

Minutes
Transylvania County Board of Education
February 18, 2019

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

5:30 - 6:30 p.m. Work Session: Educator Retention and Recruitment

BUSINESS ITEMS:

1. Approval of Agenda
2. Public Comment
3. Good News Report
4. Former Students in the Military
5. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
 - C. Non-Faculty Coaches
6. Policy:
 - A. 2670, Business Advisory Council
 - B. 4220, Student Insurance Program
7. School Improvement Plans 2018-2020
8. Offer to Purchase Right-of-Way
9. FY20 Budget
10. Superintendent's Update
11. Important Dates
12. Public Comment
13. Other Items
14. Closed Session

The Transylvania County Board of Education met in regular session at 5:30 p.m. on February 18, 2019 at the Morris Education Center. Marty Griffin led in a moment of silence and Alice Wellborn led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to three guests, the following board members, staff, and others were in attendance:

BOARD MEMBERS:

Tawny McCoy, Chair
Ron Kiviniemi, Vice Chair
Courtney Domokur
Marty Griffin
Alice Wellborn

BOARD ATTORNEY:

Chad Donnahoo

MEDIA:

John Lanier, *Transylvania Times*

SCHOOL RESOURCE OFFICER:

Kelly Cook

STAFF:

Dr. Jeff McDaris, Superintendent
Jenny Hunter, Administrative Assistant
Dr. Brian Weaver, Assistant Superintendent
Alan Justice, Director, Transportation/Athletics/Safety
Arleca Chapman, Director, Career/Technical Education
Kevin Smith, School-Community Relations Coordinator
Carrie Norris, Principal, BES
Jeff Bailey, Principal, BMS
Tonya Treadway, Principal, PFES
Bob Dinsdale, Principal, RES
Scott Strickler, Principal, RMS
Jason Ormsby, Principal, RHS
Audrey Reneau, Principal, TCH

Work Session

The board held a one-hour work session on educator retention and recruitment, a topic that was postponed from the February 4 work session. Dr. Brian Weaver shared data on teacher turnover and mobility:

- The number of full-time TCS employees has decreased from 510 in 2013 to 476 in 2019, a decrease of 34 positions (Full-time includes 30 hours or more). The number of full-time classroom teachers has decreased from 264 in 2015 to 257 in 2018.
- In the current teacher workforce, the largest categories in years of experience are 4-7 years and 12-15 years.
- A three-year comparison of teacher attrition rates shows Transylvania below the state average and similar to neighboring districts. In 2017-2018, Macon County had the lowest attrition rate at 4.3% while Warren County had the highest rate at 32.5%. Transylvania had 10.9% and the state average was 12.5%.
- The highest level of teacher turnover is in the elementary and exceptional children categories. Career/Technical Education (CTE) has the lowest level of turnover.
- Reasons for separation reported by staff during 2016-2019 were relocation (43%), retirement (19%), career change (10%), family (5%), health (5%), disability (1%), graduate school (1%), and other (1%).
- A comparison of teaching assignment and years of experience show that numbers begin to stabilize after year seven.
- In reported destinations for relocation, 24 teachers reported they were moving to continue their profession in a different LEA in North Carolina. Fifteen teachers reported they were moving to continue their profession in a different state.
- Recruitment efforts include the Appalachian State University Education Career Fair and the Western Region Education Job Fair. Benefits to working in Transylvania County include a local supplement, tuition reimbursement, smaller school system, smaller class sizes, program diversity, and geographic desirability. Challenges include affordable housing, limited job opportunities for significant others, and lack of infant child care options.

Mr. Kiviniemi asked Dr. Weaver to consider attending additional job fairs in other parts of the state in an effort to attract more minority teachers. Mrs. Domokur spoke about the pressure of elementary testing on new teachers, especially third grade testing. Mr. Griffin stated that some teachers may leave because they do not feel the amount of pressure is compensated by the level of pay. There was discussion about motivational strategies and positive support for teachers beyond year one. Mrs. Wellborn stated that taking the time to give a genuine and specific accolade means a lot and giving agency to our best, most creative teachers is a good thing.

