

**Minutes
Transylvania County Board of Education
March 19, 2018**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS:

1. Approval of Agenda
2. Public Comment
3. Closed Session (*addition*)
4. Good News Report
5. Former Students in the Military
6. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
7. Policy:
 - A. Policy 7410: Teacher Contracts
 - B. Final Cleanup
8. Support Staff Update
9. Class Size Reporting Affidavit
10. FY19 Budget
11. Bond Update
12. Superintendent's Update
13. Important Dates
14. Public Comment
15. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on March 19, 2018 at the Morris Education Center. Ron Kiviniemi led a moment of silence and Tawny McCoy led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to approximately 10 guests, the following board members and staff were in attendance:

BOARD MEMBERS:

Tawny McCoy, Chair
Ron Kiviniemi, Vice Chair
Marty Griffin
Betty Scruggs McGaha
Alice Wellborn

BOARD ATTORNEY:

Chad Donnahoo

STAFF:

Dr. Jeff McDaris, Superintendent
Jenny Hunter, Administrative Assistant
Dr. Jeremy Gibbs, Chief Academic Officer
Dr. Brian Weaver, Senior Director, Human Resources
Norris Barger, Director, Business Services
Kevin Smith, School Community Relations Coordinator
Joe Russo, President, TCAE
Kris Foster, School Resource Officer

MEDIA:

John Lanier, Transylvania Times

1. **Approval of Agenda**
Chairman McCoy recommended adding a closed session as agenda item 3. There were no objections, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. KIVINIEMI, the meeting agenda for March 19, 2018 was approved as modified.
2. **Public Comment**
None

3. **Closed Session**

ON A MOTION BY MRS. MCCOY, SECONDED BY MR. KIVINIEMI, the board went into closed session at 6:35 p.m. to consult with the board attorney regarding a legal matter, pursuant to N.C.G.S. § 143-318.11(a)(3). Present in the closed session were Mrs. McCoy, Mr. Kiviniemi, Mr. Griffin, Mrs. McGaha, Mrs. Wellborn, Dr. McDaris, Mr. Donnahoo, and Mr. Barger. No action was taken in the closed session, and ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. MCGAHA, the board reconvened in open session at 7:18 p.m.

4. **Good News Report**

Dr. McDaris reported the following items:

KINDERGARTEN REGISTRATION 2018

Elementary schools are now enrolling children for kindergarten for the 2018-2019 school year. Registration is being held in each elementary school from 8:00 a.m. to 3:30 p.m. on Wednesdays and also by appointment. This is the perfect time for families to get the information they need to prepare for “big school” this fall. All children turning five (5) on or before August 31, 2018 are eligible to start kindergarten. Visit tcsnc.org/kinder for forms and more information.

DAR PRESENTS

During February and March, the Transylvania Chapter of the Daughters of the American Revolution (DAR) have been hosting a series of skits for all fourth graders in the county. The skits, written and performed by DAR members, showcase the first five U.S. presidents’ wives in historically accurate costumes, all of which were handmade by a DAR member. The skits have been performed at TCH, RES, and BES, with the final performance to be held on March 21 at Pisgah Forest Elementary School.

BHS BAND MEMBERS AT DISTRICT AND ALL-STATE

The following musicians represented BHS during the All-District Band Clinic at Western Carolina University on February 9-10. Seven students (those with an asterisk *) qualified to audition for All-State Band on March 2. Of those seven, three earned seats in the All-State Honors Band. Congratulations to the students, band director Jim Leatherwood, and the private instructors who help coach these musicians:

Western District High School Band (9th-10th grades): Anna de la Torre, 10th chair flute; Frank Parsons, 2nd chair* clarinet; Elise Poché, 4th chair* clarinet; Clare Kennerly, 12th chair clarinet; Rebecca Milligan, 6th chair trumpet

