

**Minutes  
Transylvania County Board of Education  
March 17, 2014**

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
6. Technology Plan 2014-2016
7. Alternative Assessment for 3<sup>rd</sup> Grade Reading
8. Update on School Report Cards
9. AdvancED Re-Accreditation Process
10. Update on Artificial Turf
11. Update on Facilities Use Agreement with Brevard College
12. FY15 Budget
13. Bond Referendum/Study
14. Resolutions: Teacher Compensation & Teacher Contracts
15. Superintendent's Update
16. Important Dates
17. Public Comment
18. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on March 17, 2014 at the Morris Education Center. Ron Kiviniemi led in a moment of silence and Mike Rogers led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to approximately 40 guests, the following board members, staff, and media representatives were in attendance:

*BOARD MEMBERS:* Tawny McCoy, Chair; Cindy Petit, Vice Chair, Sue Fox; Ron Kiviniemi and Mike Rogers

*STAFF:* Dr. Jeff McDaris, Superintendent; Jenny Hunter, Administrative Assistant; Dr. Scott Elliott, Assistant Superintendent; Norris Barger, Director of Business Services; Jeremy Gibbs, Director of Human Resources; Audrey Reneau, Director of K-8 Curriculum & Instruction; Chris Whitlock, Director of Technology Services; Tammy Bellefeuil, Director of Student Services; Meredith Licht, TCAE; Principals Jason Ormsby and Brian Weaver; Assistant Principal John Hart; Coach Jason Lippard; and School Resource Officer Greg Stroup

*MEDIA:* Park Baker, *Transylvania Times*; Kevin Smith, *Daily Waterfall*

1. **Approval of Agenda**  
ON A MOTION BY MRS. PETIT, SECONDED BY MRS. FOX, the meeting agenda for March 17, 2014 was approved as presented.
2. **Public Comment**  
Mike Pratt, Attorney, spoke in support of blue turf for the Brevard High School stadium. He reported that a community committee that has been working to raise money for

artificial turf has between \$7,000 and \$9,000 in donations and a substantial amount in additional pledges that they would be willing to apply toward the cost of a blue field. He reported that Mr. and Mrs. Frank Patton, whose gift of stock had made artificial turf for BHS possible, are very much in favor of a blue field. They feel that the color blue reflects the beauty of the Blue Ridge Mountains and that a blue field would make Brevard High School the pride of the mountains. They believe that having one of the only blue playing fields in the country would be a draw for tourism and economic development. Mr. Pratt asked, why settle for an average green field when we could have an above average blue field?

Brevard High School students Isaac Bingle, Collin McCracken, Caleb Hicks, and Kandace Kriegsman presented a petition signed by 469 BHS students in favor of installing blue turf. Miss Kriegsman stated that having blue turf would be very appropriate as a reflection of school pride and a great opportunity for the community.

Coach Jason Lippard reported that he had spoken with the same fundraising source as Mr. Pratt, and that as of today, the committee had \$11,000 in hand along with a promise to provide the balance needed to pay for blue turf. Coach Lippard stated that a blue field would help attract visitors to the county, noting there is not another blue playing field in existence east of the Mississippi River. He stated that putting in blue turf would help garner positive media attention and further the TCS brand. He reported that all of the 17 turf fields in Western North Carolina are green, and having blue turf would make Transylvania stand out. He stated that blue turf would increase school pride, help with Brevard College's recruitment efforts, and be a win-win for everyone in the community. He reported that excitement for the possibility of blue turf has spread like wildfire through the high school.

Dr. Ruffin Benton, physician, spoke against school consolidation. He stated that as a family doctor for the past 38 years, he knows both the Rosman and Brevard communities well. He stated that his children and grandchildren have been served admirably by the Transylvania County Schools and gave thanks to the school boards, administrators and teachers, past and present, for their efforts to achieve excellence for our children. He stated that the Board of Commissioners and Board of Education are charged with considering a myriad of variables, including choosing the "best of the new and holding dear the best of the past." Dr. Benton stated "Rosman is more than just a town; it is a way of life. It is not Mayberry--it's better." He stated that a child's sense of belonging and strength of character begins early and grows all through K-12. He believes that those intangibles must not be left behind. He expressed his hope that after the boards have performed their due diligence, "there will be a place for the Rosman schools. They are priceless."

Kim Mathis spoke against consolidation. She stated that Brevard and Rosman each have a strong sense of community that is linked closely to their schools, and she sees the schools as part of our heritage. She agrees with comments from speakers at previous meetings that consolidation would reduce student leadership opportunities. She stated that while Rosman's smaller size means they have not been able to offer as many courses, she believes the students have been given just as many opportunities to excel and build the character they need to be successful. She urged officials to work on solving the jobs problem and stop making consolidation the issue.

T. J. Hooper, businessman, spoke against consolidation. He stated that from a fiscal standpoint, spending that kind of money to consolidate would give a low rate of return.

