

**Minutes  
Transylvania County Board of Education  
March 21, 2022**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS (including amendments and recissions):

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. Annual Financial Report 2020-2021
7. COVID-19 Update and Review of Mask Policy
8. FY23 Budget Update
9. Bond Update
10. Superintendent's Update
11. Important Dates
12. Other Items
13. Closed Session

The Transylvania County Board of Education met in regular session on Monday, March 21, 2022 at 6:30 p.m. at the Morris Education Center. Marty Griffin led in a moment of silence and Courtney Domokur led the Pledge of Allegiance. Chairman McCoy called the meeting to order and welcomed everyone. In addition to approximately nine guests, the individuals listed below were in attendance.

**BOARD MEMBERS:**

Tawny McCoy, Chair  
Ron Kiviniemi, Vice Chair  
Courtney Domokur  
Marty Griffin  
Kimsey Jackson

**BOARD ATTORNEY:**

Kris Caudle, Campbell Shatley

**PRESENTER:**

Terry Andersen, Carland & Andersen

**STAFF:**

Dr. Jeff McDaris, Superintendent  
Jenny Hunter, Administrative Assistant  
Dr. Brian Weaver, Assistant Superintendent  
Carrie Norris, Director K-8 Education  
Missy Ellenberger, Director 9-12 Education  
Audrey Reneau, Director, Federal Programs  
Gabrielle Frost, Chief Financial Officer  
Jen Heatherly, Public Information Officer  
Chris Whitlock, Director, Technology Services  
Kelly Cook, School Resource Officer

1. **Approval of Agenda**  
ON A MOTION BY MRS. DOMOKUR, SECONDED BY MR. GRIFFIN, the meeting agenda for March 21, 2022 was unanimously approved as presented.
2. **Public Comment**  
Chairman McCoy reviewed the guidelines for public comment and informed speakers that they would have three minutes each.

**Mickey Robinson** gave an update on the Isaac Homes Youth Shelter, a support center for homeless and at-risk youth in the community. Mr. Robinson has been raising funds for the past two years to build the shelter and has a potential site in Rosman. He would

like to establish a shelter in Brevard as well. Mr. Robinson reported that he has procured a grant from Land of Sky for laptops and internet service, and other grants are pending. The center will provide clothing and supplies and overnight accommodations if needed.

**Ryan Hinkleman** gave an update on Rosman Youth Support Center, a subsidiary of Isaac Homes. The Center would provide meals, take-home food, clothing, and educational support for at-risk and homeless youth. He would like to explore partnering with the school system to provide school bus service to the center and other supports if possible.

Chairman McCoy thanked Mr. Robinson and Mr. Hinkleman for their efforts on behalf of at-risk youth and expressed hope that the school system can help with these worthy endeavors. Mr. Jackson noted that the Brevard Rotary Club is helping to support the projects as well.

### 3. **Good News Report**

Dr. McDaris recognized the student artwork from Brevard High School that was on display in the board room and thanked School Resource Officer Kelly Cook for attending the meeting. He presented the following items.

#### ***STEAM Expo***

Transylvania County Schools will host the 33<sup>rd</sup> Annual A. Mickey Church STEAM (Science, Technology, Engineering, Arts, and Mathematics) Expo on Monday, March 28, 2022 from 4:30 to 6:30 p.m. at Transylvania County Parks and Recreation. All of our schools will be showcasing projects, and we can't thank the teachers enough for their work in preparing for this event. Thanks also to our community partners that will be joining—Transylvania Parks and Recreation, Holmes Educational State Forest, and Mountain Roots Day Camp.

#### ***Kindergarten Rally & Registration for 2022-2023***

A reminder that kindergarten registration for the 2022-2023 school year is coming up soon. A Kindergarten Readiness Rally will be held on Thursday, April 7 from 4:00 to 6:00 p.m. at Transylvania Parks and Recreation. Kindergarten registration will be available in all our elementary schools on Tuesday, April 19 through Friday, April 22 from 8:30 a.m. to 2:00 p.m., and also from 4:00 to 6:00 p.m. on Thursday, April 21. Starting school is an exciting experience for young children and we want to be sure it is a positive one. All children who will be five (5) years old on or before August 31, 2022 are eligible to start kindergarten this fall. Visit [www.tcsnc.org/k](http://www.tcsnc.org/k) for enrollment forms and more information.

