

**Minutes
Transylvania County Board of Education
May 4, 2015**

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. Request to Approve International School Trip
7. Policy:
 - A. "Notice and Hearing Rights of Probationary Teachers"
 - B. "Non-Career Status Teachers: Nonrenewal"
 - C. "Student Accountability for Academic Achievement"
8. Federal Grants
9. Dropout Report
10. Transylvania IPSAC Report Overview
11. FY16 Budget
12. Superintendent's Update
13. Important Dates
14. Timeline for Superintendent's Annual Evaluation
15. Public Comment
16. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on May 4, 2015 at the Morris Education Center. Ron Kiviniemi led in a moment of silence and Cindy Petit led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to two guests, the following board members, staff, and media representatives were in attendance:

BOARD MEMBERS:

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

BOARD ATTORNEY:

Chad Donnahoo

MEDIA:

Park Baker, Transylvania Times

STAFF:

Dr. Jeff McDaris, Superintendent
Jenny Hunter, Administrative Assistant
Jeremy Gibbs, Director, Human Resources
Norris Barger, Director, Business Services
Brian Weaver, Director, 6-12 Curriculum/Instruction
Audrey Reneau, Director, K-5 Curriculum/Instruction
Tammy Bellefeuil, Director, Student Services
Kevin Smith, School-Community Relations Coordinator
Linda Carrillo, Teacher
Chad Owen, School Resource Officer

1. **Approval of Agenda**
ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. PETIT, the meeting agenda for May 4, 2015 was approved as presented.

2. Public Comment

There was no public comment.

3. Good News Report

Dr. McDaris reported the following items:

NATIONAL TEACHER APPRECIATION WEEK

The week of May 4-8, 2015 is designated as "Teacher Appreciation Week" across the nation. School organizations will have activities throughout the week to honor and thank teachers for all that they do. As a part of the celebration, the Transylvania County Association of Educators "Friends of Education" banquet will be held on May 20, 2015 at 6:00 p.m. in the Rogow Room of the Transylvania County Library. The "Teacher of the Year" luncheon will be held on May 15, 2015 at 11:30 a.m. in the Rogow Room.

NATIONAL PRINCIPAL'S DAY

May 1st is recognized annually as National Principals' Day, a time to honor the hard work and leadership of school principals everywhere. National Principals' Day is our opportunity to say "thank you" to these dedicated professionals and to share with the community all the great things that principals do to support the education of our most valuable resource—our students.

NATIONAL SCHOOL NURSE DAY

Wednesday, May 6, 2015 is National School Nurse Day. Join us in thanking our school nurses for all they do to provide health care for individual students and the school communities in our county.

DUKE ENERGY GRANT

Duke Energy recently approved a \$15,000 grant in support of the "TIME 4 Real Science" program at Brevard High School. Many thanks go to Duke Energy for their generosity and to Jennifer Williams and everyone who worked on the grant application.

Dr. McDaris recognized the student artwork from Rosman High School that was on display in the board room and welcomed SRO Owen to the meeting.

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 MR. KIVINIEMI, the minutes of the April 20 and April 29, 2015 meetings and the personnel report for May 4, 2015 (attached) were unanimously approved.

6. Request to Approve International School Trip

At the April 20 meeting, Linda Carrillo, Spanish teacher at Rosman Middle School and Rosman High School, presented a request to approve a student trip to Costa Rica in the summer of 2016. Dr. McDaris recommended that the Board grant approval, and ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the Board unanimously approved the 2016 trip to Costa Rica as a non-sponsored student trip.

7. Policy

Jeremy Gibbs presented policy GCN/B, "Notice and Hearing Rights of Probationary Teachers," for rescission and new policy 7950, "Non-Career Status Teachers: Nonrenewal," for approval. He reviewed revisions to policy 7950 that were based on recommendations from the April 20 meeting. There were no questions, and ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. PETIT, the Board unanimously approved policy 7950 as presented. ON A MOTION BY MRS. SCRUGGS, SECONDED BY MRS. PETIT, policy GCN/B was unanimously rescinded.