He reported that historically larger schools don't do as well, citing less one-on-one attention and a diminished sense of community. He stated that in his eyes, "Not as good for the student means the rate of return is zero." He reported that members of his family had attended both high schools, and he believes that smaller schools provide a better education. He stated that consolidation is not a good move, especially when the schools are not being outgrown. He concluded that consolidation does not make sense, financially or otherwise.

Jake Dalton spoke against consolidation, saying it would not be economically feasible in terms of the burden it would put on homeowners via increased property taxes, especially with all of the job losses in the county. He asked if the county is pushing for consolidation as a ruse to extract more taxes from private enterprises. He stated that Transylvania County Schools has the best educational program in the state, bar none. He reported that almost \$600,000 in scholarships was awarded to RHS seniors last year, which is proof that our system works. Regarding building a centralized high school, he stated that the true center of the county is not Cathey's Creek as some have stated, but actually the area near the Morgan Mill Trout Farm in Rosman. He stated that the minimum acreage requirement for a new high school would mean building in a flood plain. He stated that without its high school, the town of Rosman would dry up because everything that happens in Rosman revolves around the high school. He noted that Rosman's Main Street has prospered lately, with new businesses and the Fall Heritage Festival, and gave a reminder that years ago Rosman was the economic hub of the county. He stated that consolidation is a great and unnecessary distraction to what ails the county right now, which is sustainable income and way of life.

Jared Crowe, Rosman Alderman, spoke against consolidation. He reported that studies done from 1960 to 2005 show no evidence that consolidation reduces spending per student, increases cost effectiveness, or improves the quality of education. He stated that any short-term cost savings associated with consolidation are usually negated by long-term cost increases such as transportation. Mr. Crowe reported that the state of Virginia had closed 300 schools through consolidation with zero savings to taxpayers. In fact, school maintenance and utility costs went up, and the increase in transportation costs was so large that it negatively impacted classroom expenditures. He reported that students who were interviewed ten years after the consolidations reported higher stress levels, lower achievement, and increased dropouts. Mr. Crowe reported that consolidation would have a negative impact on home values because homes in close proximity to quality schools have higher value. Lower housing values would then negatively impact the county's long-term tax revenue. Mr. Crowe said he sees consolidation as an attempt to distract from the real problem of economic development and jobs. He reported that most of the Town of Rosman's revenue is linked to the schools via local businesses. He recommended taking a look at the negative impact that school consolidation had on the towns of Marshall, Hot Springs, Clyde, Edneyville and Webster. He stated that consolidation would be detrimental to students, the town and property owners.

Lee McMinn introduced himself to the Board as a candidate for the Transylvania County Board of Commissioners. He stated that he has enjoyed working with the TCS students and staff while writing a series of newspaper articles on the CTE program and looks forward to continuing that working relationship.

3. **Good News Report**

Dr. McDaris reported the following items:

*SKILLSUSA WINNERS*

Congratulations to students Austin Gaddy (BHS), Aaron Jackson (BHS), and Kirby Raines (RHS) for their accomplishments in the recent SkillsUSA Western Regional Competition. These Career & College Promise students competed against other high school students from across Western North Carolina on the Transylvania Campus of Blue Ridge Community College on February 27. Both Austin and Kirby won their divisions, taking first place medals in Automotive Technology and Auto 1, respectively, and Aaron came in a respectable fourth. All three students will be competing in the statewide competition in April. A former dual-enrolled automotive technology student, Johnny Galloway, is the instructor for the high school sections and helped the students prepare for the competition.

*PETER AND THE WOLF*

On March 6, the Brevard Philharmonic Orchestra gave a performance of "Peter and the Wolf" for all fifth grade classes at the Brevard College Porter Center for the Performing Arts.

*5<sup>TH</sup> GRADE EXPO*

On March 7, fifth graders came back to Brevard College for the 5<sup>th</sup> Grade Expo. March is an exciting time for the fifth grade.

*ASHEVILLE PLAYHOUSE PERFORMS AT TCH*

On February 26, the Asheville Playhouse players came to T. C. Henderson and gave a performance of the play, "The Bully of Bookmark Page." The performance was arranged by a TCH parent, and it was outstanding. The play has been taken all over the world, including Russia. The students and staff of TCH would highly recommend the play to other schools as well.

*TCH JUNIOR BETA CLUB*

Five fifth graders were inducted into the Junior Beta Club last month at T. C. Henderson Elementary School. Grant Dodson, Connor Dwyer, Luke Hawk, Caiti McCall, and Dylan McCall participated in a candle-lighting ceremony where they received their Beta Club pins and then enjoyed a reception with parents, siblings and other guests. The mission of the Beta Club is "to promote the ideals of academic achievement, character, service and leadership among elementary and secondary school students."