#### ***March is Students@Work Month***

Governor Roy Cooper has proclaimed March 2022 as Students@Work<sup>SM</sup> Month in North Carolina. Throughout the month, employers are hosting virtual programs that will provide approximately 28,000 middle school students with exposure to jobs and industries in their communities and across the state. Participating students will be exposed to careers in the education, energy, finance, engineering, hospitality, legal, manufacturing, pharmaceutical, and technology industries along with careers in the public sector. Now in its 12th year, the North Carolina Business Committee for Education (NCBCE) and the North Carolina Department of Public Instruction (NCDPI) are the primary partners for the Students@Work<sup>SM</sup> program. "The skills and opportunities students are exposed to now are critical investments in the development of our workforce," said Governor Cooper. "Offering our students a look at careers that may pique their interest is important for them and our future economy."

***TCSEF Creative Classroom Grant Winners for 2022-2023***

Congratulations to the 2022-2023 Creative Classroom grant recipients! The projects listed below totaling over \$12,000 were recommended for funding for the 2022-2023 school year through the Transylvania County Schools Educational Foundation and in partnership with the Brevard and Pisgah Forest Rotary Clubs. These competitive grants are part of the funding that the Foundation makes available each year to enrich classrooms, provide scholarships and student leadership opportunities, and support teacher leadership initiatives. We appreciate the Foundation's fundraising efforts with the annual *Taste of Transylvania* and the work of the Grants Committee in evaluating the proposals.

Name	School	Title	Award
Renee Compton	All schools	Special Needs Resource Fair	Funded by Pisgah Forest & Brevard Rotary Clubs
Jenae Turner	All elem. schools	BeeBots (PreK-2)	\$850.00
Kelii Krueger	BES	Beehive Cooperative Games	166.43
Meg Buchanan	BHS	Architectural Drafting	825.70
Charles Burchell	BHS	Equipment Upgrades for BHS Auditorium	1,281.67
Heidi Bullock	BHS/DRS/RHS	Elevate Bilingualism with Cords	1,431.24
Crystal Holland	BMS	Writing Through Time	179.41
Sarah Kennedy	BMS	Edmark Reading Program	738.61
Noelle Khare	BMS	Exploring Density with Scales	558.77
James Markey	BMS	Portable Sound System	960.74
Elizabeth Chancellor	DRS	Wilderness Ed. Club	344.28
Chris Alley	DRS	SEL Classroom Space	800.00
Bethany Chapman	RES	Headphones/Novel Effects App	461.76
Lindsay Barton	RHS	Samsung Tablet	679.76
Sarah Justice	RMS/RHS	Bringing Life to the Library	362.47
Laura Smith	RMS/RHS	Resin or Not	770.44
Hazel Ketchum	RMS/RHS	Differentiated Class Guitar	2,272.81
		<b>TOTAL</b>	<b>\$12,684.09</b>

***Taste of Transylvania May 3-8, 2022***

The Transylvania County Educational Foundation (TCSEF) will host the annual *Taste of Transylvania* on May 3-8, 2022. The Foundation will partner with local restaurants, bars and breweries, wine shops, food trucks and coffee shops to receive a portion of their sales during the week-long event. They also will host an online silent auction that will run the same dates as the dining options and offer a variety of items for bid. Proceeds from these events will go toward the TCSEF's Creative Classroom Grants for public schools. To donate items for the silent auction, please contact Jen Heatherly at

[jheatherly@tcsnc.org](mailto:jheatherly@tcsnc.org). You may also text "TCSEF" to 76278 to donate directly. For more information visit [TCSEF](#).

4. **Former Students in the Military**

The board recognized the list of former students from Brevard High School, Rosman High School, and Davidson River School who are currently serving or have previously served in the U.S. Military. There were no new names on the list.

5. **Consent Agenda**

ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. JACKSON, the minutes of the February 16 and February 21, 2022 meetings and the personnel report for March 21, 2022 (attached) were unanimously approved.

6. **Annual Financial Report 2020-2021**

Mr. Terry Andersen of Carland & Andersen, Inc., Certified Public Accountants, presented the Transylvania County Schools Annual Financial Report for the fiscal year July 1, 2020 through June 30, 2021. He reviewed the financial statements and reported there were no findings or contested costs; internal controls are working effectively; and there is good fiscal stewardship in all areas. Mr. Andersen noted some suggestions for improvement in the School Nutrition accounting procedures, which is common in all school systems. Chairman McCoy thanked Mr. Andersen for his presentation and expressed the board's appreciation to the finance staff and school bookkeepers for their excellent work.

