

**Minutes
Transylvania County Board of Education
April 18, 2016**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Approval of Agenda
2. Public Comment
3. Good News Report
4. Former Students in the Military
5. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
6. Policy:
 - A. 7000 Series: Personnel (Part C)
 - B. Spring 2016 PLS Updates
 - C. 9300, "Naming Facilities"
7. Teens in Crisis Report
8. Student Services Update
9. RHS Fence
10. FY17 Budget
11. Superintendent's Update
12. Important Dates
13. Public Comment
14. Other Items
15. Closed Session (*addition*)

The Transylvania County Board of Education met in regular session at 6:30 p.m. on April 18, 2016 at the Morris Education Center. Chairman McCoy led in a moment of silence and Betty Scruggs led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to four guests, the following individuals were in attendance:

BOARD MEMBERS:

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

BOARD ATTORNEY:

Chad Donnahoo

MEDIA:

John Lanier, Transylvania Times

STAFF:

Dr. Jeff McDaris, Superintendent
Jenny Hunter, Administrative Assistant
Dr. Jeremy Gibbs, Director, Human Resources
Norris Barger, Director, Business Services
Arleca Chapman, Director, Career/Technical Education
Brian Weaver, Director, 6-12 Curriculum & Instruction
Kevin Smith, School-Community Relations Coordinator
Joe Russo, TCAE President
Jason Ormsby, RHS Principal
Jennifer Anderson, BHS Principal
Beth Branagan, School Social Worker
David Siniard, Student Advocate
Desiree Abram, School Resource Officer

1. **Approval of Agenda**
ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. PETIT, the meeting agenda for April 18, 2016 was revised to add a closed session as item no. 15.

2. Public Comment

Principal Jennifer Anderson gave commendations to (1) the faculty and staff of BHS for their willingness to give input and try new things; (2) Frank and Donna Patton for their spirit and support of teachers and students; (3) central office staff for their assistance and leadership; (4) David Siniard for picking up the ball and allowing teachers to focus on academics; and (5) Steve Tilson and the custodial team at BHS for the care and attention they give to the school.

3. Good News Report

Dr. McDaris reported the following good news items:

AUTISM AWARENESS MONTH

April is National Autism Awareness Month, a time to promote autism awareness and acceptance, and to draw attention to the tens of thousands facing an autism diagnosis every year. The colorful puzzle pattern was adopted in 1999 as the universal symbol of autism awareness. It reflects the complexity of the autism spectrum, and the different colors and shapes represent the diversity of people and families living with the condition. Brevard Middle School teacher, George Sutherland, purchased tee shirts displaying the autism puzzle and the logo, "*Autism Awareness: Transform a Life,*" for school principals and exceptional children staff to wear during Autism Awareness Month.

ELEMENTARY ALL-COUNTY CHORUS

The third annual Transylvania Elementary All-County Chorus Festival was held on April 12 at Brevard High School. To prepare for the event, fourth and fifth graders from each elementary school worked on new music throughout the winter at their respective schools. They came together on the day of the concert for an all-day rehearsal with a guest conductor before giving the group performance later that evening. Congratulations to all of our young musicians and elementary music teachers for a tremendous event.

W.A.Y. CLUB

Students at Rosman Middle School have a new way to learn about the different cultures of the world in the after-school "World Around You" (WAY) Club. Supported in part by a grant from the TCS Educational Foundation, the WAY club gives students, friends and family members an opportunity to meet with people who either hail from or travel extensively to other countries, sample new foods, listen to music, make crafts, and learn to speak phrases in languages as diverse as Chinese, Zulu, French, Spanish, Thai, Russian and German. Led by Spanish teacher Linda Carrillo, the WAY club meets at Rosman Middle School at 3:00 p.m. The club is open to everyone.