*NC TEACHING FELLOWS VISIT TCS*

A group of eight North Carolina Teaching Fellows from across the state recently spent three days learning about Transylvania County Schools as a part of their scholarship program's internship requirements. These college juniors are committed to the teaching profession and will commence their student teaching next year. The Fellows selected our district from among the various options around the state. The group spent time learning about the operations of the school system and how our schools are run. The Fellows visited all nine schools, the bus garage and plant operations, as well as Gorges State Park. The group participated in discussions with nearly every school administrator and central office administrator in the school system as well as a panel discussion with a group of our outstanding teachers. Some of the comments that the Teaching Fellows provided about their experience in the reflective evaluations they submitted are included below:

- *I am very impressed with Transylvania County Schools. The sense of “unity” across the entire county was very obvious and makes the school system one-of-a-kind. I would definitely consider returning to this county in the future. Thank you so much for your time, compassion, and hospitality.*
- *Today I saw some of the most impressive elementary schools that I have ever been in.*
- *I learned a lot of “inside” information that I had no idea about.*
- *I’m glad we went to the bus garage. That’s a group of people I believe always get overlooked.*
- *I felt very welcomed into this school system. Everyone I met was very willing to help or talk with me and was interested in hearing what I had to say.*
- *The best thing from the first day was the Davidson River School. The faculty and students were very impressive and positive. Refreshing to see a different type of alternative school.*
- *Really enjoyed Brevard High and seeing a school that provides different opportunities and outlets for students.*
- *Very positive impression from the SRO presentation. A very unique program that provides a lot of support.*
- *Seeing how connected the schools in Rosman are.*
- *This county has made a very big impression on me. This system and community seem very tightknit and dedicated to education. There seems to be real sense of community and support between the administration, teachers, and students. It would be an absolute honor to apply to teach here in the fall of 2015.*

#### *MCNDCC UNIT AT BHS*

Transylvania County Schools has received word that its application to establish a Marine Corps National Defense Cadet Corps (MCNDCC) unit at Brevard High School has been approved by the Secretary of the Navy. In order to be approved for a MCNDCC unit, a school must have the cadet potential, community support and necessary facilities to meet the requirements of the Cadet Corps program. Thanks go to current and former BHS principals, Jason Ormsby and Jeremy Gibbs, each of whom worked on the application and approval process. We have the go ahead to start the program when we can fund the instructor.

#### *RES BOOK DEPOSITORY*

Rosman Elementary School has established an outdoor book depository that will give students an opportunity to drop off library books on weekends and after hours. The depository stand was built by members of the Rosman High School carpentry class.

#### **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. FOX, SECONDED BY MR. KIVINIEMI, the minutes from the March 3, 2014 meeting and the personnel report for March 17, 2014 (see attached) were unanimously approved.

#### **6. Technology Plan 2014-2016**

ON A MOTION BY MRS. FOX, SECONDED BY MRS. PETIT, the Transylvania County Schools Technology Plan for 2014-2016 was unanimously approved.

7. **Alternative Assessment for 3<sup>rd</sup> Grade Reading**

Audrey Reneau reported that Transylvania County would like to utilize a locally developed alternative assessment and TRC (Text Reading Comprehension) Level P reading assessment for students to demonstrate proficiency in third grade reading. Requests for alternative assessments must be approved by the local board and submitted to the State Board of Education (SBOE) for approval. She reported that 16 districts so far have submitted requests for alternative assessments and more are expected. Mrs. Reneau shared the proposed assessment instrument with the Board. Chairman McCoy stated that she was encouraged to know that TCS teachers wanted to do an alternative assessment and had helped to develop the assessment instrument. ON A MOTION BY MR. ROGERS, SECONDED BY MR. KIVINIEMI, the Board unanimously approved the request for alternative assessment for third grade reading as submitted.

8. **Update on School Report Cards**

Dr. Jeff McDaris gave an update on the standards and cut scores that will be the new baseline for school report cards this year. He noted that North Carolina has set the bar high with aggressive new standards, and that has resulted in some decreases in testing performance among districts state-wide. He reported that Transylvania's teachers are working hard to meet the challenges represented by the new standards.

9. **AdvancED Re-Accreditation Process**

Transylvania County Schools is an accredited school district with AdvancED (formerly SACS or Southern Association of Colleges and Schools). In order to maintain its accreditation, the district must conduct a Quality Assurance Review (QAR) every five years. Transylvania's next renewal date is June 2015. Jeremy Gibbs reported that over the course of the coming year, the school system will gather stakeholder input and conduct an internal review before hosting an external review team from AdvancED in April 2015. The external review team will be a group of experienced education leaders, both from within the state of North Carolina and from out of state, who will assess the school system against the AdvancED Standards for Quality School Systems. Dr. McDaris gave a reminder that Transylvania County Schools is one of the few North Carolina school systems to hold district accreditation, and in fact was the very first school system in the state to achieve district accreditation.

Mr. Gibbs reported that the school system will be updating its strategic plan in order to align with the State Board's new strategic plan and will align the school improvement process with the internal review. Mr. Gibbs provided an overview of the AdvancED Standards for Quality School Systems shared examples of the required stakeholder surveys for students, parents and staff. The surveys will be administered in Spring 2014.