7. **COVID-19 Update and Review of Mask Policy**

Dr. Brian Weaver reported that the rate of COVID infections has slowed drastically over the last several weeks. As of today our schools had zero students and zero staff absent due to COVID cases or quarantine. All North Carolina counties are in low transmission, and all North Carolina school systems except for three are now mask-optional. Mr. Kiviniemi reported that current guidance from the NC Department of Health and Human Services is that schools may go optional. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board unanimously affirmed the current mask-optional policy for another month until the next monthly review.

Mr. Griffin asked for an update on substitute teachers and bus drivers. Dr. Weaver reported that we still need substitutes and reliable bus drivers. Unexpected absences are difficult to fill.

8. **FY23 Budget Update**

Finance Officer Gabi Frost presented a budget amendment for Fund 2. The amendment reflects actual expenditures. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. DOMOKUR, the budget amendment for the Local Current Expense Fund was unanimously approved (see attached). Ms. Frost gave an update on expenditures to date in Funds 1-8. She reported that 55% of the total budget has been spent so far.

Mrs. Frost reported that the General Assembly has created a recurring appropriation to fund a supplement for teachers and certified instructional support staff from the Supplemental Fund for Teacher Compensation (PRC 071). Board approval is required for the local distribution plan. Each eligible person will receive \$930 before taxes and retirement. The supplement will be paid in April 2022. Ms. Frost reported that the state based the allotments on property tax value per county. The supplement amount in future years will be determined by state allotment and legislature. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. JACKSON, the Supplemental Funds for Teacher Compensation (PRC 071) distribution plan for April 2022 was unanimously approved.

Ms. Frost reviewed preliminary Fund 2 budget changes for FY23. Mr. Kiviniemi recommended resubmitting a request to increase the teacher supplement and Mr. Griffin agreed. Chairman McCoy recommended removing items with zero amounts from the list. Dr. McDaris gave an update on athletic event security. Mr. Kiviniemi requested adding back restoration of the instructional supplies cut. Mr. Griffin asked about School Resource Officer (SRO) funding. Dr. McDaris explained that the school system receives some state funding for SRO salaries; the rest is paid from local funds. The county pays the school system for the local portion; the school system must turn around and pay that back to the county; then the county pays the sheriff's department. This enables the county to show SRO funding as part of its local contribution to the schools, but it is basically a wash. Board members expressed thanks and appreciation to the sheriff's department for their strong partnership with the school system during the last 20 years of an outstanding SRO program. Our SROs have helped build trust in law enforcement and a strong relationship with our communities. Dr. McDaris noted that not all counties are as fortunate to have this type of relationship.

Mr. Jackson asked about the travel line items in the budget that have stayed the same for four years, calling it suspicious. Mr. Kiviniemi explained that increasing the travel allotments would necessitate asking for additional money from the commissioners. He reported that the principals keep up with how much is spent from their schools' travel accounts. Chairman McCoy added that the numbers have stayed the same because the board has not requested an increase for travel due to more pressing priorities. Mr. Jackson suggested taking money away from some schools and giving more to others. Chairman McCoy gave a reminder that the budget request for FY23 is due to the commissioners by May 15th.

9. **Bond Update**

Dr. McDaris reported that the Board of Education and the Board of Commissioners met jointly on January 31, 2022 to discuss the school bond projects. The commissioners have asked additional questions and the board has submitted responses from the architects and the board attorney. The board awaits a response.

10. **Superintendent's Update**

Dr. McDaris reported that our region, as part of the Asheville metro, continues to have the second lowest unemployment rate (2.6%) of any NC metro. While that may sound good, it also highlights a challenge for our region. Nathan Ramsey, Director of the Mountain Area Workforce Development Board, reports that, "Most people that lost their job during the pandemic have gone back to work. Our greatest challenge is we still haven't recovered the jobs that we lost prior to the pandemic, and our labor force is smaller by almost 10,000 individuals." There are simply far more jobs than people in our region. Ramsey reports that on any given day there are about 20,000 jobs open in this area. We also have issues with underemployment and wages. That relates to the county Tier designations. County Tiers are calculated using four factors:

- a. Average unemployment rate for the most recent 12 months for which data are available (October 2020 - September 2021, NC Dept. of Commerce, LAUS)
- b. Median household income for the most recent 12 months for which data are available (2019, U.S. Census, Small Area Income & Poverty Estimates)
- c. Percentage growth in population for the most recent 36 months for which data are available (July 2017 - July 2020, NC Office of State Budget & Management)
- d. Adjusted property tax base per capita for the most recent taxable year (FY2021-22, NC Dept. of Public Instruction)

The problem with this formula is that it is misleading and does not take into consideration other factors of importance. Consider a comparison of our county to Buncombe County, considered to be the economic hub of the region. Using the latest data that we have available from MyFutureNC, we see that:

- Transylvania County has a higher rate of children living in poverty than Buncombe (and higher than the state average).
- Transylvania County has a much lower median earnings per worker than Buncombe.
- Transylvania County workers earn much less in average weekly wages than workers in Buncombe County.
- However, using the Tier formula, Transylvania County has a median household income higher than Buncombe. It is worth noting that the median age in Buncombe is 42. For our county it is 51.
- Manufacturing provides some of the higher wages for workers, and also contributes heavily in local property taxes. In terms of those wages, the average weekly wage comparison between the two counties reveals that manufacturing jobs here earn much less than Buncombe. Buncombe has a higher percentage of their worker population employed in manufacturing than Transylvania.
- This suggests several things:
  - We know there is a worker shortage.
  - We have less available affordable housing (including rentals) here.
  - More of our population is either retired or about to be.
  - The wages that are paid are lower than a competing county.
  - The average weekly wage in arts, entertainment, and recreation in Transylvania County is about \$649.
  - The average weekly wage in manufacturing in Buncombe County is about \$1,039.
- Not only are we at risk of not having enough workers in our county, we could lose more of the ones we have. That will not be a pretty sight in terms of what residents here will have to pay for services. We are already higher in many respects. We need the type of industries that pay higher wages.
- Transylvania County Schools are doing some strong work in preparing students for the future. The 2021 graduation rates for Brevard High School and Rosman High School are both above the state average. BHS was 88.8% last year and RHS was 95%. Our alternative program at Davidson River School is doing great work with students who might otherwise be dropouts and have raised their graduation rate 20% since 2016. This is impressive since the percentage of DRS students who are considered economically disadvantaged is 31 points higher than the state average.

## 11. Important Dates

Mar. 22	School Facility Tours 7:45am - 1:45pm; BES, DRS, PFES, BMS, BHS
Mar. 28	STEAM Expo, 4:30 - 6:30 p.m., Transylvania Parks & Recreation
Apr. 4	REGULAR MEETING, 6:30 p.m., MEC
Apr. 6	BHS National Technical Honor Society Inductions, 9:30 a.m., BHS
Apr. 7	RHS National Technical Honor Society Inductions, 11:00 a.m., RHS
Apr. 7	Kindergarten Rally, 4-6 p.m., Transylvania Parks & Recreation
Apr. 8	Students dismissed at noon
Apr. 11-18	Spring break

Apr. 18	NO MEETING (annual leave day staff; no students)
Apr. 26	“Teacher of the Year” Awards Reception, 5:30 p.m., Rogow Room
Apr. 29	Remote learning day
May 2	REGULAR MEETING, 6:30 p.m., MEC
May 16	REGULAR MEETING, 6:30 p.m., MEC
May 19	TC Scholars Recognition Evening, 5:00 p.m., BHS
May 26	DRS Graduation, 10:00 am., Brevard Music Center
May 27	Last student day (noon dismissal)
May 27	BHS Graduation, 6:00 p.m., Brevard Music Center
May 28	RHS Graduation, 10:00 a.m., Brevard Music Center
May 30	Memorial Day holiday

## 12. Other Items

Mr. Griffin reported asked about a report that some school boards are ignoring state calendar legislation and setting their districts’ start dates as they think best. Dr. McDaris reported that he had an opportunity to talk with the Cleveland County superintendent about this. In general, the superintendent had recommended a school calendar that was in line with the law. The board decided not to accept that calendar and voted in their own. A similar action took place in Rutherford County. DPI recently issued a notice reminding all NC districts of the current calendar law. Mr. Kiviniemi stated that he thinks choosing which state law laws to obey and which ones to not obey is heading down a dangerous path. He believes that board members are obligated to follow state law per their oaths of office, and as much as he would like for boards to have more local control, this is not the way to go. Mrs. Domokur added that the board would not want to risk retribution or jeopardize our system’s position in the state.

Mr. Kiviniemi recommended that the board place the monthly COVID update and mask vote on the consent agenda from now on unless the situation changes. There was a consensus agreement to do so.