The board took a 10-minute recess before starting the business meeting at 6:35 p.m.

1. Approval of Agenda

ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the meeting agenda for February 18, 2019 was unanimously approved as presented.

2. **Public Comment**

Mr. Richard Liston stated that he had attended the first day of the school facility tours and feels that the school system is pretty good compared to other school systems. He is very concerned about our society and believes that our county has an opportunity to be a shining example of how to do it right. He stated that we should ask ourselves how we can do a better job, stop the ego-stroking, and get down to doing the work. He wants to see young people be better prepared, especially in math. He believes education could be more fun than we are making it now, and invited the board to ask him how. He recommended that the board make the public feel more welcome to bring up criticism by asking guests about themselves and why they are there. He stated that he came to speak because he cares. Chairman McCoy thanked Mr. Liston for his comments.

3. **Good News Report**

Dr. McDaris reported the following items:

TCS SCIENCE FAIR/EXPO

Congratulations to the following winners of the 2019 Transylvania County Schools District Science Fair/Expo that was held in January at the Transylvania County Library:

SENIOR DIVISION - *All of these projects are from Brevard High School:*

Biological Science A

1st Place: *John Nguyen, Nicole Rideout: Antifungal Activity of Cutaneous Bacteria Isolated from the Green Salamander, *Aneides aeneus**

2nd Place: *Isaiah Lefler: A Method of Utilizing Nutrients from Martian Resources For Use in a Hydroponic Plant System*

Biological Science B

1st Place: *Chase Bishop and Fritz Ruppert: Evaluation of Magnetoreception in *Culex quinquefasciatus* for Potential Mosquito Control*

Earth/Environmental

1st Place: *Marli Cohen and Ada Weaver: Testing the Efficiency of Local Cyanobacteria and Microalgae in Biophotovoltaic Solar Cells*

2nd Place: *Sabra Freeman and Jon Gibson: Degradation of Polyethylene Plastic via Locally Sourced Bacterial Cultures*

Engineering (Material Science)

1st Place: *Frank Parsons and Ben Caroway: Enhanced Sol-Gel Production and Robocasting for Artificial Photosynthesis*

JUNIOR DIVISION - *All of these projects are from Brevard Middle School:*

Biological Science A

1st Place: *Joseph Cole: Dinosaur Gladiators*

Chemistry

1st Place: *David Diaz-Corn: Diet Coke and Mentos: Best of Friends or Worst of Enemies?*

2nd Place: *Savanna Ferguson and Amber Hall: Rock Candy*

Earth/Environmental

1st Place: *Ayden Friedman: Solar Powered Oven*

ELEMENTARY DIVISION - *Rosman Elementary:*

Earth/Environmental

1st Place: *Reagan Brown:* What Makes a Tornado Twist?

BLACK HISTORY MONTH

The month of February is celebrated as Black History Month in the United States, Canada, and the United Kingdom. Classrooms everywhere have activities throughout the month to commemorate the important people and events of the Civil Rights movement and the contributions and accomplishments of African-Americans in every area of endeavor.

NATIONAL SCHOOL COUNSELING WEEK

National School Counseling Week 2019, "*School Counselors: Providing Lessons for Life,*" was recognized during the week of February 4-8, 2019 to recognize the unique contribution of school counselors within our nation's schools. We celebrate our skilled and dedicated school counselors for all that they do to help students explore their potential and achieve success in school and beyond.