10. **Update on Artificial Turf**

Mr. Barger reported that net proceeds of \$264,250 from the sale of donated Sherwin Williams stock have been received and deposited, and thanked Frank and Donna Patton for their generous gift that made funding artificial turf at BHS possible. Mr. Barger reported that as part of the overall project, BHS would like to install new fencing around the tennis courts and science wing. He presented the following cost breakdown:

<b>Football Field</b>		
Base bid		\$ 504,000
Proceeds from stock sale		(264,250)
Net cost		\$ 239,750

Proceeds from county		(119,875)
Net funding required from BOE		\$ 119,875
Add for blue turf		19,095
Total funding required for blue		\$ 138,970
<b>Required in Addition</b>		
143 4' posts around field (re-use existing chain link)	\$ 1,800	
Visitor ramp and platform, move stairs to interior of bleachers	3,200	5,000
<b>Additional Needs</b>		
6' tennis court fencing (321 lf)	\$ 3,900	
6" science wing fencing (413 lf)	5,000	8,900
New scoreboard at east end of field		--
		\$ 152,870
<b>Funding Available</b>		
Fund balance		\$ 100,000
Project allocation		25,000
Scrap metal sales		3,000
<b>Funding necessary for blue turf and additional needs</b>		<b>\$24,870</b>
<b>Funding necessary for green turf and additional needs</b>		<b>\$5,775</b>

Mr. Kiviniemi noted that the agreement from the joint meeting with the county commissioners was for each board to contribute up to \$130,000 and asked whether the commissioners would consider going higher than \$119,875. Dr. McDaris stated that he would talk with the county manager and report back. Chairman McCoy stated that she would like more time to digest the new figures which had just become available and recommended that the Board defer making a decision until the next regular meeting on April 7. Mr. Barger gave assurance that delaying until April 7 would not jeopardize the project.

Mrs. Petit asked whether blue turf would fade faster than green turf. Mr. Barger reported that Medallion guarantees all options to be colorfast with no visible fading. Mr. Kiviniemi stated that he likes the blue option, and thinks this should be a BHS decision rather than a Board decision. He agreed with deferring action until April 7. Mrs. Fox asked where the proposed fencing projects stood on the capital priority list. Mr. Barger reported that the tennis court and science wing fencing projects have been part of the master plan and potential bond projects. Mr. Rogers asked about NCHSAA rules regarding field colors. Dr. McDaris reported that there is no rule prohibiting non-green fields; however, Boise State University would have to grant permission for BHS to have a blue field.

Coach Lippard clarified that the pledges he had mentioned earlier were for blue turf only. He stated that he is confident that the full \$19,000 could be in hand by the end of the week if the Board chooses blue. Mrs. McCoy asked how the supporters would feel about a green field with blue end zones. Mr. Lippard reported they had seen both options and strongly preferred a blue field. Mrs. Fox reported that she had heard opposition to having a blue field from some former players. She stated that as an "old school" coach's wife she simply prefers a traditional green field. John Hart reported that the Blue Devil Club members seemed to be evenly split between blue and green. Mr. Rogers suggested getting input on the color from Brevard Middle School students.

Chairman McCoy thanked everyone for their support and passion for this matter. She

reported that the Board would defer its decision until the next regular meeting on April 7 in order to consider the color, scope, and to find out whether the county would provide additional support for the project if needed. She expressed the Board's deepest gratitude and appreciation to Mr. and Mrs. Frank Patton without whom the turf project would not be possible.

**11. Update on Facilities Use Agreement with Brevard College**

Dr. McDaris gave an update on the facilities use agreement between Transylvania County Schools and Brevard College. He reported that the new five-year agreement is very close to completion. The updated agreement would increase the amount that Brevard College would contribute for use of the BHS stadium from \$16,000 to \$22,500 per year. Part of that money would be placed into a sinking fund for future field maintenance and repairs. The agreement would also allow the schools to use the Brevard College track facilities, tennis courts and Porter Center for the Performing Arts.

**12. FY15 Budget**

Norris Barger presented the latest information and draft documents for the FY15 budget. He reported that there are still many unknowns regarding state and federal funding. Planning allotments are expected in April. Chairman McCoy expressed concerns about the dwindling fund balance and what is projected to come out of fund balance for next year. She recommended that the Board be prepared to have an in-depth discussion on capital priorities, fund balance, and other issues at the next regular meeting. Mr. Barger stated that he would have an updated capital priorities list ready for the April 7 meeting.

Mr. Rogers stated that his review of the last two year's audits show that expenses increased by \$2.2 million. He expressed concern about controlling expenses. Mr. Kiviniemi explained that there is a direct correlation between increased local expenditures and cuts in state funding. Chairman McCoy reported that the Board has kept money in the classroom as best it could while the price of fuel, supplies and nearly everything else has gone up significantly over the past several years. She recommended that Mr. Barger compile a breakdown of all the costs that are included in the figures Mr. Rogers is concerned about in order to get a true picture.

