

**Minutes  
Transylvania County Board of Education  
May 15, 2017**

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. Roof Replacement Bids
7. FY18 Budget
8. Instructional Update
9. CTE Plan 2017-2018
10. Superintendent's Update
11. Important Dates
12. Public Comment
13. Other Items

The Transylvania County Board of Education met in regular session at 5:00 p.m. on May 15, 2017 at the Morris Education Center. Betty McGaha led in a moment of silence and Alice Wellborn led the Pledge of Allegiance. Vice Chairman Ron Kiviniemi welcomed everyone and called the meeting to order. He reported that Chairman McCoy would be a few minutes late. In addition to four guests, the following board members and staff were in attendance:

BOARD MEMBERS:

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

BOARD ATTORNEY:

Chad Donahoo

MEDIA:

John Lanier, Transylvania Times

STAFF:

Dr. Jeff McDaris, Superintendent  
Jenny Hunter, Administrative Assistant  
Dr. Jeremy Gibbs, Chief Academic Officer  
Norris Barger, Director, Business Services  
Brian Weaver, Senior Director, Human Resources  
Audrey Reneau, Director, K-5 Curriculum & Instruction  
Leca Chapman, Director, Career-Technical Education  
Kevin Smith, School Community Relations Coordinator  
April Gaydosh, Principal, BES  
Joe Russo, TCAE President  
Kris Foster, School Resource Officer

1. **Approval of Agenda**  
ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. WELLBORN, agenda items 6 and 7 were moved ahead of the consent agenda in order to allow Mr. Barger to leave in time to get to the commissioners' budget workshop.
2. **Public Comment**  
None
3. **Good News Report**  
Dr. McDaris reported the following items:

*WNCAC CHAMPIONSHIPS*

At the recent Western North Carolina Athletic Conference (WNCAC) championships, the Brevard Lady Blue Devils recorded their highest finish in program history, taking second place overall and garnering several individual awards. Celia Richmond had all-conference finishes in the 400 meters (2<sup>nd</sup> place), 100 meters (3<sup>rd</sup> place), and 200 meters (3<sup>rd</sup> place)—for the second year in a row. Isabell Musser took 2<sup>nd</sup> place in the discus and a personal best in the shot put that led to third. Ava Findley won the 3200 meters, and Eliza Witherspoon took second in the 1600. Findley, Tristan Berry, and Alyssa Lefler placed second in the 4 x 800 relay. Other top finishers included Madison Baldrige and Willow Michael going 2-4 in the 100-meter hurdles, Madeline Dierauf getting 4<sup>th</sup> and 5<sup>th</sup> in the 1600 and 3200, Lillie Siniard taking 3<sup>rd</sup> in the 3200, and the 4 x 100-meter relay team of Breece Bentley, Baldrige, Michael, and Brooklyn Rising taking fourth. West Henderson took the WNCAC crown with a total of 154 points. Brevard was second with 108, followed by North Henderson with 95.5.

On the men's side, Noah Graham and Andrew Robinson each set personal records in the 4 x 800 meter relay to an exciting come-from-behind victory. Graham won the 1600 meters and 800 meters, and Robinson took 4<sup>th</sup> in the 1600 before winning the 3200 meters. Sammy Kicklighter took 2<sup>nd</sup> in the 300-meter hurdles in a personal best time after placing 4<sup>th</sup> in the 110-meter hurdles. Other top finishers included Will Coye, who took 6<sup>th</sup> in the 1600 meters and joined Graham, Robinson, and Dylan Sasser in the 4 x 800 relay, and the 4 x 100 relay team of Coye, Kicklighter, Graham, and Kaine McAlister, which also placed sixth. Noah Graham was named co-track MVP. North Henderson won the meet with 150 points. Brevard took sixth with 65.