Mr. Gibbs also recommended that the Board waive policy IK-R, "Student Accountability for Academic Achievement," for this year and the next due to ongoing policy changes by the State Board of Education. He noted IK-R is out of compliance with the current state accountability model. Mr. Gibbs reported that the administration will develop an administrative procedure in lieu of policy IK-R. Mr. Kiviniemi asked why not rescind the policy. Mr. Gibbs explained that the administration would like to keep the policy as a placeholder in the event it is needed in the future. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the Board unanimously waived policy IK-R for the 2014-2015 and 2015-2016 school years.

8. Federal Grants

Tammy Bellefeuil reported that Transylvania County Schools has given public notice of the following applications for federal grants that have been or will be submitted within the next 30 days:

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| IDEA Part B 611 | Special education programs for qualified students ages 5-21 |
| IDEA Part B 619 | Special education programs for qualified students ages 3-5 |
| Title I | Supplementary reading and math instruction for elementary students (based on poverty) |
| Title II A: Improving Teacher Quality | Fund for local school systems to use for staff development, ensuring all professionals are highly qualified, and for class size reduction |
| Rural Low Income Schools (RLIS) | Eligibility for RLIS if 20% or more the children ages 5-17 are from families with income below the poverty line. The performance goal is that schools make AYP after participating in the program for three years. |
| Title III: Supplemental LIEP Services | Education of Limited English Proficient Students |
| Carl Perkins Act Grant | Programs for Career-Technical Education |

Audrey Reneau reported that the Title I program may see another \$150,000 funding cut for next year. The majority of Title I money goes to provide instructional staff salaries and some professional development. Mr. Kiviniemi asked about proposed changes that would funnel more Title I money to high poverty schools. Mrs. Reneau reported that the changes, if adopted, likely would not take effect until two years from now.

Tammy Bellefeuil reviewed other federal programs. She reported that the English as a Second Language (ESL) population remains steady, with a possible increase in kindergarten predicted for next year. Ms. Bellefeuil reported that TCS is currently serving 483 Exceptional Children (EC) students. This represents 13.73% of the total

student population, yet TCS is only funded for 12.5%. The top three EC areas being served are specific learning disabilities (LD), other health impaired, and autism. Ms. Bellefeuil reported that LD numbers have remained steady thanks to RTI. She reported that rumors of increasing cases of autism in the county are not supported by data. The largest gain being seen is in the area of other health impaired, mostly at the middle school and high school levels.

Mrs. Scruggs stated that as a former EC teacher, she applauds everyone providing EC services. She asked whether there are more teacher assistants in the high school EC program due to the increased graduation requirements and regular classroom instruction. Ms. Bellefeuil reported that EC regulations say that a teacher assistant does not qualify to deliver EC services to students; therefore, as vacancies occur, she is employing certified teachers in these positions for co-teaching duties. Ms. Bellefeuil discussed the co-teaching model at RMS. A training session on co-teaching is planned for later this month.

Dr. McDaris reported that the pending ESEA reauthorization would affect Title I funding. He noted that North Carolina and other states have been shortchanged in this area since 2001. Senator Burr has proposed a bill to rewrite the Title I funding formula.

Jeremy Gibbs reported that Title II money that is used to provide tuition reimbursement to employees working on advanced degrees is a unique recruitment tool for our county. He reported that Transylvania County Schools invests over \$30,000 each year in its own workforce through tuition reimbursement.

9. **Droupout Report**

Brian Weaver reported that the number of dropouts rose from 24 in 2012-2013 to 41 in 2013-2014. This represents an increase in the dropout rate from 1.97% to 3.37%. Mr. Weaver stated that the most common reasons given for withdrawal include lack of engagement, interest in a GED, substance abuse, unstable home environment, and not returning from a long-term suspension. The largest increase was seen at Davidson River School, with 28 dropouts in 2013-2014 compared to 18 dropouts the year before.

