*Items already passed in NC biennial budget

Board members discussed the list and other items that may be included at a later date based on actions by the State Legislature. Mr. Whitmire asked how many jobs could be endangered. Dr. McDaris stated that there is no way to know at this time. Much will depend on the state's expanded budget cuts, ADM reduction and other factors. Federal stimulus money goes away after next year. He reported that Martin Nesbitt had recently announced to superintendents that he would attempt to hold the discretionary reduction to the same level as it was this year. Mr. Barger predicted there would be no way to do this and also provide the teacher salary increase. Dr. McDaris reported that Mr. Nesbitt does not believe the teacher raise will happen.

The Board discussed at length the projects on the capital outlay priority list and suggested several changes. Mrs. McCoy expressed concerns about the BES generator and whether it is a school need or an emergency shelter need. Mr. Whitmire asked if it would be possible to fix the sound panels in the RHS gym in time for this year's graduation. Mr. Barger stated that the Board could choose to appropriate money from another area to do so. Mrs. Fox asked about playground fencing at PFES. Mr. Whitmire gave a reminder that big items such as the Education Center and football field should be shown in the presentation of capital needs.

## 8. Important Dates

Feb. 20	Saturday School (student dismissal at 12:30 p.m.)
Feb. 24	Parent Advisory Council, 7:30 a.m., MEC
Feb. 25	School Board Training, 9:00 a.m. - 3:30 p.m., WRESA
Feb. 25	Superintendent's Communication Council, 3:45 p.m., MEC
Feb. 26	Student Advisory Council, 7:30 a.m., MEC
Mar. 1	REGULAR MEETING, 6:30 p.m., MEC
Mar. 15	REGULAR MEETING, 6:30 p.m., MEC
Mar. 18-19	NCSBA School Law Academy, Raleigh, NC

The Board discussed the requirements for school board member ethics training. Mrs. McCoy noted that the Board could save money by attending a training Webinar. She will investigate possible dates and times.

Mrs. Norman gave a brief report from a recent NCSBA board of directors meeting.

9. **Other Items**

Dr. McDaris reported that the TCS website will begin carrying a list of roads that buses will not run due to snow/ice in an effort to keep parents better informed.

10. **Public Comment**

There was no public comment.

There was no further business, and ON A MOTION BY MRS. NORMAN, SECONDED BY MRS. PETIT, the meeting was adjourned at 9:55 p.m.

Respectfully submitted,

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Chairman

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Secretary

DRAFT



**PERSONNEL REPORT  
February 18, 2010**

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

Licensed Personnel

Brian Bailey, P.E. Teacher and Coach, RMS/RHS, effective at the end of the 2009-2010 school year

Classified Personnel

None

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

Licensed Personnel

Sharon Bentley, Interim Part-Time Speech-Language Pathologist, TCS, effective February 16, 2010 through the end of the 2009-2010 school year

Ami Fish, Interim School Counselor, BES, effective February 17, 2010 through the end of the 2009-10 school year

Classified Personnel

Sarah Kipp, Interim Teacher Assistant, BHS, effective January 25, 2010, through the end of the 2009-2010 school year

Brad Smith, Interim Teacher Assistant, BHS, effective January 25, 2010, through the end of the 2009-2010 school year

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

Licensed Personnel

Luanna Carter, from Interim School Counselor, BES, to Career Development Coordinator, System-wide, effective February 17, 2010

Classified Personnel

None

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

Licensed Personnel

None

Classified Personnel

None

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

Substitute Teachers  
Barbara Belli  
Gary Massey  
Bernadette Merriman

DRAFT