Western District Senior High School Band (11th-12th grades): Madison Allen, 1st chair* alto sax; Sara Megown, 6th chair* clarinet; Asher de la Torre, 2nd chair* tenor sax; Aaron Flynn, 1st chair* baritone sax; John Nguyen, 1st chair* bass clarinet

All-State Honors Band: Sara Megown, 3rd chair clarinet; John Nguyen, 3rd chair bass clarinet; and Elise Poché, 15th chair clarinet. They are invited to UNC-Chapel Hill for the All-State Clinic on May 4-6

JAZZ BAND SWINGING WITH TALENT

Brevard High School congratulates Madison Allen, a senior who recently earned a top alto saxophone position in the Western North Carolina All-Regional Jazz Band at Asheville High School. Madison will audition for All-State Jazz Band in March 2018. Madison has represented Transylvania County and Brevard High School in the All-

Regional Jazz Band for the past two years. Contenders were scored on preparing a solo, etude, improvisation, and sight reading. Of the 32 who auditioned in the West region, only 4 were selected for the All-Region Jazz Band Clinic at Asheville High School.

STUDENTS JOIN MARS HILL FESTIVAL

Students from Brevard and Rosman High Schools represented Transylvania County Schools at the 70th Annual Mars Hill Choral Festival on February 2-3. Candace Britt, Sabra Freeman, Douglas Grimm, Sofia Pandolfo, Emily Sheffield, and Michael Keever were invited to sing in the festival chorus after they auditioned in October.

BHS EARNS SWEEPSTAKES AGAIN!

The Brevard High School choir scored another Sweepstakes in their Music Performance Adjudication on March 19, which means BHS earned Superior ratings in every area during their performance for judges at Brevard College.

BMS BAND MEMBERS AT DISTRICT AND ALL-STATE

The following BMS students were accepted in the 2018 Western District Bands and traveled to Western Carolina on February 9-10 to rehearse and perform a concert for the public. These musicians compete against hundreds of students from 15 Western North Carolina counties for positions in one of the two middle school district bands. They were scored in three criteria: scales/rudiments, prepared solo, and sight-reading. Three students ([those with an asterisk *]) also qualified to audition for All-State Band on March 3, and two earned seats in the All-State Middle School Band that will perform on May 2-4 at UNC-Chapel Hill. Congratulations to all of the musicians, band director Donnie Mulligan, and instructors:

Middle School Symphonic Band: Anna Reed, 1st chair* flute; Emma Patrie, 2nd chair* oboe; Sierra Gardner, 8th chair clarinet; Jaydn Garvitte, 17th chair clarinet; Grace Gentle, 3rd chair bass clarinet; Joe Smith, 1st chair* bari sax; Emma Coye, 7th chair French horn; Brayden Grosvenor, 5th chair trombone

Middle School Concert Band: Adam Barwick, 1st chair flute; Morgan Singleton, 9th chair flute; Jessie Dodson, 10th chair clarinet; Val Butler, 2nd chair bass clarinet; Dylan Zink, 2nd chair trumpet

All-State Middle School Band: Joe Smith, 1st chair baritone sax; and Anna Reed, 3rd chair flute

GOVERNOR'S SCHOOL

Three students from Transylvania County Schools have been selected to attend the 2018 North Carolina Governor's School. Azilee "Grace" Owen (RHS) has been selected in the area of math; Emily Trusler (BHS) has been selected in the area of Spanish; and Sara Megown (BHS) has been selected for clarinet. Students who accept the invitation will attend a five-and-a-half week session on the campus of Salem or Meredith College this summer.

