

**Minutes
Transylvania County Board of Education
February 22, 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. List of Qualified Observers
6. Policy:
 - A. 7000 Series (Custom): Personnel
 - B. 7000 Series (Part B): Personnel
7. School Calendar 2016-2017
8. FY17 Budget
9. Superintendent's Update
10. Important Dates
11. Public Comment
12. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on February 22, 2016 at the Morris Education Center. Cindy Petit led in a moment of silence and Betty Scruggs led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to approximately 11 guests, the following individuals were in attendance:

BOARD MEMBERS:

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

BOARD ATTORNEY:

Chad Donnahoo

MEDIA:

John Lanier, Transylvania Times

STAFF:

Dr. Jeff McDaris, Superintendent
Jenny Hunter, Administrative Assistant
Norris Barger, Director, Business Services
Brian Weaver, Director, 6-12 Curriculum/Instruction
Leca Chapman, Director, Career/Technical Education
Kevin Smith, School-Community Relations Coordinator
Audrey Reneau, Director, K-5 Curriculum/Instruction
Joe Russo, TCAE President
Desiree Abram, School Resource Officer

1. **Approval of Agenda**
ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. PETIT, the meeting agenda for February 22, 2016 was approved as presented.
2. **Public Comment**
Chairman McCoy reviewed the rules for public comment. Four speakers addressed the board:

AMY BAKER expressed concerns about virtual days. She stated that although teacher help is offered from 8-12, this does not help the parents who don't have Internet access or have to work during those hours. She feels that virtual days are forcing parents to be teachers. She also has heard that students who do not turn in their virtual day assignments would be counted absent. She stated that NC law says that if buses do not run, students cannot be counted absent. She feels that parents should have been asked before the district implemented this program.

TAMMY ALBRECHT stated that she and her family were angered and upset by the dismissal of the Rosman High School head volleyball coach. She stated that the administration has not told the whole story. She feels the coach was fired because she is a strong, outspoken female. Mrs. Albrecht derided the qualifications and character of the school principal, saying that the school deserves better than his "arrogant, bullying style of leadership." She praised the dedication and sacrifice of the coach and added that her husband and father had driven the team bus for free. Mrs. Albrecht stated that the coach had garnered accolades and compliments from parents and players, and through her leadership, made the volleyball program the most successful program at RHS.

KATHY O'GRADY presented a petition signed by members of the Sapphire community asking that issues concerning blizzard bags and school closings for bad weather be discussed at the board meeting. The following issues were listed:

- Working mothers don't have the time that is needed (minimum 4 hours per day) to make sure their children grasp the material.
- The way children are taught today is different than the way their parents were taught.
- Some families don't have Internet. If they do it is on their phones. Some can't afford it. Some have limited access. Some don't have gas money to travel.
- The times that parents can call for help are not convenient for all parents.
- If the material is not completed at home, can someone at the school help with the completion of the material?
- Most parents don't feel comfortable helping their child with the material for fear that it will not be done in the correct way. Parents don't understand this way of teaching. It's hard and complicated.

JOE RUSSO, TCAE president, presented a sample resolution created by Mountain Allies for Public Schools, a part of the Asheville City School Foundation. The resolution calls for the NC General Assembly to fully fund public education, reinstate K-12 ADM funding as part of the continuation budget, reject the trend toward shifting education funding to local counties. The board accepted the resolution for consideration.

3. **Good News Report**

Dr. McDaris reported the following items:

BLACK HISTORY MONTH

The month of February is recognized as Black History Month in the United States, Canada, and the United Kingdom. Classrooms have activities during the month commemorating the important people and events of the Civil Rights movement and the contributions and accomplishments of African-Americans in every area of endeavor in history.

NATIONAL SCHOOL COUNSELING WEEK

The week of February 1-5, 2016 is celebrated as National School Counseling Week to focus public attention on the unique contribution of professional school counselors within U.S. school systems. We salute our school counselors for the tremendous impact they have in helping students achieve school success and plan for careers.

