

**Minutes
Transylvania County Board of Education
March 7, 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. Non-Faculty Coaches
6. Resolution on Per Pupil Funding
7. Policy:
 - A. 3460, "Graduation Requirements"
 - B. 7000 Series (Part B): Personnel
 - C. 7000 Series (Part C): Personnel
8. Electronic Storage of Student Records
9. FY17 Budget
10. Superintendent's Update
11. Important Dates
12. Public Comment
13. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on March 7, 2016 at the Morris Education Center. Ron Kiviniemi led in a moment of silence and Tawny McCoy led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. She reported that Marty Griffin was absent in order to be with his daughter and new grandchild. In addition to approximately four guests, the following individuals were in attendance:

BOARD MEMBERS:

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

BOARD ATTORNEY:

Chad Donnahoo

MEDIA:

John Lanier, Transylvania Times

STAFF:

Dr. Jeff McDaris, Superintendent
Jenny Hunter, Administrative Assistant
Dr. Jeremy Gibbs, Director, Human Resources
Brian Weaver, Director, 6-12 Curriculum/Instruction
Audrey Reneau, Director, K-5 Curriculum/Instruction
Leca Chapman, Director, Career/Technical Education
Kevin Smith, School-Community Relations Coordinator
Joe Russo, TCAE President
Mark Ellenberger, School Resource Officer

1. **Approval of Agenda**
ON A MOTION BY MRS. PETIT, SECONDED BY MRS. SCRUGGS, the meeting agenda for March 7, 2016 was approved as presented.
2. **Public Comment**
There was no public comment.

3. Good News Report

Dr. McDaris reported the following items:

MISS NORTH CAROLINA VISITS RES

On February 29, Miss North Carolina 2015, Kate Peacock, spent a full day visiting with Rosman Elementary School students and staff. She was the guest of RES first grader, Teya McCurry, thanks to a contest sponsored by the Miss Asheville pageant. Ms. Peacock is a student at Meredith College where she studies psychology and elementary education. Her visit to RES including leading the Pledge of Allegiance, speaking at a school assembly, and visiting classrooms to share some of her favorite things and learning from students what they like to do as well.

DONATION FROM CHAMPION CREDIT UNION

On February 25, Champion Credit Union hosted a "Schooled on Savings" celebration at the Imperial of Canton where they awarded \$100,000 to the public school systems in Haywood, Buncombe, Henderson, Jackson, Swain, Graham, Madison and Transylvania Counties. The awards were based on the number of students per system. Jeremy Gibbs was on hand to accept a \$5,180 check for Transylvania County Schools. Champion Credit Union reported that they had "saved their members over \$100,000 in 2015, so they were giving it to the schools."

DR. JEREMY GIBBS

Congratulations to the newest doctor on staff, Dr. Jeremy Gibbs. Dr. Gibbs successfully defended his doctoral dissertation on February 29.

FIVE WRESTLERS NAMED ALL-CONFERENCE

Four Rosman High School wrestlers have been named to the All-Conference Smokey Mountain team. They are Ethan Orr, Andres Villagomez, Tristan Praytor, and Landon Shipman. Brevard High School's Raymond Montandon was selected to the WNC Athletic Conference team. Combined, the five seniors had a total of 168 wins for the year. In addition, Montandon finished the year 24-10 and won the WNCAC conference tournament at 138 pounds. Orr finished 42-3 and took second place in the 1A 138-pound division. Villagomez, 285 pounds, placed first in the SMC tournament as well as the western regional tournament and took third place at the state finals. Praytor placed first in the conference tournament at 120 pounds and finished fourth in the state finals. Shipman took third place in the state finals at 220 pounds after winning the Smoky Mountain conference tournament and finishing third in regionals. Rosman had the second-most members of its roster named all-conference after Robbinsville, who finished with five selections.

RHS PLAYER NAMED FOR BLUE-WHITE GAME

Rosman High School's senior Zach Stroup has been chosen to play in the annual Blue-White basketball game that features the top talent in western North Carolina. Stroup, who averaged 20.1 points and 3.5 steals per game, was the only Rosman player selected. The Blue-White game will be held at Enka High School on March 19.