"ON CLOUD NINE" PROJECT

Brevard Elementary School media coordinator Charlene Cali combined three grants—a Transylvania County Schools Educational Foundation grant, a Haywood Electric Bright Ideas grant, and a building-level grant—into one massive learning unit that inspires students to use communication, creativity, collaboration, critical thinking, and problem-solving skills. Using Nexus tablets, "Makey Makey" and "Squishy Circuits" kits, Wonder Robots, a laptop, 40" TV, and other materials purchased with the grants, Cali transformed the BES media center into a 21st century learning center via her *On Cloud Nine* Technology Stations unit. *On Cloud Nine* contains six stations of interactive lessons for fourth and fifth grade students to cycle through with each

station focusing on a different curriculum concept. Thanks to the Educational Foundation, Haywood Electric, and BES for sponsoring the grants and to Ms. Cali for her vision and creativity.

TIME 4 REAL SCIENCE STATE WINNERS

Congratulations to the following TIME 4 Real Science students from Brevard High School who won a number of awards at the 2016 State Research Competition:

Carver Nichols: Predicting Graft Compatibility of Kudzu, Soybeans, and Garden Peas through Peroxidase Analysis

- 1st place Biotechnology, North Carolina Student Academy of Science
- Grand Award: Expenses paid trip to represent NC at the [American Academy for the Advancement of Science Meeting in Boston, MA](#)
- 1st place BioGENEius Award
- Grand Award: All expenses paid trip for Carver and a chaperone to represent NC at the [International BioGENEius Challenge in San Francisco, CA](#)

Ingrid Findlay and Selina Brown: *Nosema ceranae* vs. *Nosema apis* in Transylvania County: Implications for Treatment of Local Honey Bees

- 1st place Biology, North Carolina Student Academy of Science
- Grand Award: Expenses paid trip to represent NC at the [American Academy for the Advancement of Science Meeting in Boston, MA](#)

Chase Bishop and James Thompson: The Feasibility of a Solid Carbon Dioxide Pressure Engine as an Energy Source for Mars Exploration and Colonization

- 1st place Technology and Engineering, North Carolina Student Academy of Science
- Grand Award: Expenses paid trip to represent NC at the [American Academy for the Advancement of Science Meeting in Boston, MA](#)

Aidan Spradlin, Sam Lemel and Hannah Field: Screening *Mucor fragilis* and *Trichoderma* spp. for Lead Remediation Potential

- 2nd place Environmental Science, North Carolina Student Academy of Science
- Silver Medal, US Army Award, North Carolina Science and Engineering Fair
- [SSS Founders Award for Excellence in Public Health](#), North Carolina Science and Engineering Fair

Bryce Spradlin and Lauren Tooley: Analysis of Cellulosic Enzyme Production by *Trichoderma harzianum* and *Fusarium solani* Isolated from Lignocellulosic Compost

- 2nd place Biotechnology, North Carolina Student Academy of Science
- Western NC Representative, North Carolina Science and Engineering Fair

Bain Brown, Nicole Rideout and John Nguyen: Determining the Feasibility of Using Seed Oil from Kudzu (*Pueraria montana* var. *lobata*) as a Source of Biodiesel through Solvent Oil Extraction and Chemical Analysis

- 2nd place Chemistry, North Carolina Student Academy of Science

Sarah Branagan and Candace Britt: The Effects of Music on the Cognitive Process and Mood in High School Students

- 3rd place Behavioral Science, North Carolina Student Academy of Science

Emma Dauster, Kylie Evans and Cullen Duval: The Toxicity of Glyphosate and Imidacloprid to Terrestrial Tardigrades in Transylvania County

- Western NC Representative, North Carolina Student Academy of Science
- Western NC Representative, North Carolina Science and Engineering Fair

Emily Trusler and Hannah Lenze: Identification of Mycorrhizal Fungi of the Red Spruce Tree

- Western NC Representative, North Carolina Student Academy of Science

Fritz Ruppert: Are Our Water Woes Caused by Fertilizer Foes?