**13. Bond Referendum / Study**

Dr. McDaris presented the draft timeline for a possible bond referendum in 2015:

- March 2014 - begin work on identifying bond needs
- September 2014 - review of bond needs; joint meeting
- January 2015 - finalization of projects; joint meeting
- March 2015 - notice of intent for bond issue
- November 2015 - bond referendum
- March 2016 - sell bonds
- April-May 2016 - start project(s)

Mr. Barger presented a draft Request for Proposal for a comprehensive facilities review and planning guide and a list of respondents who have shown interest in submitting a RFP based on a query he had posted in an online forum. He reported that the last facilities study cost \$25,000. A more comprehensive study to include all of the items listed below is estimated to cost between \$40,000 and \$50,000:

- A review of current facilities and grounds for condition and suitability for



instructional programs.

- A review of school organization including optimum number of schools, organization (i.e., magnet, STEM, STEAM, etc.) and feasibility and cost of high school consolidation.
- Comparison of facilities to current facility planning guidelines and best practices.
- A review of current athletic facilities for condition and suitability for athletic programs.
- A review of campus security and lighting.
- Interior and exterior space planning to accommodate projected needs for the next 10 years.
- Cost projections for any proposed renovations, additions, or reorganization.

Mr. Barger noted that money to pay for a study is not included in any of the current budget drafts. He reported that the last facilities study in 1998 was done by an architectural firm and focused on safety and security, technology, enrollment, classroom environments, online options and other facility-based considerations. At that time, the Board and administration performed an internal consolidation study.

Mr. Rogers reported that he had researched the Evergreen Solutions firm out of Florida that was mentioned at the joint meeting and recommended that they be included on the RFP list. He listed some of the North Carolina school districts and organizations that Evergreen has done studies for and the reported cost savings.

Chairman McCoy pointed out that every study, regardless of scope, would include a number of recommendations and suggestions; however, it would always be up to the Board to decide if those ideas should be implemented. Mr. Rogers stated that he would not be in favor of the school system bearing the cost of a study and recommended that the Board of Commissioners be asked to pay. Mrs. Petit stated that she sees no need to spend money on an outside salary study as there is an internal salary study already underway. Mr. Kiviniemi stated that he envisions having a study focused on what is needed to bring school facilities up to standard for the next 10-15 years.

Mr. Rogers stated that Evergreen would address the Child Nutrition program, school nurses, and many other issues that the Board has been dealing with in addition to facilities and enrollment. Chairman McCoy stated that four board members made it clear at the last meeting that they do not support school consolidation, and now the Board needs to decide on the scope of the study—whether a facilities study for the nine schools or a more comprehensive study. MR. ROGERS MADE A MOTION to seek a comprehensive study by an expert firm such as Evergreen Solutions to include facilities, operational expenditures, Child Nutrition, salary study, etc. THE MOTION DID NOT RECEIVE A SECOND.

MR. KIVINIEMI MADE A MOTION, SECONDED BY MRS. PETIT, to seek a facilities study for use in getting the Transylvania County Schools facilities up to standard for the next 10-15 years and to issue the Request for Proposal as prepared by Mr. Barger. He stated that to do a more comprehensive study as suggested by Mr. Rogers would take more time than the Board has in terms of a possible 2015 bond referendum. The Board took a short recess to review the RFP document. After the recess, MR. ROGERS AMENDED THE MOTION to include under “Relevant Experience” a bulleted item specifying examples of reports completed for other school systems. MR. KIVINIEMI ACCEPTED THE AMENDMENT AND MRS. PETIT SECONDED THE MOTION AS AMENDED.

MRS. PETIT FURTHER AMENDED THE MOTION to remove “and feasibility and cost of high school consolidation” from the second bulleted item under 3A, Project Description. She stated that the Board does not need to waste money studying consolidation if the majority of members do not support it. Mr. Kiviniemi stated that he does not favor consolidation, but would not object to looking at the numbers because he does not believe they will show what some think they will. He stated that at least four members are strongly committed to small, community based schools and he feels that the Board owes it to itself to see the numbers. MRS. PETIT WITHDREW HER AMENDMENT.

The Board discussed how long it would take for the study to be completed. Mr. Barger stated that he would like to give at least 30 days due to the project’s scope and complexity. Board members requested that the cost feasibility of consolidation be broken out as a separate item in the final report. Mr. Barger indicated he would advertise the RFP in trade publications for responses. CHAIRMAN MCCOY CALLED THE VOTE AND THE MOTION AS AMENDED WAS UNANIMOUSLY APPROVED.