BHS SOFTBALL TEAM RAISES MONEY FOR DESMELIK FAMILY

The Lady Blue Devils softball team is seeking pledges from the community for every run scored this season. The money raised will go to assist the family of Holmes Desmelik as he undergoes treatment for a brain tumor. Anyone interested in pledging money to the campaign should contact the school or head coach David McNeil.

Dr. McDaris recognized the student artwork from Rosman Middle School that was on display in the board room and thanked SRO Ellenberger 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 was one new name, Tom Ellenberger, on the list.

5. Consent Agenda

ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. PETIT, the minutes of the February 1, February 10, February 11, and February 22, 2016 meetings and the non-faculty coaches for spring sports 2016 (see below) were unanimously approved.

BREVARD HIGH SCHOOL

Kris Foster, JV Baseball - H

Ricky Lambert, JV Baseball - A

Chuck Owenby, JV Baseball - VA

Justin Cooper, Baseball - VA

Mack McKellar, Women's Soccer - A

Chris Farmer, Women's Soccer - VA

David McNeil, Softball - H

Mariah McCleod, Softball - VA

Rodney Gilbert, JV Softball - A

Hugh Green, JV Softball - H

Mike Vandergrift, Men's Tennis - H

Josh Vandergrift, Men's Tennis - VA

Philip Latter, Men's Track - H

Jackie Witherspoon, Women's Track - H

BREVARD MIDDLE SCHOOL

Rivers Smith, Golf

BJ Owens, Baseball - H

Alexis Griffith, Girls' Soccer - H

ROSMAN HIGH SCHOOL

Scott Limerick, Softball - H

Kyle Reese, Softball - A

Kyle Reese, JV Softball - H

Anthony Guinn, JV Softball - A

ROSMAN MIDDLE SCHOOL

Scotty Ruff, Baseball - H

Doug Tucker, Softball - A

Craig Miner, Softball - H

H = Head; A = Assistant; VA = Volunteer Assistant

6. Resolution on Per Pupil Funding

At the February 22 meeting, TCAE president Joe Russo asked the board to consider a resolution asking the State General Assembly to increase per pupil funding and fully fund public schools in North Carolina. Dr. McDaris read the resolution aloud. ON A MOTION BY MRS. SCRUGGS, SECONDED BY MR. KIVINIEMI, the resolution was unanimously approved (see attached). Mr. Russo reported that he would present the resolution to the county commissioners as well.

7. Policy

Dr. Jeremy Gibbs presented revisions to policy 3460, Graduation Requirements. The revisions changed the number of units required for graduation from 26 to 28 and added a new paragraph defining the option for an alternative 22-unit diploma (primarily used in the alternative school or in other special circumstances for a small subset of students). Board members had concerns that the new language could open the door for more students to pursue the 22-unit option. Mr. Gibbs reported that regulations could be developed to spell out the processes and procedures for this option. After much discussion, MR. KIVINIEMI MADE A MOTION, SECONDED BY MRS. SCRUGGS, to adopt policy 3460, strike the language regarding the alternative diploma option, and revisit the policy and possible regulations at a future meeting. Chairman McCoy reported that Mr. Griffin had concerns about a possible impact on student athletes. There was no further discussion. Chairman McCoy called the vote and THE MOTION PASSED

UNANIMOUSLY. Dr. Gibbs reported that he would bring the policy and proposed regulations back at the first meeting in April and asked board members to send him their ideas and suggestions in the meantime.