- 1st Place Poster Competition, North Carolina Student Academy of Science

Matthew Tuckey: High School Teacher Award, North Carolina Student Academy of Science

RMS/RHS BENGAL EARNS RECOGNITION

The Rosman Middle/High School *Bengal* yearbook has been featured in the 2016 Josten's *Look Book*, celebrating the best in yearbook design and coverage. The Bengal spread that won the award was created by Hannah Reese, former yearbook editor, and Korinne Hawk, copy editor, under the direction of yearbook advisor, Tammy Hall. The spread was based on photos and stories from the 2015 Miss Bengal pageant. The Bengal has now earned a "National School of Excellence" designation in the *Look Book* for five consecutive years. Congratulations to all of the past and present RMS/RHS yearbook staff members.

FBLA STATE WINNERS

Congratulations to the TCS Future Business Leaders of America students who brought home awards from the 62nd Annual FBLA State Leadership Conference in Greensboro. Rosman FBLA students scored the following top-three finishes, qualifying them for the national competition in Atlanta this summer: Luke Owen, 2nd place, Agribusiness; and Levi Hall and Rachel Owen, 3rd Place, Publication. The following Rosman students earned "Top Ten" designations: Madison Holden, Healthcare Administration; Sam Ballard, Introduction to Information Technology; and Grace Owen and Jenna Odom, Introduction to Business Presentation. Brevard High School student Amy Borhaug served as the FBLA Western Region Vice President for the 2015-2016 year. As a regional officer, she spoke on the topic of leadership to over 2000 attendees at the conference. Other competitors at the state conference were Rachel Perry (RHS), Agribusiness; Alyssa Abram (RHS), Personal Finance; Ressie Owen & Jasmine Myers (RHS), Graphic Design; Heidi Hall (RHS) Word Processing (2nd at Regionals in December); Tyler Arant (RHS), Impromptu Speaking; Cullen Duval (BHS), Public Speaking I; and Alan Hennebery (BHS), Public Speaking II. Teachers Lisa Gillespie (RHS) and Dolly McCall (BHS) are the FBLA sponsors.

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

4. Former Students in the Military

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

5. **Consent Agenda**

ON A MOTION BY MRS. SCRUGGS, SECONDED BY MR. GRIFFIN, the minutes of the April 4, 2016 meeting and the personnel report for April 18, 2016 (see attached) were unanimously approved.

6. **Policy**

Dr. Jeremy Gibbs presented the policies from the 7000 Series: Personnel (Part C) for approval. He reported minor revisions to policy 7620, Payroll Deductions, and policy 7810, Evaluation of Licensed Employees. Policy 7650/8620, Travel Expense Reimbursement, has been removed from the list and replaced by new policy 7650, Employee Travel and Other Expense Reimbursement. Policy 7650 is included as one of the first-read policies under the Spring PLS Updates.

Mrs. Scruggs asked about the following policies:

- *7610, Defense of Board Employees.* Attorney Donnahoo explained that the policy allows the board to provide an attorney to represent an employee in a criminal or civil matter arising from the performance of their duties.
- *7811, Plans for Growth and Improvement of Licensed Employees.* Mr. Gibbs explained that the policy allows a teacher who has been ranked below proficient in an evaluation category to be placed on a growth plan. Mrs. Scruggs expressed concern that a teacher who is changing grade levels might have to go back and relearn. Mr. Gibbs stated that most performance issues could be addressed through a dialogue between the teacher and the principal. He stated that it would be unrealistic to expect to receive a “distinguished” ranking in every category as the evaluation model is designed for growth. Dr. McDaris stated that no teacher in our school system has ever been placed on a mandatory improvement plan.
- *7730, Employee Conflict of Interest.* Mrs. Scruggs had concerns that coaches accepting shirts, caps, etc., from uniform suppliers or other vendors could be considered as accepting “gifts” in violation of the policy. Mr. Donnahoo stated that each situation should be evaluated individually. Dr. Gibbs stated that the deciding factors would be individual benefit and who has the power to administer or influence the contract. Mrs. Scruggs also asked about use of school gyms by non-school teams. Dr. McDaris reported that the rules for use of school facilities are determined by policy and typically involve a contract and a facilities use fee. There was some discussion about the need for non-school sports teams using school facilities to have liability insurance in case of injuries.