Board members discussed possible reasons for the increase. Mr. Weaver reported that 83% percent of the dropouts were economically disadvantaged. Many were court-involved. Several came to TCS as middle or high school students from other areas. Many had at least one retention, and some were fifth-year seniors. Current reporting methods mean that some dropouts are counted twice in one year based on when they return and leave again. Dr. McDaris noted that Workforce Investment Act funding is now being designated toward students out of school rather than in school. He gave examples of the ways in which Davidson River staff work with students to keep them in school. Mrs. Scruggs asked if there has been a correlating increase in suspension rates. Mr. Weaver reported that out-of-school suspensions have actually decreased over the last three years. Mr. Weaver noted that the school system still has the same number of student advocates, counselors and other resources in place to assist students. If the dropout rate continues to rise, the administration will evaluate whether additional resources should be allocated.

10. **Transylvania IPSAC Report Overview**

Jeremy Gibbs presented an overview of the Transylvania County Schools Integrated Planning for School and Community (IPSAC) Land Use Study Report conducted by North Carolina State University. He stated that the report shows school membership has

stabilized since the county's loss of major industry in 2002. Looking ahead, some decline in enrollment is projected *only* if nothing changes in terms of economic development in the county. Mr. Gibbs also reported that for the 2015-2016 year, approximately 50 additional students from Henderson County have applied to attend school in Transylvania County. At the same time, only 8 from Transylvania County have requested release to Henderson County, and of those 8, only 4 have ever been enrolled in TCS. The 50 is in addition to the students from other districts who have already enrolled here in previous years and will continue through graduation. Mr. Gibbs pointed out that contrary to the predictions of some, the IPSAC analysis shows an enrollment decline projected only in a worst case scenario in which none of the county's development efforts are successful. Mr. Kiviniemi noted that the report's analysis of school capacity also supports the impracticality of combining schools, as some have suggested. Mr. Gibbs observed that the projected population for T. C. Henderson is actually the most stable of all the schools. Dr. McDaris predicted that growth in the Mills River area will have a positive impact on TCS enrollment. Mr. Griffin asked how it is possible for a public charter school to refuse to provide certain information as requested and noted in the report. Mr. Gibbs reported that he could not speak for Brevard Academy; however, he reported that the county government was most helpful and accommodating in providing requested data. Board members were in agreement that the IPSAC report contains the valid and well-researched data that is needed for future planning.

11. FY16 Budget

Norris Barger reported that a bill is under consideration that would allow charter schools more access to Fund 8 (Restricted Grants). This means that any nonspecific grant funds allocated to the school system would be vulnerable to being shared with charter schools, whether or not the charter had any involvement in obtaining the grant. Mr. Barger also suggested that there may be a correlation between the increase in dropouts and the local economic recovery. He stated that because the county's economic recovery involves mostly low wage jobs, more students may be finding that they can obtain employment without getting a high school diploma.

Mr. Barger presented the anticipated FY16 budget request for approval. He reported that the budget request must be submitted to the county manager by May 15. Chairman McCoy stated that if Item 4 (the \$786,657 that is required to balance the budget without appropriating fund balance) is not funded, the school system will face significant cuts. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the Local Current Expense and Capital Outlay budget requests for 2015-2016 were unanimously approved as presented. Dr. McDaris reported that the school system may be nearing a solution for the afterschool program.

Chairman McCoy reported that the Board has been invited to attend the county commissioner meeting on May 11. She stated that that the meeting would not be a joint meeting but could be an opportunity to present budget needs. The meeting will be held at 7:00 p.m. in the new county administrative building. Dr. McDaris reported that he and the county manager have discussed the possibility of having a joint meeting in the fall.

12. Superintendent's Update

Dr. McDaris reported the following items:

- The state's program for CTE testing, *Thinkgate*, has shut down. This will have ramifications for student testing and Standard 6 for teachers across the state. Steps are being taken to try and minimize damage to students' grades.
- The Transylvania County Schools IT staff hosted a visiting delegation from Cherokee County Schools this week. The visiting IT staff spent the day learning how our IT team does things.
- The yellow lines that were painted on Brevard High School's new turf field by Brevard College staff using the wrong type of marker paint have been repaired, thanks to the hard work of BHS staff. Brevard College has taken full responsibility for the accidental damage and will reimburse BHS for the extra time spent on repair and cleanup.
- Tickets are on sale now for the *Taste of Transylvania* fundraiser on May 12. Thanks to Kevin Smith for all of his work coordinating and publicizing the event.
- A number of bills affecting public education are moving through the General Assembly. At least 44 of the bills have passed crossover to the Senate. Mr. Donnahoo reported that none of the proposed school calendar bills made it through.