DR. SAM HOUSTON LEADERSHIP AWARD

The NC Alliance for School Leadership Development (NCASLD) and the NC School Superintendents' Association (NCSSA) has named Dr. Jeremy Gibbs, Chief Academic Officer of Transylvania County Schools, as the recipient of the Dr. Samuel Houston Leadership Award for 2018. This annual award is presented to a graduate of the NCASLD's Aspiring Superintendent Program, which is designed to empower

transformational leaders for North Carolina's public schools. The award is named for Dr. Sam Houston, the President and CEO of the North Carolina Science, Mathematics, and Technology Education Center and a distinguished trailblazer in public education. Speaking of Dr. Gibbs' honor, NCSSA Executive Director Jack Hoke said, "Dr. Gibbs exemplifies the traits that guide Dr. Sam Houston's career in educational leadership. Dr. Gibbs has a commitment to continuous improvement, high standards of ethical conduct, strategic planning, improving student performance, and meeting the needs of the 21st century workforce." Superintendent McDaris added, "Dr. Gibbs brings a focus on improving the future for all students into his work on behalf of Transylvania County Schools. His work with teachers and curriculum has a proactive and commonsense approach that fosters a strong sense of efficacy and teacher empowerment." Dr. Gibbs will receive a check for \$1000 to be used for personal professional development.

CONGRATULATIONS, DR. MARSHALL

Congratulations to Rosman High School teacher, Alana Marshall, who recently earned her doctorate in education. We are very proud of Dr. Marshall for her many accomplishments, hard work, and dedication to excellence.

Dr. McDaris recognized the artwork from Rosman Middle School that was on display in the board room and thanked Officer Foster for being in attendance.

5. 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.

6. Consent Agenda

ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. WELLBORN, the minutes of the March 5, 2018 meeting and the personnel report for March 19, 2018 (attached) were unanimously approved.

7. Instructional Update

Dr. Jeremy Gibbs gave a report on high school dropout rates. Transylvania County's dropout numbers have decreased significantly over the last three years, from 38 dropouts in 2014-15 and 22 dropouts in 2015-16, to only 8 dropouts in 2016-2017, making Transylvania one of five LEAs with the largest 3-year decreases in the state. Dr. Gibbs attributed this trend to personalized learning, flexible schedules, variety of course offerings, robust career-technical education pathways, close attendance monitoring, and effective counseling and student services. Another contributing factor is a return of the Adult High School (AHS) program at Blue Ridge Community College. A student who leaves TCS to participate in the Adult High School program can earn a full diploma (not an equivalency or GED). They are not considered dropouts, but will be if they do not complete the AHS program. Board members commended the dropout prevention strategies and the strong focus on keeping students in school.

8. Policy

Dr. Brian Weaver presented policy 7410, Teacher Contracts, for approval. He reviewed the most recent revisions and gave a clarification on the requirement that teachers must have been employed for three years prior to being given a multi-year contract. The ambiguity stemmed from whether the three years meant three years at any time in the teacher's career or three consecutive years with the LEA. He reported that the statute is clear in requiring the three years to be with the LEA. ON A MOTION BY MRS. MCGAHA, SECOND BY MR. KIVINIEMI, policy 7410 was approved 4:1 as presented

(FOR: McCoy, Kiviniemi, McGaha, Wellborn; AGAINST: Griffin). Mr. Griffin stated that he could not support the policy because he feels that that the NC General Assembly is disrespecting teachers.

Dr. Weaver presented 8 new policies and 13 old policies for second-reads and action. There were no questions, and ON A MOTION BY MRS. WELLBORN, SECONDED BY MR. GRIFFIN, the board unanimously adopted the 8 new policies and rescinded the 13 old policies listed below. These policies represent the final clean-up of the custom policy manual project.

ADOPTED		RESCINDED	
1200	Governing Principle - Student Success	BCFA	Community-Schools Advisory Council
1300	Governing Principle - Parental Involvement	CBBA	Recruitment and Appointment of Superintendent/Confidentiality
1400	Governing Principle - School Initiatives	CBBB	Recruitment and Appointment of Superintendent/Public Participation
1500	Governing Principle - Safe, Orderly, and Inviting Environment	DO	Medicaid Funding for Eligible Services
1600	Governing Principle - Professional Development	EBC; EBC-R	Emergency Plans
1700	Governing Principle - Removal of Barriers	EDBA/GC	Allocation of Personnel and Supplies
1800	Governing Principle - Stewardship of Resources	EEBA	Vehicle Usage
		IHI	Contracted Services
		JGB	Student Seclusion/Restraint/Isolation
3103	Dual Enrollment of Private and Home School Students	JECA; JECA-R; JECA-E(1)	Private/Home Schools - Enrollment

