

**Minutes
Transylvania County Board of Education
May 7, 2018**

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. Federal Grants: Notice of Intent to Apply
7. Federal Programs Consolidated Cross-Program Monitoring Report
8. FY19 Budget
9. Bond Update
10. 2018 NCSBA Legislative Committee
11. Superintendent's Update
12. Important Dates
13. Timeline for Superintendent's Annual Evaluation
14. Public Comment
15. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on May 7, 2018 at the Morris Education Center. Marty Griffin led in a moment of silence and Ron Kiviniemi led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to approximately ten guests, the following board members and staff were in attendance:

BOARD MEMBERS:

Tawny McCoy, Chair
Ron Kiviniemi, Vice Chair
Marty Griffin
Alice Wellborn

BOARD ATTORNEY:

Chad Donnahoo

MEDIA:

John Lanier, Transylvania Times

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
Scott Strickler, Principal, RES
Carrie Norris, Asst. Principal, BHS
Greg Stroup, School Resource Officer

1. **Approval of Agenda**
ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. WELLBORN, the meeting agenda for May 7, 2018 was approved as presented.
2. **Public Comment**
John Wayne Hardison Jr. reported that he had served on the interview team the last time a principal was hired at Brevard Elementary School, and he was concerned that parents and faculty members were not involved in the hiring process this time around.

Stuart Dodson, OPT President at BES, reported that stakeholders were concerned at not being given an opportunity to be involved in selecting a new principal. He reported that people are nervous and worried that the transition might upset the current culture and climate at Brevard Elementary. He encouraged the administration to involve parents more and increase communication.

3. Good News Report

Dr. McDaris reported the following items:

NATIONAL TEACHER APPRECIATION WEEK

Across the nation, the week of May 6-12, 2018 is designated as Teacher Appreciation Week, and Tuesday, May 8 is National Teacher Day. School and community 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 (TCAE) will hold its "Friends of Education" banquet on Thursday, May 10 at 6:00 p.m. in the Rogow Room of the Transylvania County Library. The annual "Teacher of the Year" awards ceremony will be held on Thursday, May 31 at 5:30 p.m. in the Rogow Room of the Transylvania County Library.

NATIONAL PRINCIPALS' DAY

May 1st is recognized annually as National School Principals' Day, a time to honor the hard work and leadership of school principals everywhere. It 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 students.

NATIONAL SCHOOL NURSE DAY

Wednesday, May 9, is National School Nurse Day. School nurses work with a complex array of school health issues included immunizations; health care screenings; hearing and vision testing; home accidents; diseases such as diabetes and asthma; student obesity; special needs such as tube feeding; preventing the spread of disease through blood exposure; and the fallout from mental, emotional, and social problems. For some students, the school nurse is the only health care professional they ever see. Join us in thanking the Transylvania County school nurses for all they do.

SCHOOL NUTRITION EMPLOYEE APPRECIATION WEEK & SCHOOL LUNCH HERO DAY

School Nutrition Employee Appreciation Week (May 7-11) kicked off on Friday, May 4, with School Lunch Hero Day. Our school nutrition professionals deserve recognition for all they do—preparing healthy meals for students, adhering to strict nutrition standards, navigating student food allergies, catering events (big and small)—and they do it all with a smile. School Nutrition Employee Appreciation Week is the perfect time to say "thank you" to the hardworking superheroes in our school cafeterias.

HOLOCAUST INTERVIEW

As part of their junior research project for Mrs. Dotson's English classes, RHS students Savanna Cook, Emma Galloway, Donovan Carr, Canon Clayton, Levi Galloway, Zach Goldsmith, and Braedon Welyczko had the opportunity to interview Mrs. Kay Kadden, a 98-year old resident at College Walk. The students, along with Dr. Marshall, Coach Ramey, and Mrs. Powell, heard Mrs. Kadden tell the history of her family and the Holocaust. In 1937, at the age of 17, Mrs. Kadden was able to come to America due to sponsorship by a family member in New York. She tells of her father escaping from Nazi concentration camps, her cousins' experience during The Night of Broken Glass, and of her personal return to her family home in Germany after the war.