*BMS TRACK WINNERS*

Congratulations to conference champion, Amari Williams, who placed first in shot put at the conference championship track meet. Also, congratulations to the BMS girls team for placing third overall out of twelve teams. The following runners took first, second, or third in conference: Shaniya Cook, 3<sup>rd</sup> place, 100-meter dash; Emma Berry, 3<sup>rd</sup> place, mile; Amari Williams, Sophie Tinsley, Shaniya Cook, and Aria Schoenacher, 2<sup>nd</sup> place, 4 x 200 relay; Raquel Pizzo, Vera Pandolfo, Senait Richmond, and Clare Kennerly, 3<sup>rd</sup> place, 4 x 400 relay; Abdi Green, 3<sup>rd</sup> place, 800; Bahtle Griffin, Nathan Stockton, Chris Conner, and Erick Cruz, 2<sup>nd</sup> place, 4 x 200 relay; and Cole Combs, Connor Mulligan, Nathan Stockton, and Erick Cruz, 3<sup>rd</sup> place, 4 x 400 relay.

*RANGER RALLY*

Pisgah Forest Elementary School invited former students and staff back to campus on the evening of May 11 for the "Ranger Rally," an event celebrating the 25<sup>th</sup> anniversary of the school and the official launch of the brand new outdoor classroom, "The Ranger Station." The event included outdoor games and activities, a free hot dog dinner, and a ribbon-cutting ceremony for the new classroom, built with generous community support. Community partners such as Mountain Roots, the Transylvania County Library, the Family Place and others were on hand to provide activities and information about summer programs for youth.

#### 4. **Former Students in the Military**

In recognition of Memorial Day on May 29, the board read aloud 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 36 new names on the list.

**5. Roof Replacement Bids**

Norris Barger presented bids for replacement of the Brevard Middle School main roof and the plant operations/bus garage shop roof. He recommended the board accept the low bid from Pickens Roofing for both projects, subject to the appropriation of available FY18 funding. He reported that the project includes a coating on the metal roof and asked the board for latitude to negotiate the coating cost. The board had no objections. Mr. Barger reported that if the full \$3.2 million capital outlay request is not received, the roofing projects may have to be split over two years. He estimated that he could pay for the shop roof project in a reduced FY18 budget. For the BMS roof, one option would be to plan \$250,000 in FY18, then use lottery proceeds and/or fund balance for the remaining \$250,000 in FY19. He reported that the BMS roof is actively leaking. Mr. Kiviniemi recommended informing the commissioners immediately that this is a critical need. ON A MOTION BY MRS. MCGAHA, SECONDED BY MRS. WELLBORN, the board unanimously approved the base bid from Pickens Roofing in the amount of \$470,972 for the BMS roof and the alternate bid of \$160,751 for the shop roof, subject to the appropriation of available funds in the FY18 budget. Mr. Barger stated that he would give an update on funding at the next meeting.

**6. FY18 Budget**

Mr. Barger reported changes to the local budget needs based on the county manager's recommended allotment. The board had requested at 5.3% increase in local funds and the county manager has proposed only a 1.8% increase. Mr. Barger reported that this would increase the school system's deficit to \$402,455. Board members expressed concerns that the current funding formula and allocation process is flawed because it does not adjust as county revenues increase. They noted that the bulk of the local increases are due to state mandates. They also discussed concerns about the capital funding process. Mr. Kiviniemi stated what this all says to him is that the county manager knows more about the school systems' needs than the board or the administration, seeing as the board's requests are routinely disregarded.

**7. Consent Agenda**

Mrs. McGaha requested that the personnel report for May 15, 2017 be removed from the consent agenda and voted separately. There were no objections. ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. MCCOY, the minutes of the April 24, April 27, and May 1, 2017 meetings were unanimously approved. ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. WELLBORN, the personnel report for May 15, 2017 was approved 4:1 (FOR: Griffin, Kiviniemi, McCoy, Wellborn; AGAINST: McGaha).

Dr. McDaris thanked Officer Foster for attending the meeting and recognized the student artwork from Rosman High School that was on display in the board room.

*Dr. McDaris, Mr. Barger, and Chairman McCoy exited the meeting at 5:45 p.m. in order to attend the county commissioners' budget workshop. Dr. Jeremy Gibbs took over meeting duties for Dr. McDaris.*

**8. Instructional Update**

Dr. Gibbs presented the AdvancED interim progress report and addressed questions from the board. He stated that before the next renewal cycle in 2020, the board would need to decide if it wants to continue with district accreditation or return to high school accreditation only.