"LOVE THE BUS" / SCHOOL BUS DRIVER APPRECIATION WEEK

February is "Love the Bus" month nationwide, and in North Carolina, February 12-16, 2019 was proclaimed by Governor Cooper as "School Bus Driver Appreciation Week." In North Carolina, more than 750,000 students board over 13,000 school buses each day. All school bus drivers complete rigorous training and certification standards, and student safety is their top priority. Students nationwide are about 70 times more likely to get to school safely if they take the school bus instead of traveling by car, according to the National Highway Traffic Safety Administration. In addition, school buses reduce traffic by keeping more than 17 million cars off roads each year, while also saving approximately 2.6 billion gallons of fuel, according to the American School Bus Council. NCDPI Transportation Services Section Chief Kevin Harrison says, that "school bus drivers are entrusted with a great responsibility. They drive their students, watch out for them, listen to them and teach them. We ask so much of bus drivers every day. I hope that all students, parents and staff will take a moment to express their appreciation for the many things their bus drivers do." We give thanks and appreciation to the men and women of Transylvania County Schools who transport students safely each and every day.

Dr. McDaris recognized the student artwork from Brevard Middle School that was on display in the board room and thanked Officer Cook for attending the meeting.

4. Former Students in the Military

The board 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. There were no new names on the list.

5. Consent Agenda

ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. DOMOKUR, the board unanimously approved the minutes of the January 16, January 22, and February 4, 2019 meetings; the personnel report for February 18, 2019 (attached); and the following non-faculty coaches for spring sports 2019:

BHS

Chuck Owenby, JV Baseball
 Richard Ciarlarte, Varsity Baseball
 Larry Betsinger, Women's Soccer
 Gordon Murray, Women's JV Soccer
 Elise Yeomans, Women's Soccer
 David McNeil, Softball
 Chad Owenby, Softball
 Rodney Gilbert, JV Softball
 Jeff Horrell, JV Softball
 Mike Baer, Men's Tennis
 Philip Latter, Men's Track

BMS

Jason Conley, Softball
 Kyle Farmer, Baseball
 Chelsea Gray, Girls' Track

RHS

Scottie Ruff, Baseball
 Kirk Dotson, Baseball
 Kyle Reese, Softball
 Doug Tucker, Softball
 Craig Rice, JV Softball
 Paiton Reese, Softball
 Chris Galloway, Softball
 Thomas Whitaker, Track
 Nathan Bumgarner, Golf

RMS

Dwayne Powell, Baseball
 Shawn Lyday, Baseball
 Ethan Orr, Track

Dr. McDaris extended best wishes to Attorney Chad Donnahoo who will be leaving the firm of Campbell Shatley, PLLC soon to begin a new endeavor.

6. Policy

Revised policy 2670, Business Advisory Council, was presented as first-read information in January. Dr. Brian Weaver reported there had been no changes to the policy since that time. There were no questions, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. WELLBORN, policy 2670, Business Advisory Council, was unanimously approved as presented.

Dr. Weaver reported that policy 4220, Student Insurance Program, has been revised based on a recommendation by staff to align the language in the policy to the current athletic handbook. The proposed revision changes the policy from *requiring* insurance for students who participate in sports to *strongly recommending* insurance for students who participate in sports. There was considerable discussion regarding the proposed revision. Some members felt the policy should maintain the requirement for insurance in order to protect students and their families, while others did not want a lack of family insurance to be a barrier to any student who wants to play. Mr. Alan Justice offered to get more information from the athletic trainers at Pardee Hospital and report back at the March 4 meeting. ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. KIVINIEMI, policy 4220 was unanimously accepted as first-read information.

7. School Improvement Plans 2018-2020

Dr. McDaris presented the school improvement plans for 2018-2020. The plans represent the collaborative effort of each school's school improvement team to advance student growth and learning for the next two years. Each school has conducted a vote to approve their plan, and the plans are submitted for approval as required by N.C.G.S. § 115C-105.27 and board policy 3430. The school safety components of each plan, which are not public information, will be reviewed with the board in closed session. Dr. McDaris welcomed the school principals who were on hand to answer questions. He noted that the plans are living documents and may be revised as needed.