A+ SCHOOL SPOTLIGHT: BREVARD ELEMENTARY

Brevard Elementary School was recently highlighted in the A+ Schools of North Carolina newsletter. Brevard Elementary is a first-year A+ school whose educators are transforming their school in a creative learning environment through innovative arts-integrated lesson planning, district support, and strong community involvement. To read the full interview with Principal April Gaydosh, go to <https://aplus-schools.ncdcr.gov/blog/school-spotlight-brevard-elementary>.

BATTLE OF THE BOOKS WINNERS

T.C. Henderson School of Science and Technology won the Elementary Battle of the Books on April 12, and Brevard Middle took top honors in the Middle School Battle of the Books. TCH competed at regionals on April 24 in Waynesville, where Bethel Elementary of Haywood County took top honors for Region 8. The TCH team members were Max Ballard, Dillon Galloway, Alyssa MacDonald, Peyton Baumgarner, Sarah Whitesides, Emjhey DelaPena, Mila Acebal, and Coaches Dawn Brookshire and Elizabeth Ballard. Brevard Middle finished 5th out of 9 teams in their regional competition in Sylva on March 20. The BMS team members were Val Butler, Elizabeth Caroway, Brett Hughey, Teah Izzard, Isabella LaRose, Trevor Long, Lindsey Reece, Macayle Stevens, and Laeela Waryono, and Coach Amy Galloway.

TASTE OF TRANSYLVANIA SUCCESS

Many thanks to the TCS Educational Foundation for all their efforts, especially their recent fundraiser on May 1, the Seventh Annual *Taste of Transylvania*. With over a dozen restaurants donating appetizers, entrées, and desserts, TCSEF was able to raise approximately \$24,000 thanks to nearly 250 people in attendance. That number included 47 staff tickets, 24 of which were grant recipients who came to discuss their projects with attendees. Winners included chefs from The Pavilion at Key Falls Inn, Schenck Job Corps, Blue Ridge Community College, and Magpie Meat and Three, with crowd favorite The Pavilion earning the Taster's Choice award. Congratulations and thanks go to outgoing TCSEF Executive Director Cressa Megown, and a warm welcome to new Executive Director Shannon Allison.

OUTDOOR EDUCATION DAY SUCCESS

Pisgah Forest Elementary School hosted an "Outdoor Education Day" after the early release on May 2, to celebrate the first full year of their "No Child Left Inside" initiative and the many partners who have helped to make it possible. From the Outdoor Classroom, to the recent UTOTES grant from the NC Museum of Natural Science, and their collaboration with Mountain Roots, PFES students and families have much to celebrate.

LAZARUS THE PIG AND FFA FUNDRAISER

Lazarus is one lucky little piglet, from being born "dead" and not breathing at the BHS barn, to being saved by the efforts of the Brevard High FFA students, who literally brought him back to life through CPR. Lazarus is thriving and most likely will be a "show pig" when he grows up. To operate as a CTSO (Career-Technical Student Organization) and to attend all their events, Brevard FFA raises about \$40,000 each year. Cleaning the stadium after football games and hosting benefit concerts are just a couple of ways this group works together to hit their goal. To stay abreast of animals saved and cared for by the Brevard FFA students, follow their Instagram account, @farm_miracles.

ROSMAN FFA SHOWS WELL AT SPRING FLING

Rosman FFA had their final pig show of the season on April 15 at the WNC Spring Fling. This was a new experience for the students, and they represented Rosman with class,

grew out three nice hogs, and made lots of memories. Meredith Maiken earned sixth place, Avery McNeely took seventh place, and Sara Wilson took fourth place and final drive for senior showmanship. This first season of showing livestock at the Rosman FFA Student Farm was possible thanks to the many generous sponsors within our community. Rosman High School and Rosman FFA appreciate everyone's continued support.