"THANKS TO TEACHERS"

Brevard High School agriculture education teacher and FFA advisor Dan Harris was recently featured as a WLOS "Thanks to Teachers" winner.

VOTER REGISTRATION VIDEO

Check out the student voter registration video from the Brevard High School Broadcaster staff. The video is available at <https://youtu.be/csgHF8TKlwc>. Special congratulations go to Lauren Tooley, Jeremy Dodson and Aubree Weaver.

NCSPRA AWARDS

At the recent North Carolina School Public Relations Association (NCSPRA) Conference in Greensboro, Transylvania County Schools received the following Blue Ribbon Awards for Effective School Communications and Public Relations:

- Bronze Award, Photography - *"LearnPads Come to Transylvania County"*
- Bronze Award, Excellence in Writing - *"Home Run for Holmes"*
- Silver Award, Digital Media Engagement - *"Storify Me: Brevard Middle Goes to Washington, DC"*
- Gold Award, Digital Media Engagement - *"Teacher of the Year Video" (YouTube and Facebook)*
- Best of the Best, Digital Media Engagement - *"Teacher of the Year Video" (YouTube and Facebook)*

Congratulations to Kevin Smith, School-Community Relations Coordinator, for his outstanding work.

SCHOOL BUS DRIVER APPRECIATION WEEK

Governor Pat McCrory proclaimed February 8-12, 2016 as "School Bus Driver Appreciation Week" in North Carolina. (Dr. McDaris read the proclamation at the end of Good News). Transylvania County is very appreciative of our bus drivers' excellent safety records and care for the children they transport to and from school every day.

EC COMPLIANCE REVIEW

Earlier this month, a follow-up review of the TCS Exceptional Children's program was conducted to evaluate some areas that were identified as needing improvement in an on-site monitoring review held earlier this fall. The review on February 5 revealed that all necessary corrections had been made and no findings of noncompliance were identified. Congratulations to Director Kerry Putnam and the EC staff for their efforts toward improving educational results for students with disabilities.

UNITED WAY CAMPAIGN

Thanks to school system staff who contributed to the 2016 United Way Campaign. Thanks also to Scott Strickler and Kevin Smith for their work in coordinating and publicizing an excellent, enthusiastic campaign. Special congratulations on the following:

- Total contributions were \$8553, a 24% increase over last year.
- Total participation was 34%. Last year was 32%.
- Average pledge amount was \$50.98, a \$13 increase over last year.
- 100% participation from Rosman Elementary and T. C. Henderson Elementary. They will each receive a lunch from Mayberry's Restaurant, compliments of United Way.
- Winners of drawings for two VIP tickets to a Brevard Music Center performance for this coming season are Elizabeth Privette (BES), Benjamin Sprinkle (BMS), Charles Megown (BHS), Becca Dinsdale (PFES), Laura Russo (RES), Amy Schoenacher (RMS), Stephanie Ramsey (RHS), Frances Hughes (TCH), Donna Wilde (DRS), and Kevin Smith (MEC).

CAREER DAY AT RES

On February 11, students at Rosman Elementary School got to explore future careers with ten professionals who came to the school and talked with the students about their fields. To close out the day, the Mountain Faith Band performed and spoke about how having a passion and a career path can help all students go a long way.

"TELL ME" VIDEO

Brevard High School teacher Kathryn Bailey recently posted a "Tell Me" video that, in less than 24 hours, became BHS Facebook's page most widely viewed post of all time with over 1,800 people reached. At the time of this post, the video had been shared to at least 14 different Facebook pages.

STATE CHAMPION

Brevard High School's Noah Graham took first place in the 3,200-meter race at the 2A Indoor Track and Field State Championship meet. Teammate Andrew Robinson finished in second place.