Mrs. Wellborn commended the new formats and the focus on whole child learning, meaningful parent communication, positive behavior programs, and protection of planning time for elementary teachers. Mr. Kiviniemi asked about measurable goals for

growth. Mr. Strickler reported that the schools use benchmarks and other data, but there is a delay in obtaining state testing results. First semester math scores are not expected to be available until late fall. It is hoped that next year's data will look different as the state re-norms the tests. Mrs. Treadway reported a frustration that the growth achieved on re-tests is not considered in EVAAS; it counts toward proficiency, but not growth. Mr. Kiviniemi advised principals to continue working toward growth goals.

The board thanked the principals for the excellent work that went into the plans. Chairman McCoy and Mrs. Domokur commended the narrative portions of the plans as a good way to communicate with parents. Mr. Griffin stated that he would like to see more parent and community representation on the school improvement teams, and understands the difficulties of getting people to serve. ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. KIVINIEMI, the school improvement plans for 2018-2020 were unanimously approved.

8. Offer to Purchase Right-of-Way

Dr. McDaris reported that the North Carolina Department of Transportation (NCDOT) has offered \$3,160 (the equivalent of \$40,000 per acre) to purchase a right-of-way at Brevard High School for a 10' wide concrete sidewalk connecting the current sidewalk in front of the new gym and the driveway closest to Gallimore Road. School administrators and Mr. Barger have met with the NCDOT representative and are satisfied that this would be of benefit to the school. NCDOT would like to begin the project in March. G.S. § 115C-518(b) allows the board to deal directly with NCDOT when dedicating property for rights-of-ways for roads, sidewalks and utilities. Therefore, the requirements to declare the property surplus, offer to the commissioners, etc., are not required. Mr. Barger has asked NCDOT to provide follow-up to two questions: (1) is there a possibility of adding lights along the sidewalk, and (2) will there be bollards at either end to prevent cars from accessing the sidewalk. Dr. McDaris recommended that the board approve the offer contingent upon the two questions described above.

Members discussed the potential impact of the project on bond construction at the school, specifically whether an easement could be granted if needed. They feel that lights and bollards would make the walkway safer and help deter unwanted parking. The board indicated its likely intent to move forward on the offer pending satisfactory resolution of these issues. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. DOMOKUR, the board unanimously postponed action on the NCDOT offer pending answers to the questions regarding lights and bollards and clarification regarding the potential impact on bond construction.

9. FY20 Budget

At its work session on February 4, the board reviewed the initial working drafts of local current expense and capital outlay budgets for the 2019-2020 fiscal year. On February 14, the board conducted Day 1 of the school facility tours to evaluate capital needs. Day 2 of the tours will be held on February 22. Dr. McDaris reported there is no new information on the state budget at this time. Mr. Kiviniemi requested that the cost of an additional English Language Learner (ELL) position be added to the local current expense request.

10. Superintendent's Update

Dr. McDaris reported the following items:

- On February 19, State Superintendent Mark Johnson will host an Innovation and Leadership dinner that will include "major announcements for our public education

system.” There is speculation that North Carolina may be one of the five states selected by the Koch Brothers for their foundation’s controversial work to transform “failing schools.” North Carolina’s traditional public schools are not failing. If that is the announcement, we may be able to look at some recent legislation in South Carolina for direction.

- On February 20, MyFutureNC will announce an attainment goal for education in North Carolina. Business leaders, education stakeholders, and statewide leaders will all play an important role in the development of the goal. Dr. McDaris stated that he believes that these two events happening during the same week are not a coincidence.
- Also on February 19, the Public School Forum of North Carolina will hold a legislative breakfast where it will unveil the Forum’s 2019 Local School Finance Study.
- So far in this current legislative session, the Senate has introduced four local school calendar flexibility bills, and the House has introduced 17 local school calendar flexibility bills and one statewide school calendar flexibility bill. The 21 local bills cover 51 LEAs.
- Brevard High School is one of the schools randomly selected across the state of North Carolina to participate in the 2019 Youth Risk Behavior Survey (YRBS) this spring. As in previous years, the North Carolina Department of Public Instruction will administer the YRBS survey in conjunction with the Centers for Disease Control and Prevention (CDC) of the United States Public Health Service.