Mr. Jackson asked if the board could have more information on the Blue Zones Project in the schools. Dr. McDaris reported that a presentation is being readied for an upcoming meeting.

Mr. Jackson recommended that the board have another sit-down with the architect regarding construction/renovation plans because he thinks there are more questions to answer. Mr. Kiviniemi stated that the board is at a critical point to move forward with the bond projects. He stated that the county commissioners still have still not approved the contracts they were given on January 31, and if the contracts are not approved by April 4, we will not be able to break ground as planned.

## 13. Closed Session

ON A MOTION BY MRS. MCCOY, SECONDED BY MR. GRIFFIN, the board voted unanimously to go into closed session pursuant to N.C.G.S. § 143-318.11 for the following purpose(s): under subsection (a)(3) to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body. Following a short recess, the closed session convened at approximately 8:00 p.m. The following members were present: Tawny McCoy, Chair; Ron Kiviniemi, Vice Chair; Courtney Domokur, Marty Griffin, and Kimsey Jackson. Also present was Dr. Jeff McDaris, Superintendent; and Kris Caudle, Board Attorney. No action was taken in the closed session. At approximately 8:27 p.m. a motion to adjourn closed session and return to open session was made by Mr. Kiviniemi and seconded by Mr. Griffin. The motion passed unanimously.

There was no further business, and ON A MOTION BY JACKSON, SECONDED BY MR. KIVINIEMI, the meeting was adjourned at 8:28 p.m.

Respectfully submitted,

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Chairman

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Secretary



**PERSONNEL REPORT  
March 21, 2022**

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

Licensed Personnel

Janet Powell, Teacher, RES, effective July 1, 2022  
Melinda Reed, Teacher, RMS, effective June 2, 2022

Classified Personnel

Kathleen Halley, Teacher Assistant, BES, effective June 1, 2022  
Shaunna McCall, Teacher Assistant, TCH, effective March 4, 2022

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

Licensed Personnel

Alaine LeGrand, Speech-Language Pathologist, BES, effective August 19, 2022

Classified Personnel

Ambur Cantrell, Teacher Assistant, RES, effective March 31, 2022  
Amelia Waycaster, Teacher Assistant, TCH, effective March 28, 2022

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

None

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

Substitute Teachers

Melissa Driver  
Genesis Breanna Quin

Substitute School Nutrition Workers

Brooke Heatherly

**Budget Amendment - Local Current Expense Fund**

**Amendment no. 1**

Function Code	Description	Current Budget	Increase (Decrease)	Amended Budget
	<b>REVENUES</b>			
	Revenues	\$13,211,709	\$0	\$13,211,709
	Appropriated Fund Balance	123,720		123,720
	<b>EXPENDITURES</b>		0	
5100	Regular Instructional	\$4,406,475.00	(27,311)	\$4,379,163.67
5200	Special Instructional	\$289,755.00	0	\$289,755.00
5300	Alternative Programs	\$81,737.00	32,724	\$114,461.31
5400	School Leadership	\$1,280,617.00	(5,413)	\$1,275,204.02
5500	Co-Curricular	\$377,522.00	0	\$377,522.00
5800	School-Based Support	\$1,169,620.00	0	\$1,169,620.00
6100	Support and Development	\$638,183.00	(233,751)	\$404,431.76
6200	Special Population Support and Development	\$60,905.00	0	\$60,905.00
6400	Technology Support	\$0.00	116,969	\$116,969.17
6500	Operational Support	\$2,691,312.00	122,731	\$2,814,043.06
6600	Financial And Human Resources	\$571,839.00	29,021	\$600,860.22
6700	Accountability S & D	\$8,770.00	0	\$8,770.00
6900	Policy And Leadership	\$366,940.00	(36,670)	\$330,269.79
7100	Regular Community Service	\$6,237.00	1,700	\$7,937.00
7200	Ancillary Services	\$3,917.00	0	\$3,917.00
8100	Pay To Oth Govt & Tfrs Of	\$1,381,600.00	0	\$1,381,600.00
	<b>TOTAL EXPENDITURE BUDGET</b>	\$13,335,429	\$0	\$13,335,429

**EXPLANATION:**

To reflect actual expenditures

Passed by majority vote of the Transylvania County Board of Education this 21st day of March, 2021.

  
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 Tawny McCoy, Chairman

  
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 Jeff McDaris, Secretary