13. Important Dates

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| May 7 | SPECIAL MEETING, 10:30 a.m., MEC |
| May 12 | Taste of Transylvania, 6:00 p.m., Brevard Lumberyard |
| May 15 | "Teacher of the Year" Luncheon, 11:30 a.m., Rogow Room |
| May 18 | REGULAR MEETING, 6:30 p.m., MEC |
| May 20 | TCAE "Friends of Education" Banquet, 6:00 p.m., Rogow Room |
| May 21 | Scholars Recognition Evening, 5:30 p.m., BHS |
| May 25 | Makeup day for Feb. 24 |
| June 1 | REGULAR MEETING, 6:30 p.m., MEC |
| June 11 | Last student day (noon dismissal) |
| June 11 | DRS Graduation, 10:00 a.m., DRS Lawn |
| June 12 | Teacher workday |
| June 12 | BHS Graduation, 6:00 p.m., Brevard Music Center |
| June 13 | RHS Graduation, 10:00 a.m., Brevard Music Center |
| June 15 | REGULAR MEETING, 6:30 p.m., MEC |

CALENDAR REVISIONS:

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| February 17 was made up on March 27. | February 24 will be made up on May 25. |
| February 18 will be made up on June 11. | February 25 is not made up. |
| February 19 was made up on April 3. | February 26 was made up on March 28. |
| February 20 is not made up. | February 27 is not made up. |

14. Timeline for Superintendent's Annual Evaluation

Dr. McDaris gave a reminder that policy CBBC, "Evaluation of the Superintendent," provides for a formal evaluation of the superintendent by the Board of Education each year. The recommended schedule for the 2014-2015 evaluation was reviewed. Chairman McCoy noted that the Board has discussed possibly changing the evaluation instrument.

15. Public Comment

Lee McMinn reported that the financial records for Brevard Academy: A Challenge Foundation, may be proprietary in nature. He also commended the Board for its diligence in pursuing the funding needed for the schools.

16. **Other Items**

Mrs. Scruggs recently attended a workshop in Raleigh entitled, "County's Role in K-12 Public Education," that was sponsored by the North Carolina Association of County Commissioners (NCACC). She reported that a number of commissioners in attendance indicated that they had improved funding for their school systems through better communication and working more closely with their school boards. She noted that in some counties, board members and commissioners work cooperatively to identify needs, with some starting the process as early as October. Mrs. Scruggs reported that fund balance was another major topic of discussion at the workshop. She recommended that the Board offer more information and training to help commissioners gain a better understanding of school system operations and funding. Mrs. Scruggs reported that Transylvania County Commissioners Larry Chapman and Page Lemel attended the NCACC workshop as well.

Chairman McCoy reported that Transylvania County Schools successfully achieved its five-year district reaccreditation by AdvancED last week. She thanked Mr. Gibbs and the administration for their hard work and preparation for the review.

There was no further business, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. PETIT, the meeting was adjourned at 8:42 p.m.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
May 4, 2015**

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

Licensed Personnel

Frances Gregory, Part-Time Literacy Specialist, TCH, effective June 30, 2015
Crystal Gustin, Teacher, BMS, effective June 12, 2015
Mark Robinson, Teacher, BHS, effective June 12, 2015

Classified Personnel

Melissa Mahoney, Teacher Assistant, BES, effective May 14, 2015
Sarah Wilson, Teacher Assistant, PFES, effective April 30, 2015

- 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

Jessica Buhrman, from Teacher, BHS, to Teacher, RHS, effective August 19, 2015

Classified Personnel

Jill Chaney, from Bus Driver, BMS, to Custodian & Bus Driver, BMS, effective April 29, 2015

- 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

None

Substitute Child Nutrition Workers

None