**9. CTE Plan 2017-2018**

Arleca Chapman presented the Career and Technical Education (CTE) plan for 2017-2018 as first-read information. Approval of the CTE plan will be requested at the next meeting. Ms. Chapman gave an overview of the CTE program including academics, concentration pathways, credentialing opportunities, new technologies and workforce development predictions, increasing enrollment in high demand programs, community partnerships, performance indicators, funding challenges, student successes at state and national level competitions, and plans for future growth. She reported that TCS concentrators have a 98% graduation rate. CTE students have earned 453 professional credentials, up from 80 about five years ago. Board members commended the many accomplishments and efforts to increase opportunities, even as CTE budgets are decreasing.

**10. Superintendent's Update**

Dr. Gibbs gave the following updates:

- The Senate approved its budget proposal last Friday. The \$22.9 billion proposal includes a raise to principal salaries and some teacher salaries. The Governor's budget proposal of \$23.5 billion shares some of the same goals with the Senate's plan. It remains to be seen if this alignment will result in a quicker passage of a final budget than in years past or how different the final product will be. The stated plan is to have a budget completed by July 1. Many observers doubt this will happen.
- The State Board of Education hired Dr. Maria Pitre-Martin, former NCDPI chief academic and digital learning officer and Thomasville City Schools' superintendent, last week as the new deputy state superintendent at the NC Department of Public Instruction.

Mr. Griffin expressed concern about the teacher pay recommendations in the senate budget, which provides no increases for starting teachers or veteran teachers. He also expressed concern about the state's proposal to eliminate pensions and state-paid health coverage during retirement for state workers hired after July 2018.

**11. Important Dates**

May 18	TC Scholars' Recognition Evening, 5:30 p.m., BHS
May 22	"Teacher of the Year" Awards Reception, 5:30 p.m., Rogow Room
May 29	Annual leave day (no students)
June 5	REGULAR MEETING, 6:30 p.m., MEC
June 6	Transportation Banquet, 6:00 p.m., MEC
June 9	Last pupil day - 12 noon dismissal
June 9	Davidson River School Graduation, 10:00 a.m., DRS Lawn
June 9	Brevard High School Graduation, 6:00 p.m., Music Center
June 10	Rosman High School Graduation, 10:00 a.m., Music Center
June 12-16	Teacher workdays
June 19	4-day summer schedule begins
June 19	REGULAR MEETING, 6:30 p.m., MEC
July 17	REGULAR MEETING, 6:30 p.m., MEC

The board will resume its once-a-month meeting schedule in July. Meetings will be held at 6:30 p.m. on the third Monday of the month unless otherwise noted.

**12. Public Comment**

None

13. **Other Items**

Mr. Kiviniemi reported receiving a text message from Chairman McCoy indicating that the education budget would not be discussed at the commissioners' meeting after all.

There was no further business, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. WELLBORN, the meeting was adjourned at 6:37 p.m.

Respectfully submitted,

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Chairman

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Secretary

**PERSONNEL REPORT  
May 15, 2017**

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

Licensed Personnel

Clare Desmelik, Teacher, BHS, effective May 31, 2017  
Jane Hamilton, Teacher, RES, effective June 16, 2017  
Graham Pate, Teacher, PFES, effective June 16, 2017

Classified Personnel

None

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

Licensed Personnel

Melinda Bandhauer, Teacher, RES, effective August 17, 2017  
Mandy Blake, School Counselor, DRS, effective August 17, 2017  
Bryan Abernethy, Principal, BHS, effective date to be determined

Classified Personnel

Clarissa Whitmire, Part-Time After-School Program Worker, BES, effective May 1, 2017  
Jonathan Wilson, Custodian and Bus Driver, BHS, effective May 16, 2017

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

Licensed Personnel

Tammy Morris, from Teacher, BES, to Teacher, BMS, effective August 17, 2017

Classified Personnel

Lisa McDaris, from Office Support, DRS, to Office Support, TCHES, effective June 19, 2017

- 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

Danicia Davis  
Luz Maria Gomez  
Maria Leopard

The administrators named here are recommended for renewal of their contracts:

Jennifer Bost, four-year contract, effective July 1, 2017, through June 30, 2021  
David Galloway, four-year contract, effective July 1, 2017, through June 30, 2021  
April Gaydosh, four-year contract, effective July 1, 2017, through June 30, 2021  
Jeremy Gibbs, four-year contract, effective July 1, 2017, through June 30, 2021  
Alan Justice, four-year contract, effective July 1, 2017, through June 30, 2021  
Laurie Kleppe, four-year contract, effective July 1, 2017, through June 30, 2021  
Kerry Putnam, four-year contract, effective July 1, 2017, through June 30, 2021  
Thomas Sweet, four-year contract, effective July 1, 2017, through June 30, 2021  
Tonya Treadway, four-year contract, effective July 1, 2017, through June 30, 2021

The licensed employees named here are recommended for a one-year renewal of their probationary contracts:

Aimee Adams, Teacher, BHS  
Angela Adcock, Teacher, TCH  
Marissa Angradi, Teacher, PFES  
Emily Atkinson, Teacher, BMS  
Justin Ausburn, Teacher, BMS  
Bethany Bagwell, Teacher, BHS  
Grayson Barton, Teacher, RHS  
Stephanie Bell, Teacher, RES  
Jaime Belsey, Teacher, RES  
Monica Bickford, Teacher, RES  
Katie Bland, Teacher, PFES  
Kristie Blankenship, Speech-Language Pathologist, PFES  
Michelle Boudreau, Teacher, PFES  
Alexis Brigman, Teacher, BES  
Ellen Brown, Teacher, PFES  
Mary Browning, Teacher, BHS  
Cori Bryson, Teacher, BMS  
Sara Cannon, Teacher, PFES  
Paige Capps, Teacher, BES  
Melanie Carrick, Teacher, BHS  
Luanna Carter, Career Development Coordinator, BHS  
Nichole Cash, Teacher, TCH  
Anne Childs, Teacher, BES  
Kristi Clark, Teacher, PFES  
Renee Compton, Teacher, RMS  
Meredith Copeland, Teacher, PFES  
Jennifer Corn, Teacher, TCH  
Heather Cornwell, Teacher & Coach, BMS  
Laura Cowlshaw, Teacher, PFES  
Cary Crawford, Counselor, BES  
Megan Crewe, Teacher, BES  
Gary DeHaven, Teacher, BMS  
Rebecca Dinsdale, Teacher, PFES  
Michael Drake, Teacher, BMS  
Hale Durant, Media Coordinator, BHS  
Roman Evans, Teacher, BHS  
Noelle Fehn, Teacher, DRS  
Nancy Frady, Teacher, BES  
Brandy Freeman, Teacher, RMS  
Joshua Galloway, Teacher & Coach, RMS  
Barton Gilleland, Teacher, BHS  
Christine Glance, Teacher, RMS  
Whitney Gordon, Teacher, PFES