Mr. Griffin asked for clarification on policy *4705/7825, Confidentiality of Personal Identifying Information*. Mr. Donnahoo reported that there is a criminal statute that addresses knowingly and with malice releasing certain information. If information is released and someone is harmed as a result, they could sue the person who released it and the board in a civil action. Mr. Griffin expressed concern that confidential information could be hacked.

ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board unanimously adopted the 19 new policies and rescinded the 17 old policies identified below:

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

Dr. Gibbs presented two new policies and ten revised policies from the NCSBA spring 2016 “Policies to Lead the Schools” (PLS) updates as first-read information. The board discussed two of the policies:

- *3620, Extracurricular Activities and Student Organizations.* Mr. Kiviniemi asked for clarification on the 85% attendance requirement. Mr. Donnahoo reported that 85% used to be the NCHSAA’s standard for athletic participation. The NCHSAA wanted to reduce the large number of attendance appeals they had to hear each year, and the new language talks about following local board policy. Board members stated that they feel 85% is a low bar in terms of attendance. Dr. Gibbs suggested getting a recommendation on this issue from the TCS athletics director.
- *1720/4015/7225, Discrimination, Harassment, and Bullying Complaint Procedure.* Mrs. Scruggs suggested adding a form to be completed whenever a complaint is registered. Dr. Gibbs reported that board attorneys have recommended striking all forms from policy and instead using the type of communication that best suits the

situation. Mrs. Scruggs stressed the importance of communicating the results of any investigative report back to the complainant.

ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. KIVINIEMI, the board unanimously accepted the 12 policies identified below as first-read information:

SPRING 2016 PLS UPDATES (FIRST READ; ADOPTION/APPROVAL IN MAY)	
1720/4015/7225	Discrimination, Harassment, and Bullying Complaint Procedure
1760/7280	Prohibition Against Retaliation
2130	Board Member Compensation and Expenses
3410	Testing and Assessment Program
3420	Student Promotion and Accountability
3620	Extracurricular Activities and Student Organizations
5027/7275	Weapons and Explosives Prohibited
5028/6130/7267	Automated External Defibrillator
7635	Return to Work
7650 (NEW)	Employee Travel and Other Expense Reimbursement
7950	Non-Career Status Teachers: Nonrenewal
8305 (NEW)	Federal Grant Administration

As requested by the board, Dr. Gibbs presented new policy 9300, Naming Facilities, for first-read information. Mrs. Petit stated that she would like to have more study on this issue as it pertains to requests to re-name facilities. She feels it is important to protect the county's history and the contributions of those who came before. MR. GRIFFIN MADE A MOTION, SECONDED BY MRS. PETIT, to accept policy 9300 as first-read information. During discussion, it was suggested that the board compare other school boards' naming policies and look at a catalog of previous naming decisions in the county. Chairman McCoy recommended the board accept the policy as information and leave it open for further review and comparison. All were in agreement, and THE MOTION WAS UNANIMOUSLY APPROVED.

7. Teens in Crisis Report

Arleca Chapman reported that she and others have formed a Teens in Crisis coalition to address the growing epidemic of student homelessness in our county. Beth Branagan, school social worker, reported that the number of homeless students in the county rose from 100 to 135 in the last month alone, with the increase primarily resulting from families that have been evicted. She reported that schools are increasingly having to address the basic needs of food, clothing, and shelter in addition of academics. Due to the lack of resources in the county, school social workers are the ones going out after hours trying to find housing and rent money and buying food for homeless teens and families. The Teens in Crisis group has been touring facilities in other counties with the goal of providing a youth shelter in this county. Ms. Branagan stated that Transylvania needs the full spectrum of shelter services including emergency placement for unaccompanied youth and families, transitional services to teach independent living skills, host homes for teens, and long-term affordable housing. Ms. Branagan reported there is some public housing in the county, but the wait list is at least three months.

David Siniard, student advocate, spoke about some of the children he works with and the extreme challenges they face. Food and shelter are daily concerns for many of these teens. He stated that a child who has no bed and lives in a tent cannot concentrate on schoolwork. Also, these students' lives do not revolve around school hours. Some

teens wind up in the county jail and have no one who knows or cares they are there. He reported that the courts and DSS are overburdened and unable to get to everyone who needs help.