ROSMAN HIGHLIGHTERS EARN SILVER ON THE ROAD

The Rosman High School Choir, known as the "Rosman Highlighters," performed in competition on April 14 in Charlotte, NC. The choir performed four pieces: "Wade in the Water," "Gaudete," "Barb'ry Allen," and "Coney Island." Three professional adjudicators gave feedback to the group, and the director from UNC-Charlotte gave a 20-minute clinic as part of the performance experience. Afterwards, students got to enjoy Carowinds Amusement Park, and the choir brought home a Silver Award.

ROSMAN TRACK HOSTS LEESA ANDERSON INVITATIONAL

On April 23, Rosman High School hosted their second track meet of the season, the Leesa Anderson Invitational, to support "Leesa's Legacy Fund," which was established to provide assistance to any Rosman Middle and Rosman High students in need. Congratulations to Coach Jacob Montgomery and members of the RHS Track Team for hosting six schools for the meet: Rosman, Brevard, West Henderson, North Buncombe, Mitchell, and Tuscola.

ANNUAL SQUIRREL BOX DERBY COMING MAY 26TH

The Brevard High School Band Association, in partnership with Transylvania County Schools, will host the 11th Annual Squirrel Box Derby on Saturday, May 26, during the White Squirrel Festival in downtown Brevard. Sponsors for the event include Going Green Builders, Comporium, Dugan's Pub, Transylvania County Rescue Squad, Highline Ink, Lowe's, Our Country Store, Exit Mountain Realty, Cobblestone Tag & Label, Trent & Associates, Farm Bureau Insurance (Ricky Lambert), State Farm (Meredith Baldrige), OP Taylor's, and the Heart of Brevard.

STATE SUPERINTENDENT VISITS BES

On April 24, State Superintendent of Schools Mark Johnson visited Brevard Elementary School and got a firsthand look at all the wonderful things happening there. School and central office administrators were on hand to conduct a tour and answer questions.

Dr. McDaris recognized the artwork from Rosman High School that was on display in the board room and thanked Officer Stroup 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 MR. GRIFFIN, SECONDED BY MR. KIVINIEMI, the minutes of the April 16, 2018 meeting and the personnel report for May 7, 2018 (attached) were unanimously approved. Chairman McCoy announced that RES Principal Scott Strickler will be the new principal at Rosman Middle School, and BHS Assistant Principal Carrie Norris will be the new principal at Brevard Elementary School, effective July 1, 2018. Mr. Strickler replaces Greg Carter, who is retiring, and Mrs. Norris replaces April Gaydosh,

who is moving out of state. The board congratulated Mr. Strickler and Mrs. Norris on their appointments and thanked everyone present for their interest.

6. Federal Grants: Notice of Intent to Apply

Dr. Jeremy Gibbs 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:

CAREER AND TECHNICAL EDU-PROGRAM IMPROVEMENT
 IDEA PRESCHOOL
 IASA TITLE 1-BASIC PROGRAMS
 IDEA VI-B HANDICAPPED
 SUPPORTIVE EFFECTIVE INSTRUCTION (formerly Improving Teacher Quality)
 LANGUAGE ACQUISITION STATE GRANT
 TITLE 1 SCHOOL IMPROVEMENT
 Student Support & Academic Enrichment Grant
 LANGUAGE ACQUISITION-SIGNIFICANT INCREASE

Dr. Gibbs gave an overview of federal programs and funding. He reported that 89% of Title I funds go toward salaries and benefits in the four elementary schools. Over the last five years, federal funding for our district has decreased by approximately \$776,000 due to budget cuts. Dr. Gibbs also reviewed the various methods employed to support Title I parent and family engagement in the schools.