Mary Griffin, Teacher, BMS  
Barbara Grimm, Teacher, PFES  
Colby Guice, Teacher, BHS  
Courtney Hagenau, Teacher, BES  
Baylee Hale, Teacher, PFES  
Laura Hall, Teacher, PFES  
Thomas Hall, Teacher, BHS  
Maureen Hankala, Teacher, BHS  
Adria Hardy, Teacher, BHS  
Anne Hardy, Instructional Coach, PFES  
Anna Harris, Teacher, BES  
Dan Harris, Teacher, BHS  
Samuel Head, Teacher, RMS  
Andrew Healy, Teacher, BHS  
Stacey Heaton, Teacher, RES  
Melony Hipp, Teacher, PFES  
Alyse Hollingsworth, Instructional Technology Facilitator, BMS  
Megan Hoots, Teacher, PFES  
Sonja Hopkins, Teacher, BES  
Susan Hoxit, Teacher, RMS  
Jodi Huggins, Teacher, BMS  
Tonya James, Teacher, BHS  
Verna Jenkins, Teacher, DRS  
Emilie Johnson, Teacher, BES  
Madeline Johnson, Teacher, BMS  
Samantha Johnson, Teacher, BES  
Holly Jones, Teacher, RHS  
Sarah Kennedy, Teacher, BMS  
Tammy Kiser, Teacher, RES  
Alicia LaDow, Teacher, PFES  
Chelsea Lambert, Teacher, BMS  
James Leatherwood, Teacher, BHS  
Hayley Leland, Teacher, BES  
Amanda Lewis, Teacher, RMS  
Andrew Lindsey, Teacher, BHS  
Katherine Mahoney, Teacher, BES  
Deborah Masengill, Teacher, RES  
Carrie McCall, Teacher, BMS  
Jessica McCall, Teacher, BES  
Emily McGraw, Counselor, BMS  
Megan McLauchlin, Teacher, BES  
Charles Megown, Teacher, BHS  
Tanya Melton, Teacher, BHS  
Thomas Melvin, Teacher, RHS  
Jenae Merkle, Teacher, PFES  
Katie Messmer, Teacher, BMS  
Caherine Metcalf-Shaw, Psychologist, PFES  
Jeffrey Micchelli, Teacher, BMS  
Alyssa Miller, Teacher, RES  
Jacquelyn Miller, Teacher, BES  
Shelly Miller, Social Worker, RMS  
Nicole Moman, Counselor, RES  
Chelsey Montgomery, Teacher, RHS  
Jacob Montgomery, Teacher, RHS  
Hallie Moore, Counselor, BHS  
Kimberly Moore, Instructional Coach, TCH  
Caroline Morrison, Teacher, BHS  
Kelly Muse, Teacher, BMS



James Myers, Teacher, BMS  
Rebecca O'Connor, Teacher, PFES  
Andrea Odom, Teacher, RHS  
Jacob Osteen, Teacher, RES  
Anthony Owen, Teacher, RMS  
Candice Owen, Teacher, BHS  
Courtney Owen, Counselor, BHS  
Jonathan Owen, Teacher & Coach, BHS  
Brian Owens, Teacher & Coach, BMS  
Haley Patton, Teacher, PFES  
Lisa Pauer, Teacher, BES  
Sara Plum, Teacher, BHS  
Janet Powell, Teacher & Coach, RES  
Shanaia Powell, Social Worker, RHS  
Craig Pritchett, Teacher & Coach  
Susanne Pritchett, Teacher & Coach  
Jacob Raines, Teacher, BHS  
Stephanie Ramsey, Teacher, RHS  
Sarah Reid, Teacher, RMS  
Katherine Reinhart, Teacher, BHS  
Megan Rembert, Teacher, RES  
Sarah Rhymer, Teacher, BHS  
Alana Richards, Teacher, PFES  
Charlotte Roberts, Teacher, TCH  
Richard Ronneburger, Teacher, BHS  
Scott Russell, Teacher, BHS  
Thaddeus Sanders, Teacher, BHS  
Monica Schultz, Teacher, BMS  
Christine Schwab, Speech-Language Pathologist, BMS  
Amber Scott, Psychologist, BES  
Kasey Shook, Teacher, RES  
Auburn Smith, Teacher & Coach, RHS  
Carolyn Smith, Teacher, PFES  
Brandon Snarey, Teacher, BHS  
Hannah Souther, Teacher, PFES  
Jennifer Speckman, Teacher, TCH  
Matthew Stack, Teacher & Coach, RHS  
John Stokes, Teacher & Coach, BHS  
Joshua Thaxton, Teacher, PFES  
Erica Thompson, Teacher, BHS  
Stefanie Tomlin, Teacher, PFES  
Lauren Townley, Teacher, BES  
Matthew Tuckey, Teacher, BHS  
Lynn Turner, Teacher, BMS  
Bradley Warfield, Teacher, BHS  
Vincent Warren, Teacher, BMS  
Jessica Webb, Teacher, DRS  
Lewis Whiteside, Teacher, BMS  
Wesley Whitman, Teacher & Coach, RHS  
Jessica Whitmire, Teacher, BHS  
Jessica Williams, Teacher, RHS  
Ashley Witt, Counselor, PFES  
James Worley, Teacher, BHS  
Lauren Wyatt, Teacher, BES  
Thomas Young, Teacher, DRS  
Lena Zaludek, Teacher, BMS