Chairman McCoy asked what the board could do to help. Ms. Chapman shared data showing a breakdown of numbers of counselors and social workers in the schools, funding sources, and comparisons with state and national averages. Mrs. Scruggs thanked Ms. Chapman for providing the data and stated that she believes a full-time counselor is needed in each school. Dr. McDaris stated that he did not disagree, but feels that additional social workers would have more impact because of what they can do beyond the scope of school hours. Ms. Chapman reported that thanks to the additional counselors added through Meridian Counselors, her recommendation would also be more social workers. Mr. Kiviniemi requested information at the next meeting on the cost to hire two additional social workers. He stated that the board could ask the county for the extra funds.

Ms. Chapman reported that the Teens in Crisis group is looking at establishing a non-profit organization to begin raising funds toward a shelter. They are also meeting with some private agencies in other counties to see if they would consider expanding to Transylvania County. Mrs. Petit stated that it is very important for citizens to hear what the board heard at this meeting. Mr. Griffin agreed, saying there are many who either don't know or don't understand the severity of the problem. Ms. Chapman stated that increased community awareness and coordinated funding efforts from county, city, and other agencies is the goal.

Chairman McCoy stated that she would have no problem asking the county for more money, as long as there is a broader conversation about how this would be more than just an additional school system employee. She stated that the homeless problem is due to issues outside the realm of the school; it is a community problem and cannot be shouldered by the school system alone. Mr. Griffin stated that if the board sets the example, hopefully county and city partners would get on board.

8. Student Services Update

Ms. Chapman included the update on student services with the Teens in Crisis report.

9. RHS Fence

Norris Barger reported that Rosman High School would like permission to replace the old fence around the football field. Policy DJ-R states "the purchase and/or development of capital projects (construction, remodeling, landscaping, etc.) with an estimated value of \$10,000 or more (including the value of donated materials and volunteer labor) and funded by individual school funds (including boosters, alumni, and other supporting organizations) must receive prior approval from the superintendent and board of education prior to entering into any contracts or agreements with any vendor, contractor or volunteer. All of the thresholds and bidding requirements set forth in this policy/procedure shall apply to school requests for construction, repair or renovation to any school building, facility, grounds or athletic fields."

Mr. Barger reported that RHS has obtained two bids for the installation of a black vinyl four-foot fence with two columns at each corner. Principal Jason Ormsby reported that the cost would be \$22,000 and would be paid from the school's general fund. He reported that additional funding could be raised by offering donors the opportunity to sponsor plaques on the eight columns. Mr. Griffin expressed concerns about possible

injury if a player were to run into a column. Mr. Ormsby reported that they believe the distance between the field and the columns would be sufficient to ensure student safety. ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. PETIT, the board unanimously approved the new fence for the Rosman High School football field.

The board took a short recess at 8:55 p.m. The meeting resumed at 9:08 p.m.

10. FY17 Budget

Norris Barger reported an estimated loss of \$52,000 in E-rate funds for next year. He reported that he and Mr. Whitlock are working on a solution, part of which is a VOIP (Voice Over Internet Protocol) phone system upgrade that would save the district money in the long run.

Mr. Barger presented the FY17 capital list prioritized by immediacy of needs. He reported that the board could fund the list down to the new campus gate at TCH if the county funds capital outlay at the same level as last year. Chairman McCoy reported that she had met with Chairman Hawkins to share the board's capital plan from the last meeting, and a "2 on 2" meeting is being planned to further discuss capital needs. The board discussed specific items on the list. Mr. Kiviniemi stated that the sooner some of these needs can be addressed, the less money that would be required in a bond. Mrs. Scruggs requested a timeline for a bond referendum be presented at the next meeting. Chairman McCoy gave a reminder that the board will vote on the FY17 capital plan at the next meeting on May 2.