**14. Resolutions: Teacher Compensation & Teacher Contracts**

Dr. McDaris reported that Governor Pat McCrory has recently announced a plan to increase salaries for beginning teachers to \$35,000 by the 2015-2016 school year. The Governor’s plan does not address the large percentage of veteran teachers who have not received adequate compensation increases in a number of years, nor does it restore increases for teachers who obtain advanced degrees. Additionally, the plan fails to restore yearly step increases for teachers with 1-5 years of experience and actually eliminates yearly increases for teachers with 6-9 years of experience, meaning that teachers would earn \$35,000 in each of their first 10 years of teaching. ON A MOTION BY MRS. FOX, SECONDED BY MRS. PETIT, the Board unanimously approved a resolution (see attached) requesting that the General Assembly take the following actions to improve teacher compensation in North Carolina and make the state a more attractive place to work:

1. Provide sufficient salary increases to the teacher salary schedule so that veteran as well as beginning teachers receive adequate compensation increases;
2. Drop the component of the Governor’s plan that would freeze salaries at the same level for the first nine years of teaching and instead reinstate yearly step increases in years 1-5; and
3. Reinstate the Master’s Degree salary schedule for any teacher who obtains a Master’s Degree in either education or in their field of teaching.

The Board reviewed a second resolution outlining concerns about North Carolina’s 25% mandate and the elimination of teacher career status. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. FOX, the Board unanimously approved a resolution requesting that the General Assembly rescind all provisions of the Appropriations Act that eliminate career status for teachers who have already been awarded such; restore career status to teachers who have a vested right to career status; and allow the Board to use the state funds allocated for the 25% mandate as part of a locally developed compensation plan to recruit, retain and reward excellence in teaching (see attached).

**15. Superintendent’s Update**

Dr. McDaris gave the following updates:

- Based on previous discussions with the county regarding a two-year capital budget cycle, the Board of Commissioners may be expecting a request in the 1.6% range again this year.
- Staffing needs will most likely be included in the FY15 budget request.
- The City of Brevard has proposed an extension of the bike/walking path that could impact the Community Land Trust housing project and necessitate an annexation of a portion of the Brevard High School property. Dr. McDaris stated that the annexation would be a win-win situation for the city and the school.
- Dr. McDaris commended the school counselors, administrators, teachers and community members for their help and support in the aftermath of a BHS student's death last week.

#### 16. Important Dates

Mar. 24-28	Spring Break
Apr. 1	NCSBA Webinar: Legal Issues at Graduation, 7:00 am-5:30 pm
Apr. 7	REGULAR MEETING, 6:30 p.m., MEC
Apr. 7	Kindergarten Registration, 8:30 am-2:30 pm, BES, PFES, RES, TCH
Apr. 8	Kindergarten Registration, 8:30 am-2:30 pm, BES, PFES, RES, TCH
Apr. 9	Early Dismissal
Apr. 10	Kindergarten Registration, 8:30 am-2:30 pm and 3:30-5:30 pm; BES, PFES, RES, TCH
Apr. 18	Holiday - Good Friday
Apr. 21	Make-up Day for Jan. 30
Apr. 21	REGULAR MEETING, 6:30 p.m., MEC

#### *DAYS MISSED*

1. January 6, 2014 - made up on January 10
2. January 29, 2014 - made up on February 17
3. January 30, 2014 - to be made up on April 21
4. January 31, 2014 - to be made up on June 2
5. February 11, 2014 - to be made up on June 3
6. February 12, 2014 - to be made up on June 4
7. February 13, 2014 - *to be determined*
8. February 14, 2014 - *to be determined*

#### 17. Public Comment

Meredith Licht, TCAE President, thanked the Board for adopting the two resolutions in support of North Carolina teachers and for all of its hard work over the past several years to save positions and provide for the needs of the schools.

Claire Marie Hannen, TCH parent, expressed concerns about the amount of testing that is being required of young children. She believes that the current standards are not appropriate in degree or level. She feels that 18 hours of portfolios represent 18 hours of stolen instructional time. She stated that the overemphasis on testing has created a hostile learning environment for her daughter and others that borders on child abuse. She urged the Board as elected officials to take a look at what can be done to protect children from the state testing mandates. She stated that her concerns about over-testing and the common core curriculum are shared by many parents, and that they would not allow the school system to hurt children by robbing them of their childhood.

**18. Other Items**

Mr. Kiviniemi requested an update on board members' CEU hours. Ms. Hunter reported that all members have met or exceeded the required 12 hours of training for the year. Chairman McCoy reported that she would be sending out individual CEU reports soon.

There was no further business, and ON A MOTION BY MRS. FOX, SECONDED BY MR. KIVINIEMI, the meeting was adjourned at 9:37 p.m.

Respectfully submitted,

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Chairman

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Secretary

DRAFT

**PERSONNEL REPORT  
March 17, 2014**

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

Licensed Personnel

Mike Bailey, Principal, PFES, effective July 1, 2014  
Donna Raspa, Rtl Facilitator, TCS, effective July 1, 2014  
Cornelia Sapp, Teacher, BMS, effective June 9, 2014

Classified Personnel

None

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

Licensed Personnel

None

Classified Personnel

Patricia Snodgrass, Interim Teacher Assistant & Job Coach for Exceptional Children, BES & BHS, effective March 19, 2014 through June 4, 2014

- 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

None

Classified Personnel

Shirley Raines, Bus Driver, BMS, short-term disability leave, effective February 19, 2014 through February 18, 2015