11. Important Dates

Feb. 22	School Facility Tours (Day 2), 8:15 a.m., TCH, RES, RHS, RMS
Mar. 4	REGULAR MEETING, 6:30 p.m., MEC
Mar. 18	REGULAR MEETING, 6:30 p.m., MEC
Mar. 22	Teacher workday
Apr. 5	Early release - students, 12:00 p.m.
Apr. 8	REGULAR MEETING, 6:30 p.m., MEC
Apr. 15-19	Spring break

12. Public Comment

None

13. Other Items

Mr. Griffin asked whether the county commissioners have adopted a resolution for local school calendar flexibility. Chairman McCoy reported that the commissioners have not had a regular business meeting since the board adopted its resolution. Mr. Kiviniemi reported that calendar flexibility was discussed at the NCSBA board of directors’ meeting last week. They recommended that boards contact their local representative and ask Senator Edwards to introduce a local bill as well.

Board members expressed their thanks to Attorney Donnahoo for the advice, guidance, and service that he has provided through the years. They wished him well in his new endeavor and stated that he will be greatly missed. Mr. Donnahoo stated that he has enjoyed working with the board and appreciates the job it does. He stated that he is a proud product of North Carolina’s traditional public schools and credits much of his success to that.

14. Closed Session

Dr. McDaris reported that N.C.G.S. § 115C-105.27(c1) calls for the superintendent to review the school improvement team's safety components for each school improvement plan and make recommendations to the board of education. The board of education shall review the safety components and make findings. Both the superintendent's recommendation and the board's findings shall be done in closed session. For obvious reasons, the safety components of a school's improvement plan are confidential and safety sensitive; therefore, neither the safety components of the plans nor the board's findings may be set out in the minutes of the board.

ON A MOTION BY MRS. MCCOY, SECONDED BY MR. KIVINIEMI, the board went into closed session at 8:00 p.m. to discuss and take action on the school safety components of the Transylvania County School Improvement Plans for 2018-2020, pursuant to N.C.G.S. § 115C-105.27 and § 143-318.11. Present in the closed session were Chairman McCoy, Vice Chairman Kiviniemi, Mrs. Domokur, Mr. Griffin, Mrs. Wellborn, Dr. McDaris, Mr. Justice, and Mr. Donnahoo. Mr. Justice presented the school safety components. Following the board's findings, ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. WELLBORN, the board reconvened in open session at 8:36 p.m.

There was no further business, and ON A MOTION BY MRS. MCCOY, SECONDED BY MR. KIVINIEMI, the meeting was adjourned at 8:37 p.m.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
February 18, 2019**

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

Licensed Personnel

Cary Crawford, School Counselor, BES, effective June 12, 2019
Ann Wright, Part-Time Teacher, RES, effective January 28, 2019

Classified Personnel

Kimberly Hanna, Office Support, DRS, effective February 15, 2019
Amber McClure, Teacher Assistant, BMS, effective May 8, 2019
Steven Long, Custodian & Bus Driver, BHS, effective January 28, 2019
Amy Owen, Teacher Assistant, RES, effective February 28, 2019

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

Licensed Personnel

None

Classified Personnel

Paula Crowe, Bus Driver, TCS, effective February 19, 2019
Leigh Anne McJunkin, Interim Office Support, DRS, effective February 18, 2019 through March 15, 2019

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

Licensed Personnel

Courtney Owen, from School Counselor, BHS, to School Counselor, BES, effective August 15, 2019
Brian Weaver, from Senior Director of Human Resources, MEC, to Assistant Superintendent, MEC, effective February 13, 2019

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

Calvin Frady
Benjamin Gabin
Matthew Hamilton
Florentia Hutchison
Margrethe Onderdonk
Mary Thompson

Substitute School Nutrition Workers

None