7. Federal Programs Consolidated Cross-Program Monitoring Report

On March 15, the Department of Public Instruction's Federal Program Monitoring and Support Division conducted a cross-program consolidated monitoring review of the Transylvania County Schools federal programs. Dr. Jeremy Gibbs reported that Transylvania received a very positive evaluation, with zero findings, and 100% success in meeting all statutory compliance requirements in the review. During the review the monitoring team visited all four elementary schools, conducted classroom walkthroughs, reviewed documents, and interviewed parents, teachers, principals, instructional coaches, and central office administrators. The team had only four recommendations: (1) continue to build on parent engagement and refine the "parent compact" document; (2) build additional capacity for parent engagement for English Learner (EL) families; (3) share English Language Development standards with and build additional capacity in regular classroom teachers to support more EL students; and (4) provide professional development for teachers and staff to support increasing number of EL students. Board members commended Dr. Gibbs and everyone involved for a great report and effective and efficient stewardship of federal resources.

8. FY19 Budget

Norris Barger reviewed the FY19 budget request. He reported that the amount of increase in employer contribution rates for health insurance and retirement is still not definite as the state has not completed its budget. The COLA is also just a "best guess" at this time. The total increase in requested local appropriation is \$730,631, which is a 6.3% increase over last year. Mr. Barger noted that the list of changes includes no additional programs or "wish list" items, and no change in the teacher supplement rate. Most increases are due to external factors and mandates.

On the capital needs list, Mr. Barger reported that a column for priority rankings has been added per a request from the county manager. Recurring items were not prioritized. Board members discussed the changes and specific projects. Chairman McCoy recommended adding a section for total recurring items and total prioritized items. Mr.

Barger noted that none of the projects listed on the capital needs list would be impacted (i.e., torn down, redone, or painted over) if the bond is approved. If the bond does not pass, some critical projects will have to be done with lottery funds as funds permit. Board members discussed that they see some of the same items year after year because the yearly capital appropriation is never enough to take care of everything. MR. KIVINIEMI MADE A MOTION, SECONDED BY MRS. WELLBORN, to approve the budget request for the 2018-2019 fiscal year (with the proposed change to the capital outlay document as requested by Chairman McCoy) as presented. Chairman McCoy read a statement in support of the budget request from Mrs. McGaha, who was out of town with family. There was no further discussion, and THE MOTION CARRIED UNANIMOUSLY.

Dr. McDaris gave an update on a request to the county manager to discuss the local funding formula. Chairman McCoy remarked that she would be unable to attend a daytime meeting and would request an evening meeting. Mr. Kiviniemi stated that the funding formula was originally agreed to on a two-year trial basis, after which it would be revisited by both boards. He stated that the formula as written now has resulted in lost ground for the school system, making it no longer possible to even tread water.

9. Bond Update

Dr. McDaris reported that two community stakeholder sessions on the bond projects have been scheduled in conjunction with upcoming school board meetings. The first session will be held on Monday, June 4, at 6:00 p.m. in the media center at Brevard High School. The second session will be Monday, June 18, at 6:00 p.m. in the Rosman High School media center. Architects from Clark-Nexsen will be present to share information and answer questions. Norris Barger reported that the recent meetings with architects and school staffs at RMS/RMS and BHS have provided a great deal of positive feedback. Surveying is nearly completed. There is also interest in a field trip to tour an innovative high school in another district.

10. NCSBA 2018 Legislative Committee

Dr. McDaris reported that the North Carolina School Boards Association Board of Directors is accepting applications to serve on its Legislative Committee for 2018. Nominees must be able to commit to attending both of the committee’s two scheduled meetings on August 27 and October 8 in Raleigh. The deadline for applications is June 15. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. MCCOY, the board unanimously nominated Marty Griffin to submit an application to serve on the Legislative Committee. Mr. Griffin accepted the nomination.