9. Support Staff Update

At the last meeting, the board requested a report on the numbers and ratios of school nurses, social workers, psychologists, and counselors for the district. Dr. McDaris gave the following breakdown:

Social Workers (2.8 positions), ratio of 1:1214 students
 Psychologists (3 positions), ratio of 1:1133 students
 School Nurses (3 positions), ratio of 1:1133 students
 Counselors (8 positions), ratios by school:

BES = 1.564	BMS = 1:522	DRS = 1:92
PFE = 1:509	RMS = 0.7/253 = 1:328	BHS = 1:373
RES = 1:315		RHS = 1:327
TCH = 0.3/134 = 1:227.8		
Nat'l recommendation = 1:250; NC recommendation = 1:400		

Mrs. Wellborn stated that these are the areas to focus on to keep schools safe. Dr. McDaris reported that our state allotment funds 16 instructional support positions, which include school counselors, social workers, media coordinators, psychologists, speech

language pathologists, and technology facilitators. Transylvania County Schools has well over 16 such positions and uses other funding sources to cover the rest. Mr. Kiviniemi reported that Wake County Schools has requested millions from their county commissioners to fund additional social worker positions.

10. Class Size Reporting Affidavit

Dr. McDaris reported that the PowerSchool class size reports for the legislative class size collection have been finalized for March 2018. Each superintendent is required to submit an affidavit by April 20 stating that their LEA is in compliance with class size ratios for grades K-3. Dr. McDaris will submit the required affidavit for TCS.

11. FY19 Budget

Norris Barger requested approval of an application for state lottery funds to replace the main section of the Brevard Middle School roof. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board unanimously approved the application for release of \$111,265 from the Public School Building Capital Fund (Lottery Distribution) for the Brevard Middle School roof replacement project.

Mr. Barger gave a budget update for FY19. Amounts for the state health insurance and retirement rate increases for next year are still not definite. Among the potential increases in local funding needs are 3-5 additional teacher positions based on legislative class size ratios and a possible adjustment to SRO funding. The board discussed the loss of PRC 109 (rural local income school grant) that had funded an additional social worker and a lack of carryover funds in PRC 069 (at-risk funds). Chairman McCoy asked Mr. Barger to revise the Fund 2 needs document for the next meeting to include more detailed explanations for these and other line items.

Mr. Barger reviewed the FY19 capital needs list. Mr. Kiviniemi noted that the county's payments for the last school bond will end this year, and he would like to see the \$2.5 million that will be freed up remain as earmarked for the school system's capital needs. Mr. Kiviniemi directed Mr. Barger to prepare an updated capital needs list for the next meeting reflecting an additional \$2.5 million appropriation. Chairman McCoy also requested a separate category showing the projects that will not be affected by bond. Mr. Barger gave an update on the new band uniforms for Rosman High School. He reported that the cost has changed to \$35,000 and will be reflected in the next update.

12. Bond Update

Chairman McCoy and Vice Chairman Kiviniemi reported that staffs for the board of education and the board of commissioners have discussed potential funding assistance from the county to pay for \$450,000 in advance planning services for the school bond projects. The money was not forthcoming; therefore, the board will need to defer some capital outlay projects. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. MCGAHA, the board voted unanimously to amend its advanced planning contract with Clark Nexsen, Inc., as follows: (1) authorize payment of \$129,500 for Phase I to expire on June 30, 2018; (2) authorize, pursuant to appropriation of funding, \$245,000 for Phase II to commence on July 1, 2018; and (3) authorize the superintendent to sign the contract amendment on the board's behalf. Chairman McCoy reported that some survey work will be needed as well. ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. WELLBORN, the board voted unanimously to advertise for a Request for Qualifications for surveying services and to authorize the superintendent to review the RFQ proposals and enter into a contract on the board's behalf with the limits of the contract to be in the superintendent's contracting authority.