At the February 22 meeting, the board received as first-read information 17 new policies from the 7000 Series: Personnel (Part B) and 13 old policies to be rescinded. Dr. Gibbs reported that policy 7541 had been removed from consideration based on the NCSBA attorney’s recommendation that local boards select either policy 7540, Voluntary Shared Leave, or policy 7541, Sick Leave Bank, but not both. Dr. Gibbs recommended that the board choose policy 7540 as it reflects the practice already in place. Mr. Donnahoo reported that most if not all school systems have also selected the voluntary shared leave option outlined in policy 7540. ON A MOTION BY MRS. SCRUGGS, SECONDED BY MRS. PETIT, the board unanimously adopted the 16 new policies and rescinded the 13 old policies as identified below:

7000 Series: Personnel Part B			
ADOPTED		RESCINDED	
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		
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		

Dr. Gibbs presented as first-read information 20 new policies from the 7000 Series: Personnel (Part C) and 17 old policies to be rescinded. Action on the policies will be requested in April. Dr. Gibbs reported there may be minor revisions to one or more of

the policies and a possible set of regulations. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. PETIT, the policies identified below were unanimously accepted as first-read information.

7000 SERIES: PERSONNEL PART C			
NEW POLICIES (FIRST READ; ADOPTION IN APRIL)		OLD POLICIES (FIRST READ; RESCISSION IN APRIL)	
7600	Employee Compensation	DLA; GCBA/GDBA; GDBA; GDBA-R	Payroll Schedules; Salary Schedules; Classified Staff Salary Assignment
7610	Defense of Board Employees		
7620	Payroll Deductions	GCBC-R	Annuities
7650/8620	Travel Expense Reimbursement	DLC	Expense Reimbursement
7710	Membership in Professional Organizations		
7720	Employee Political Activities		
7730	Employee Conflict of Interest		
7805	Superintendent Evaluation	CBBC; CBBC-E	Evaluation of the Superintendent
7810	Evaluation of Licensed Employees	GCN	Evaluation Process for Licensed Employees
7811	Plans for Growth and Improvement of Licensed Employees	GCL	Plans for Growth and Improvement of Licensed Employees
7815	Evaluation of Non-Licensed Employees		
7820	Personnel Files	GBL; GBL-R	Personnel Files/Records
7821	Petition for Removal of Personnel Records		
4705/7825	Confidentiality of Personal Identifying Information		
7900	Resignation	GCNA	Voluntary Resignation for Professional Employees
7910	Retirement	GCPC	Retirement
7920	Reduction in Force: Teachers and School Administrators	GCPA	Professional Personnel Reduction in Force
7921	Classified Personnel Reduction	GDPA	Non-Certified Personnel Reduction in Force
7930	Professional Employees: Demotion and Dismissal		
7940	Classified Personnel: Suspension and Dismissal	GDPD	Suspension or Dismissal of Classified Employees

8. **Electronic Storage of Student Records**

Leca Chapman gave a report on student record archives. Pursuant to G.S. 115C-402, schools must permanently maintain the files of graduates or students who should have graduated from high school, unless the board of education determines that the files will be housed in the central office or other location designated by the board. Ms. Chapman reported that there are currently 45 file cabinets at Brevard High School and 22 file cabinets at Rosman High School containing student records dating back to the early 1900s. She expressed concern that the storage area at Rosman is located under a sprinkler system. She also reported that many of the old files, especially those produced

from dot matrix printers, have faded to near illegibility. She reported there had been an early attempt to microfiche some of the records, and depending on the condition of the microfiche, it may be possible to scan and digitize the microfiche. Ms. Chapman presented a preliminary proposal from Virtual Image Technology showing estimated pricing for scanning, prep and labor. She reported that Virtual Technology did a good job in archiving the old personnel records and Exceptional Children records that were housed at the Education Center. She offered three options for the board's consideration. The first option is to store all records in a climate controlled warehouse and scan on demand. The second option would be to scan all records and destroy the paper files. The third option would be to digitize microfiche. Ms. Chapman stated that she would bring back an updated proposal for archiving once the company has completed its evaluation of the existing microfiche.

9. FY17 Budget

Dr. McDaris stated that he had no new information on the FY17 budget. He reported that the legislature would be back in session in April, and the county commissioners are still working on a local funding formula. Chairman McCoy proposed that the superintendent send a letter to the county manager expressing the board's concerns about the proposed formula and include a copy of the resolution that was passed earlier in the meeting. All were in agreement. Mr. Kiviniemi stated that the proposed funding formula would not be enough to meet the school system's current needs, much less future needs.