11. Superintendent's Update

Dr. McDaris reported the following items:

- The NC Supreme Court ruled on April 15 that it was unconstitutional to remove career status (tenure) from those teachers who had already earned it. The ruling means that teachers who currently have career status will keep that status beyond 2018. All other parts of the law will remain in place, meaning that no new career status can be granted. Teachers who leave one LEA for another LEA will lose career status.
- The latest appeal by some members of the current conference Brevard plays in will present their case to the NCHSAA on April 20.
- Dr. McDaris will be one of the superintendents speaking at a press conference in Buncombe County on April 20. The subject of the press conference is strengthening public schools. His topic will be support for digital learning.
- Tracie Fisher with the Transylvania County Board of Elections sent an email saying how much they enjoyed having our high school students work as election assistants during the primaries in March. Noah Graham, Jessa Goldman, and Cheyenne Bradford of Brevard High School, and Tanner Green of Rosman High School received praise for their wonderful attitudes and work ethic. The Board of Elections hopes to be able to recruit TCS students for the general election in November.
- Last week's superintendents' quarterly meeting included talks from Governor Pat McCrory and Attorney General Roy Cooper and updates on legislative issues at the state and federal level. The superintendents' executive committee is working on ESSA options for the state board to consider and some issues related to state funding.

12. Important Dates

- May 2 REGULAR MEETING, 6:30 p.m., MEC
- May 3 Taste of Transylvania, 6-9 p.m., Brevard Lumberyard
- May 16 REGULAR MEETING, 6:30 p.m., MEC
- May 17 TCAE Banquet, 6:00 p.m., Rogow Room
- May 19 Transylvania Scholars Recognition Evening, 5:30 p.m., BHS
- May 20 "Teacher of the Year" Awards Luncheon, 11:30 a.m., Lutheran Church of the Good Shepherd
- May 30 Annual leave day (no students)
- June 6 REGULAR MEETING, 6:30 p.m., MEC
- June 8 Last student day (noon dismissal)
- June 9, 10 Teacher workdays
- June 10 BHS Graduation, 6:00 p.m., Brevard Music Center
- June 11 RHS Graduation, 10:00 a.m., Brevard Music Center
- June 13, 14 Teacher workdays
- June 13 4-day summer schedule begins
- June 20 REGULAR MEETING, 6:30 p.m., MEC

13. Public Comment

There was no public comment.

14. Other Items

No other items were discussed.

15. Closed Session

ON A MOTION BY MRS. MCCOY, SECONDED BY MR. KIVINIEMI, the board went into closed session at 9:30 p.m. to consult with the board attorney about a legal matter and a personnel matter, pursuant to N.C.G.S. § 143-318.11(a)(1) and (3) and 115C-319. Present in the closed session were Mrs. McCoy, Mr. Kiviniemi, Mr. Griffin, Mrs. Petit, Mrs. Scruggs, Dr. McDaris and Mr. Donnahoo. No action was taken in the closed session. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. SCRUGGS, the board reconvened in open session at 9:44 p.m.

There was no further business, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. SCRUGGS, the meeting was adjourned at 9:45 p.m.

Respectfully submitted,

Chairman

Secretary

PERSONNEL REPORT
April 18, 2016

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

Licensed Personnel

Denise Danos, Teacher, PFES, effective June 30, 2016
Kelly Estep, Teacher, PFES, effective June 30, 2016
Merriman Nichols, Principal, PFES, effective June 30, 2016
Jenita Pace, School Counselor, BHS, effective June 14, 2016
Amanda Turner, Teacher, RES, effective June 10, 2016

Classified Personnel

Beverly Hoxit, Bus Driver, RES, effective April 14, 2016
Terri Hunsicker, Teacher Assistant, BES, effective June 30, 2016

- 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

Ellen Renee Brown, from Teacher Assistant, PFES, to Teacher, PFES, effective August 22, 2016
Amanda Chapman, from Interim Teacher, BMS, to Teacher, BHS, effective August 22, 2016

Classified Personnel

Amanda Metcalf, from Teacher Assistant, RMS & RHS, to Office Support, RHS, effective August 22, 2016

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

Substitute Teachers

Andrew Levin

Substitute School Nutrition Workers

None