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

Substitute Teachers

Daniel John Jamrog  
Jeremy McCarter  
Jonathan Rich  
Jerry Whitmire

Substitute Child Nutrition Workers

None

**RESOLUTION IN SUPPORT OF  
IMPROVING TEACHER COMPENSATION IN NORTH CAROLINA**

WHEREAS, the Transylvania County Board of Education values its teachers and believes they are deserving of sufficient compensation; and

WHEREAS, the ability to offer competitive compensation is an integral component of recruiting and retaining strong teachers; and

WHEREAS, the basis for teacher salaries in North Carolina is a salary schedule that is set each year by the State; and

WHEREAS, teachers who attained a Master's, doctorate, or other advanced degree had historically been rewarded with additional salary supplements, thus encouraging their continued growth and training; and

WHEREAS, through a series of robust investments, the State was making tremendous strides in advancing North Carolina teacher salary levels, with average teacher salaries reaching a peak of 22<sup>nd</sup> in the nation in 2002-03; and

WHEREAS, since 2008-09, the General Assembly has frozen all step increases on the salary schedule and provided only a one-time across-the-board salary increase of 1.2% to teachers; and

WHEREAS, as a result of the step increase freezes, teachers today are earning the same salary during their first five years of teaching; and

WHEREAS, teachers with five years of experience in 2013-14 are earning \$4,580 less than teachers with the same amount of experience earned in 2008-09; and

WHEREAS, it takes a teacher with a bachelor's degree 16 years to earn \$40,000; and

WHEREAS, North Carolina's average teacher salary ranking has undergone a precipitous drop in recent years, from 28<sup>th</sup> in 2008-09 to 35<sup>th</sup> in 2009-10 to 46<sup>th</sup> in 2011-12; and

WHEREAS, since 2001-02, average teacher salary in North Carolina has decreased 15.7% after adjusting for inflation, a 10-year change that ranks 51<sup>st</sup> in the nation; and

WHEREAS, North Carolina teacher salary levels are currently lower than its neighboring states;

WHEREAS, the General Assembly has eliminated access to salary supplements for Master's and advanced degrees for teachers who had not obtained such degrees by the end of the 2013-14 school year; and

WHEREAS, the current state of teacher compensation in North Carolina undervalues and demoralizes teachers and makes it extremely difficult for dedicated, passionate, hard-working teachers to support themselves and their families, leaving them in many cases with no alternative but to choose another career path or pursue teaching opportunities in another state; and

WHEREAS, the current state of teacher compensation in North Carolina has made it extremely difficult for school boards to recruit and retain strong teachers and offer employment packages that are competitive with neighboring states and the private sector; and

WHEREAS, on February 10, 2014, Governor Pat McCrory, Lieutenant Governor Dan Forest, and top legislative leaders announced a plan to increase base salaries for teachers with 0-9 years of experience to \$35,000 by the 2015-16 school year; and

WHEREAS, the Governor's plan begins to address the teacher compensation problem but would leave a large percentage of the teaching workforce, veteran teachers who have devoted a decade or two to the teaching profession, without the compensation increases they so richly deserve; and

WHEREAS, the plan does not restore yearly step increases to the salary schedule for teachers with 1-5 years of experience and actually eliminates yearly step increases for teachers with 6-9 years of experience, meaning that teachers would earn \$35,000 in each of their first 10 years of teaching; and

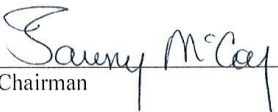
WHEREAS, the plan does not address salary schedule increases for those teachers who obtain a Master's Degree in either education or in their field of teaching.

NOW, THEREFORE, BE IT RESOLVED, that the Transylvania County Board of Education supports the following steps to improve teacher compensation in North Carolina and make the state a more attractive place for teachers to work: (1) provide sufficient salary increases to the teacher salary schedule so that all teachers are adequately compensated; (2) reinstate yearly steps so that teachers in their first five years of teaching are not held at the same salary for that five year period; and, (3) reinstate the Master's Degree salary schedule for any teacher who obtains a Master's Degree in either education or in their field of teaching.

BE IT FURTHER RESOLVED, that the Transylvania County Board of Education appreciates the plan put forward by the Governor and the legislative leadership to improve compensation for beginning teachers, but believes there are a number of other important measures that are left unaddressed by this plan.

BE IT FURTHER RESOLVED, that the Transylvania County Board of Education respectfully requests that the General Assembly take the following actions: provide sufficient salary increases to the salary schedule so that veteran teachers as well as beginning teachers receive adequate compensation increases; drop the component of the Governor's plan that would freeze salaries at the same level for the first nine years of teaching and instead reinstitute yearly step increases in years 1-5; and reinstate the Master's Degree salary schedule for any teacher who obtains a Master's Degree in either education or in their field of teaching.

ADOPTED this the 17<sup>th</sup> day of March, 2014.