11. Superintendent’s Update

Dr. McDaris presented data from “A Roadmap of Need,” a whole child needs assessment for North Carolina youth by the Public School Forum. It includes multiple indicators of wellness across four domains: health, youth behavior and safety, education, and economic development. Dr. McDaris gave a look at how Transylvania County ranks in comparison with the state and peer counties:

Health	Transylvania ranks 29 th
Youth Behavior & Safety	Transylvania ranks 77 th
Education.....	Transylvania ranks 30 th
Annual Measurable Objectives (AMOs)	Transylvania ranks 21 st
3 rd Grade Reading Proficiency.....	Transylvania ranks 3 rd
ACT Composite Score	Transylvania ranks 18 th
Math I Proficiency	Transylvania ranks 54 th
Economic Development.....	Transylvania ranks 43 rd
	(Henderson & Buncombe rank 6 th and 8 th)

Child Poverty Transylvania ranks 73rd
(Henderson & Buncombe rank 17th and 20th)

Dr. McDaris reviewed the escalation of unfunded mandates and the impact on local budgets. Over the past ten years, the mandatory employer retirement contribution has increased 126.5% and the health insurance contribution has increased by 45.4%. He reported that most of the increase in the FY19 Local Current Expense budget request is due to external actions and factors.

12. Important Dates

- 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)
- May 31 "Teacher of the Year" Awards Reception, 5:30 p.m., Rogow Room
- June 4 REGULAR MEETING & Community Stakeholder Session on Bond
Projects, 6:00 p.m., BHS Media Center
- June 7 Last student day; early release, 12:00 p.m.
- June 7 DRS Graduation, 10:00 a.m., DRS Pavilion
- June 8 BHS Graduation, 6:00 p.m., Brevard Music Center
- June 8-13 Teacher workdays
- June 9 RHS Graduation, 10:00 a.m., Brevard Music Center
- June 13 "Step It Up" Digital Learning Showcase, 8 a.m.-3 p.m., BHS
- June 18 4-day summer schedule begins
- June 18 REGULAR MEETING & Community Stakeholder Session on Bond
Projects, 6:00 p.m., RHS Media Center

13. Timeline for Superintendent's Annual Evaluation

Policy 7805, Superintendent Evaluation, outlines the board's responsibility to maintain and improve the quality of the school system's administrative leadership. The primary method of doing so is to assist the superintendent in improving his or her effectiveness by way of an annual evaluation. Dr. McDaris presented the schedule for the 2017-2018 evaluation.

14. Public Comment

None

15. Other Items

Mr. Griffin requested an update on the recent trip to New York by the Brevard Chorale Society and Brevard College Choir to perform in concert with choruses from across the country at Carnegie Hall. Mr. Kevin Smith reported that it was a wonderful experience.

There was no further business, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. KIVINIEMI, the meeting was adjourned at 8:48 p.m.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
May 7, 2018**

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

Licensed Personnel

Jennifer Bost, Assistant Principal, BMS, effective June 30, 2018
Marlene Cronin, Teacher, BES, effective June 30, 2018
Katherine Mahoney, Teacher, BES, effective June 30, 2018
Billie Wilson, Teacher, RHS, effective June 13, 2018
Elena Winberry, Teacher, BES, effective June 13, 2018

Classified Personnel

Leanne Addison, Teacher Assistant, BHS, effective April 25, 2018

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

Licensed Personnel

Jessica Rhodes, Teacher, BES, effective August 16, 2018
Erica Starr, Teacher, PFES, effective August 16, 2018
Leslie Taylor, Teacher, RHS, effective August 16, 2018

Classified Personnel

Kimberly Hanna, Office Support, DRS, effective June 4, 2018

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

Licensed Personnel

Margaret Buchanan, from Interim Teacher, BMS, to Teacher, BMS, effective August 16, 2018
Nichole Cash, from Teacher, TCHES, to Media Coordinator, TCHES, effective August 16, 2018
Christine Glance, from Teacher, RMS, to Teacher, RES, effective August 16, 2018
Carrie Norris, from Assistant Principal, BHS, to Principal, BES, effective July 1, 2018
Patricia Roman, from Interim Teacher, RES, to Teacher, RES, effective August 16, 2018
Scott Strickler, from Principal, RES, to Principal, RMS, effective July 1, 2018

Classified Personnel

Patti Lance, from Teacher Assistant, BHS, to Office Support, BHS, effective May 9, 2018

- 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 School Nutrition Workers

None