NINE WRESTLERS QUALIFIED FOR STATE FINALS

Seven Rosman Tigers and two Brevard Blue Devils placed high enough in the wrestling regionals to move on to the state finals in Greensboro. Tristan Praytor, Marcus Stamey, Ethan Orr, Tanner Whitman, Kameron Vaughan, Landon Shipman, and Andres Villagomez represented Rosman, and Cole Galloway and Tanner Ellenberger represented Brevard.

DRS SENIOR TRIP

The seniors of Davidson River School are planning a senior trip to Atlanta, Georgia on April 16-18. The educational and career-oriented trip will include stops at colleges, the Martin Luther King Jr. National Historic Site, Coca-Cola, and the Georgia Aquarium. To help raise funds for the trip, students will hold a yard sale at the school on Saturday, March 5, from 8-4. The school is seeking donations from the community for items to be sold. Items may be dropped off at the school, or pickup can be arranged by calling the school and leaving a message.

Dr. McDaris recognized the student artwork from Rosman Elementary School that was on display in the board room and thanked SRO Abram for being in attendance.

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 MRS. SCRUGGS, SECONDED BY MR. KIVINIEMI, the minutes of the January 19, 2016 meeting, the personnel report for February 22, 2016 (see attached), and the following list of persons recommended as qualified observers for mandatory improvement plans for teachers, pursuant to N.C.G.S. § 115C-333.1(b) and (c), were unanimously approved:

- All currently-appointed school principals in Transylvania County Schools (TCS)
- All currently-appointed central office administrators in TCS who hold a valid school administrator--principal license (excluding the superintendent)
- Catherine Credle, retired school administrator
- William Parker, retired school administrator

6. **Policy**

Dr. McDaris presented two custom policies from the 7000 Series: Personnel that were accepted as first-read information in January. He reported no changes to the policies. ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. PETIT, policies 7306 and 7307 were unanimously approved as presented.

ADOPTED	
7306	Professional Standards of Conduct and Performance for School Administrators
7307	Professional Standards of Conduct and Performance for Classified Employees

The board received 17 new policies from the 7000 Series: Personnel (Part B) and 13 old policies to be rescinded as first-read information. The following policies were discussed:

- *7405 - Extracurricular and Non-Instructional Duties.* Mrs. Scruggs expressed concern that new teachers who choose to coach during their first year should be carefully monitored and provided support. Dr. McDaris reported that all new teachers are assigned to veteran mentors and also meet regularly with the Director of Human Resources. Mr. Griffin stated that in his experience as an athletic director, some of his best coaches were teachers. He feels that first-year teachers who want to do so should be allowed to coach with extra support made available if needed.
- *7410 - Teacher Contracts.* Mrs. Scruggs requested an update on teacher contracts. Dr. McDaris reported that the North Carolina legislature had attempted to eliminate teacher tenure. The state teachers' organization filed a lawsuit and won the right for teachers who currently hold career status (tenure) to keep it; however, no new tenure will be given. New teachers will be hired on a year to year basis until 2018, when they will be offered either a one-year, two-year, or four-year contract. The state Supreme Court is expected to make a definitive decision on this matter by 2018.
- *7425 - School Administrator Contracts.* Mrs. Scruggs asked for clarification on the terms of administrator contracts. Dr. McDaris reported that the initial contracts are typically written for 2-4 years with subsequent contracts written for four years. Attorney Donnahoo reported that state statute specifies a four-year term for the second contract; however, it is possible to contract for a lesser amount in certain situations. Dr. McDaris noted that contracts are an important recruiting tool when districts must compete to fill administrator vacancies with limited pools of candidates.

ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board unanimously accepted the policies identified below as first read information:

7000 SERIES: PERSONNEL PART B			
NEW POLICIES (FIRST READ; ADOPTION IN MARCH)		OLD POLICIES (FIRST READ; RESCISSION IN MARCH)	
7400	Job Descriptions	GCAA	Job Description - Athletic Director
7405	Extracurricular and Non-Instructional Duties	GCKA; GCKA-R; GCKA-E	Extracurricular and Non-Instructional Duties
7410	Teacher Contracts		
7420	Superintendent Contract		
7422	Deputy/Associate/Assistant Superintendent Contracts		
7425	School Administrator Contracts		
7430	Substitute Teachers	GCE	Substitute Teachers
7440	Assignments/Reassignments/Transfers	GCI	Employee Assignments and Transfers
7500	Workday and Overtime	GCJ; GCJ-R; GD; GDJ; GDJ-R	Certified Staff Time Schedules; Employees' Work Week and Overtime Compensation; Classified Staff Time Schedules
7505	Compliance with State Board of Education Employment Policies	GCBDB	Employee Leaves and Absences
7510	Leave		
7520	Family and Medical Leave		
7530	Military Leave		
7540	Voluntary Shared Leave		
7541	Sick Leave Bank		
7550	Absences Due to Inclement Weather	GCJA	Employee Time Schedules During Inclement Weather, Emergency Closings, Delays, or Early Dismissals
7560	Permitted Salary Deductions for Absences and Discipline of Exempt Employees		

7. School Calendar 2016-2017

Dr. McDaris reported that Transylvania County Schools have missed seven days so far this year, and five of those were designated as virtual days. He reported that middle and high school students who do not have Internet at home may download modules on their devices ahead of time when bad weather is predicted and school is likely to be out. Elementary students have pre-loaded blizzard bags. Students have at least five days to turn in virtual day assignments. During virtual days, teachers are available at certain times for help. Teachers are also available for makeup instruction. Dr. McDaris stated that the schools will work with anyone who is having difficulty with a virtual day assignment, just as they would with any homework or other type of assignment. Dr. McDaris also clarified that it is possible to hold school and not run buses, noting that Transylvania County Schools has had to do so at times in the past.

The board reviewed the recommended school calendar for the 2016-2017 year that was presented in January. Members discussed how state calendar law limits local flexibility regarding school calendars and makeup days. Mr. Griffin suggested that the board adopt a resolution requesting the legislature to return control of school calendars to local boards. Dr. McDaris reported that the board has done a number of such resolutions over the years, all to no avail. He reported that the most recent general session saw another round of proposed calendar bills that would have affected 54 school systems. Under the current political structure, few if any of these bills are allowed to reach the floor for a vote. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the school calendar for 2016-2017 was unanimously approved as presented.

8. FY17 Budget

Norris Barger reviewed anticipated local budget changes for FY17. He reported that any state salary increase is merely conjecture at this time. Discussion involved charter school funding, a health insurance increase, and a retirement rate increase. Mr. Barger reported that a board committee has been discussing funding formula options with the county commissioners. Mr. Kiviniemi expressed concern that the options being considered would allow the school system to only maintain the status quo, and might result in losing ground over time. Board members expressed concern that a funding formula could make it harder to incorporate changes such as a teacher supplement increase or adapt to a decrease in state ADM funding. Chairman McCoy reported that the commissioners plan to vote on a funding formula in March. Mrs. Petit cautioned against agreeing to anything until the numbers have been fully vetted. Chairman McCoy reported the intent is to be able to tweak the formula if there is a significant need. Dr. McDaris reported that last year's state budget had many non-recurring items. This means that funding those items for FY17 would be at the discretion of state legislators. He gave a reminder that teacher assistant funding has been a target of state legislators for some time.

Chairman McCoy stated it is time to start the capital outlay discussion with commissioners. Mr. Barger provided an updated list of capital needs based on the school facility tours and the master facility study from Clark Nexsen. Mr. Kiviniemi reported that the county's bond repayments would soon decrease significantly, strengthening the argument for the county's ability to fund improvements to the schools.

Mrs. Scruggs stated that she sees a funding formula as a helpful tool for planning; however, the key will be having a formula that is fair and equitable. She described the capital list as comprised of long-time needs and necessities, with no fluff. She stated that the board is elected to take care of the needs of students and teachers, and it is important to represent those needs truly and not allow things to go backward. She asked that all members be kept informed of the committee meetings in order to provide support.