  
Chairman

  
Secretary

**TRANSYLVANIA COUNTY BOARD OF EDUCATION  
RESOLUTION – TEACHER CONTRACTS**

**NOW COMES** the **TRANSYLVANIA COUNTY BOARD OF EDUCATION** (hereinafter “Board”) on this the 17<sup>th</sup> day of March, 2014 and, at this duly constituted regular meeting where a quorum of said Board is present, hereby resolve the following:

**WHEREAS**, in the Appropriations Act of 2013 (2013 N.C. Sess. Laws 36) (hereinafter “Appropriations Act”), the North Carolina General Assembly amended N.C.G.S. § 115C-325 to prohibit local boards of education from conferring career status for any additional teachers after August 1, 2013 and, effective July 1, 2018, eliminating career status for those career teachers who have previously been granted career status by a local board of education;

**WHEREAS**, while the Board takes no official position as to prospectively eliminating career status for teachers who have yet to obtain it, the Board believes that retroactively removing career status from those teachers who have already obtained it may unconstitutionally interfere with employment contracts legally issued by the Board by eliminating a vested property right from career status teachers in violation of the United States and North Carolina constitutions;

**WHEREAS**, as of the date of this Resolution, there is pending litigation regarding the legality of the Appropriations Act with respect to retroactively eliminating career status for teachers;

**WHEREAS**, the Appropriations Act includes legislation that requires superintendents to recommend, and local boards of education to offer, four-year contracts to twenty-five percent (25%) of “teachers” with three (3) consecutive years of teaching experience in the school district who have met certain standards of performance (hereinafter “25% Mandate”);

**WHEREAS**, the 25% Mandate requires that, in exchange for the four-year contract and a five-hundred dollar (\$500) pay raise for each year of the contract, beginning with the 2014-2015 school year, those teachers with career status shall voluntarily relinquish their career status;

**WHEREAS**, in order to consider the contract offer under the 25% Mandate and given the pending litigation calling into question the legality of retroactively divesting teachers of their career status, teachers will not have sufficient information to make an informed decision when they are faced with the decision to voluntarily forfeit their vested property right to career status in exchange for a four-year contract and additional compensation;

**WHEREAS**, furthermore, the language in the 25% Mandate is vague and subject to multiple, inconsistent interpretations;

**WHEREAS**, the language in the 25% Mandate does not define the term “teacher” and that term has been interpreted differently by the General Assembly’s fiscal staff and the North Carolina Attorney General;

**WHEREAS**, the Attorney General’s advisory opinion, assuming that opinion is upheld in a court of law, broadly defines “teacher” to include various classifications of employees aside from traditional classroom teachers;

**WHEREAS**, the 25% Mandate requires superintendents to recommend only those “teachers” who are “proficient” on the “teacher evaluation instrument” but fails to recognize that many categories of



employees treated as “teachers” (based on the Attorney General’s advisory opinion of that term) are not measured by “teacher evaluation instruments” that consider “proficiency”;

**WHEREAS**, there is no existing common measurements or evaluation instrument that applies to all the “teachers” (based on the Attorney General’s advisory opinion of that term) for ratings, test data, teacher effectiveness ratings or other objective measurement;

**WHEREAS**, the 25% Mandate fails as a “merit based” pay initiative in that teachers had no prior notice of the criteria necessary to earn additional compensation;

**WHEREAS**, this school system has far more than 25% of its teachers that deserve a pay raise given the excellent services the provided to our students; and therefore, the 25% Mandate process is divisive, inequitable and demeaning to our teachers;

**WHEREAS**, at this point, the 25% Mandate has only been funded for this current biennium budget and the General Assembly has not assured boards of education or teachers that adequate funds will be allocated to fund the 25% Mandate provisions for the full four (4) years;

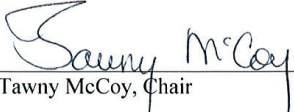
**WHEREAS**, in the event that the General Assembly does not fund the Mandate beyond the current biennium budget, the financial obligation to fund the additional compensation for those teachers who voluntarily accept the terms of the four-year contract may fall to the Board;

**WHEREAS**, the Board is deeply concerned that the potentially unlawful and unconstitutional elimination of a vested and earned property right and the identification of only twenty five percent (25%) of Transylvania County Schools’ teachers for long-term contracts threaten to disrupt the collaborative, collegial and stable teaching and learning environments that research show are critical to higher levels of student performance.

**NOW, THEREFORE, BE IT RESOLVED** that the Board requests that the North Carolina General Assembly rescind all provisions of the Appropriations Act that eliminate career status for those teachers who already have been awarded career status; that the General Assembly restore career status to those teachers who have a vested right to career status by virtue of having been awarded career status after complying with the statutory and contractual requirements of the Board and the State of North Carolina; and allow the Board to use the funds allocated in the State budget for the 25% Mandate as part of effective and locally developed compensation plan that recruits, retains and rewards excellence in teaching; and

**BE IT FURTHER RESOLVED** that the Board has significant legal concerns and reservations regarding the 25% Mandate and its impact on the Board and its employees.

**ADOPTED** this the 17<sup>th</sup> day of March, 2014.

  
Tawny McCoy, Chair

  
Jeff McDaris, Superintendent