13. Superintendent's Update

Dr. McDaris gave the following updates:

- We continue to examine apple-to-apple comparisons across a broad spectrum of analytical data points for our system's peer counties. In looking at Transylvania County's peer counties for Average Daily Membership (ADM), which includes seven other county systems (Ashe, Greene, Martin, Anson, Cherokee, Jackson, and Montgomery), we have a smaller percentage of our population under the age of 20, but the highest per capita income. We are tied for 2nd in median gross rent, and have the lowest number of licensed child care facilities. While this is worrisome in terms of age diversity in the population, it also provides food for thought regarding economic development. Nathan Ramsey, Executive Director for the Mountain Area Workforce Development Board, reports there are 1.5 job openings for every unemployed person in our region. Good schools and job opportunities are two important variables in attracting and keeping younger families. Unfortunately, a third variable, cost of living (which includes housing and child care costs), makes recruitment and retention still challenging for our county.
- The new Transylvania County Family Resource Center opens this week. A number of local agencies have come together to better serve domestic and sexual abuse victims in our county. A grand opening is scheduled for March 20.
- Work began in February on completing new standards for the National Standards for Quality Online Teaching. The goal is to have these ready for course designs beginning in 2019. We will be monitoring this work as we continue to develop and expand our own digital learning initiatives.
- Thoughts and prayers go out to the Siniard family.

14. Important Dates

March 20	Community Meeting on School Safety, 6:00 p.m., BHS
March 23	Teacher workday
March 30	Annual leave day (no students)
April 2-6	Spring break
April 16	REGULAR MEETING, 6:30 p.m., MEC
April 26	Nat'l Technical Honor Society Induction, 6:00 p.m., BHS
May 1	TCSEF "Taste of Transylvania," 6:00 p.m., Brevard Lumberyard
May 2	Early release - students, 12:00 p.m.
May 7	REGULAR MEETING, 6:30 p.m., MEC
May 10	TCAE "Friends of Education" Banquet, 6:00 p.m., Rogow Room
May 17	TC Scholars Banquet & Awards Presentation, 5:00 p.m., BHS
May 21	REGULAR MEETING, 6:30 p.m., MEC
May 28	Holiday (no school)

Mr. Griffin commended school system and law enforcement representatives for a good job presenting information and answering questions during the recent school safety meeting at Rosman High School.

15. Public Comment

None

16. Other Items

Mr. Griffin thanked everyone for attending.

There was no further business, and ON A MOTION BY MRS. MCGAHA, SECONDED BY MR. GRIFFIN, the meeting was adjourned at 8:46 p.m.

Respectfully submitted,

Chairman

Secretary

PERSONNEL REPORT
March 19, 2018

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

Licensed Personnel

Gregory Carter, Principal, RMS, effective June 29, 2018
Jennifer Corn, Teacher, TCHES, effective June 13, 2018
April Gaydosh, Principal, BES, effective June 15, 2018
Claire MacLean-Fenner, Speech-Language Pathologist, TCS, effective June 13, 2018
Deborah Masengill, Teacher, RES, effective June 13, 2018
Jacquelyn Miller, Teacher, BES, effective June 13, 2018
Robert Shoemaker, Teacher, RMS, effective June 13, 2018

Classified Personnel

Cindi Foreman, Office Support, DRS, effective June 30, 2018

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

Licensed Personnel

None

Classified Personnel

None

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

Licensed Personnel

Cameron Weaver, from Preschool and Child Find Coordinator, BES, to Media Specialist, RES, effective April 16, 2018

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

Dolores Brown
Britta Jones

Substitute School Nutrition Workers

None