10. Superintendent's Update

Dr. McDaris shared the following items:

- The recently publicized school crime and violence report showing Transylvania as having one of the highest crime rates in the state is misleading. What it actually shows is that our schools follow the letter of the law in reporting all incidents. Other school systems are not as diligent in their reporting. In addition, thanks to having SROs in all our schools, cameras, and other security measures, our school administrators catch things that others may not. Kevin Smith reported that he had inquired into the accuracy of DPI's data reporting methods and was told that DPI had released the report prematurely with incomplete data. Dr. McDaris reported that a more comprehensive comparison and update will be given to the board in May.
- The state legislature may be called in for a "fast and furious" special session that is not expected to be education-related.
- Dr. McDaris is exploring a possible leadership opportunity with NCCAT at little to no cost to TCS for the summer administrative retreat.
- Dr. McDaris will give a presentation on the TCS virtual day initiative to the western region superintendents on Friday.
- State championship rings will be presented to the members of the Brevard High School women's cross country team at a school ceremony this Friday.
- Administrators are exploring the growing regional Science Olympiad in lieu of the regional science fair. Except for Transylvania and some private/home schools, very few systems still participate in the regional science fair.

- Data for the district strategic plan will be a topic for future board meetings this spring.
- Today was “100 Men Reading Day.” Dr. McDaris read to students in Ms. Ammon’s class at Rosman Elementary School.

11. Important Dates

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, 8:30-3:00 & 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
May 16	REGULAR MEETING, 6:30 p.m., MEC
May 17	TCAE Banquet, 6:00 p.m., Rogow Room
May 19	Transylvania Scholars Recognition Evening, 5:30 p.m., BHS

12. Public Comment

There was no public comment.

13. Other Items

No other items were discussed.

There was no further business, and ON A MOTION BY MRS. SCRUGGS, SECONDED BY MRS. PETIT, the meeting was adjourned at 7:45 p.m.

Respectfully submitted,

Chairman

Secretary

Resolution on Increasing Per Pupil Funding and Fully Funding Public Schools in North Carolina

WHEREAS, the North Carolina Constitution includes an obligation to provide a sound basic education to all school aged children in our state, acknowledging that talent and ingenuity can be found among all our children; and

WHEREAS, public education is the cornerstone for our democracy and economic future; and

WHEREAS, state and federal elected politicians have attacked public education and public school teachers instead of attacking poverty among our public school children; and

WHEREAS, inflation-adjusted per pupil spending is still below pre-recession levels; and

WHEREAS, in terms of per pupil spending, an NEA report ranks North Carolina 46th in the United States in 2014-15, spending \$8,632 per student, compared to \$8,620 per student in 2013-14; and

WHEREAS, in 2008 teacher salaries ranked 25th in the nation, but fell to 46th in 2014-15; and

WHEREAS, that despite research showing cost-effectiveness of Pre-K services, the NC General Assembly has cut funding and reduced the number of state-funded pre-kindergarten seats by 5,400 since 2008 resulting in continued waiting lists; and

WHEREAS, approximately 60 percent of public education funding comes from the State, while the remainder is funded by local and the federal government; and

WHEREAS, as the state has abandoned its commitment to fund our public schools, many local government leaders have shouldered more of the burden by increasing property taxes or cutting important programs or positions;

NOW THEREFORE, BE IT RESOLVED that the Transylvania County Board of Education (the "board") calls for the N.C. General Assembly to fully fund public education in Local Education Agencies to reflect growth and student needs; and

BE IT FURTHER RESOLVED that the board calls upon the General Assembly to reinstate K-12 enrollment growth (ADM funding) as part of the continuation budget; and

BE IF FURTHER RESOLVED that the board calls upon the legislators of both parties to reject the trend toward shifting education spending to local counties; and

BE IT FURTHER RESOLVED that the board calls upon the General Assembly to raise additional state revenue in an equitable fashion in order to avoid regressive tax shifts to counties.

APPROVED BY UNANIMOUS VOTE this the 7th day of March 2016.



Chair, Transylvania Co. Board of Education



Secretary, Transylvania Co. Board of Education