9. Superintendent's Update

- Dr. McDaris recently participated in the Homeless Teen Forum and was a guest speaker at the local Delta Kappa Gamma meeting.
- The virtual day initiative continues to go well, with each opportunity helping schools to further improve and refine the process. Overall feedback has been very positive. Board members were encouraged to read blogs about digital learning and classrooms without walls.
- The latest round for the coming realignment by the NCHSAA has Brevard in a straight 2A conference, with Rosman remaining unchanged in the 1A Smoky Mountain Conference.

- A recent decision by DPI to place another obstacle in the path for re-testing was disappointing; however, the State Board may look at changes for next year.
- Dr. McDaris will attend a meeting later this week on potential upgrades for the Brevard College track facility. Dr. McDaris expressed thanks to Mr. and Mrs. Frank Patton for their efforts in this endeavor and to Brevard College for their strong partnership with the school system.
- Blue Ridge Community College has applied for a grant to help strengthen the transition from high school to community college.
- Free and reduced meal rates remain high. The current district rate is 58.5%. Elementary and middle school rates are even higher, and the high school rate is nearly 50%. These numbers are very concerning for our county.

10. Important Dates

Mar. 7	REGULAR MEETING, 6:30 p.m., MEC
Mar. 9	Students dismissed at noon
Mar. 21	REGULAR MEETING, 6:30 p.m., MEC
Mar. 24	Student Makeup Day
Mar. 25	Teacher workday
Mar. 28-Apr. 1	Spring break
Apr. 4	REGULAR MEETING, 6:30 p.m., MEC
Apr. 7	Kindergarten Rally, 4-7 p.m., Trans. Co. Recreation Dept.
Apr. 12, 13	Kindergarten Registration, 8:30-3:00, BES, PFES, RES, TCH
Apr. 14	Kindergarten Registration, 4-6 p.m., BES, PFES, RES, TCH
Apr. 18	REGULAR MEETING, 6:30 p.m., MEC
May 2	REGULAR MEETING, 6:30 p.m., MEC
May 3	Taste of Transylvania, 6-9 p.m., Brevard Lumberyard

<u>Days Missed</u>	<u>Makeup Day</u>
Jan. 21, 2016	NA; virtual day #1
Jan. 22, 2016	NA; virtual day #2
Jan. 25, 2016	NA; virtual day #3
Jan. 26, 2016	Feb. 15, 2016
Jan. 27, 2016	Mar. 24, 2016
Feb. 15, 2016	NA; virtual day #4
Feb. 16, 2016	NA; virtual day #5

11. Public Comment

There was no additional public comment.

12. Other Items

Mr. Griffin encouraged everyone to spread the word regarding support for the school system budget.

There was no further business, and ON A MOTION BY MRS. SCRUGGS, SECONDED BY MRS. PETIT, the meeting was adjourned at 8:05 p.m.

Respectfully submitted,

Chairman

Secretary

PERSONNEL REPORT
February 22, 2016

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

Licensed Personnel

Sha'Keitha Tischler, Teacher, BHS, effective February 19, 2016

Classified Personnel

Donald Ramey, Custodian & Bus Driver, BES, effective February 19, 2016

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

Licensed Personnel

Keri Burnside, Interim Teacher, RHS, effective February 22, 2016, through June 14, 2016

Classified Personnel

Keron Leatherwood, Custodian & Bus Driver, BES, effective February 23, 2016

Adam Mann, Bus Driver, TCS, effective February 26, 2016

Megan Robinson, Bus Driver, TCS, effective February 16, 2016

Andrew Sizemore, Bus Driver, TCS, effective March 14, 2016

- 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 SUPERINTENDENT'S RECOMMENDATION FOR THE FOLLOWING SUBSTITUTE EMPLOYEES:

Substitute Teachers

Nancy Ester

Hannah Galloway

Meredith Grissom

Michael Gwynn

Cassandra Owen

Lorena Park

Richard Ronneburger

Substitute School Nutrition Workers

Martha Eubanks