

**Minutes  
Transylvania County Board of Education  
May 16, 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. CTE Plan 2016-2017
7. Electronic Records Storage Update
8. Policy:
  - A. Spring 2016 PLS Updates
  - B. 9000 Series: Facilities
9. Superintendent's Update
10. Important Dates
11. Public Comment
12. Other Item
13. Closed Session (*addition*)

The Transylvania County Board of Education met in regular session at 6:30 p.m. on May 16, 2016 at the Morris Education Center. Ron Kiviniemi led in a moment of silence and Marty Griffin led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. She reported that Cindy Petit was absent due to a work obligation. In addition to four guests, the following individuals were in attendance:

*BOARD MEMBERS:*

Tawny McCoy, Chair  
Ron Kiviniemi, Vice Chair  
Marty Griffin  
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  
Arleca Chapman, Director, Career/Technical Education  
Audrey Reneau, Director, K-5 Curriculum & Instruction  
Kevin Smith, School-Community Relations Coordinator  
Joe Russo, TCAE President  
Jennifer Anderson, BHS Principal  
Mike Hall, School Resource Officer

1. **Approval of Agenda**  
ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. SCRUGGS, the meeting agenda for May 16, 2016 was amended to add a closed session at the end in order to discuss a personnel matter.
2. **Public Comment**  
Robert Dupree shared with the board what he believes to be the top three national sins that are destroying the United States: (1) teaching evolution in the schools, (2) keeping prayer out of public schools, and (3) abortion.

**3. Good News Report**

Dr. McDaris reported the following items:

***RHS ATHLETIC DIRECTOR RECOGNIZED***

Rosman High School Athletic Director, Todd Anderson, has received a Region 8 Citation Award for Outstanding Athletic Director from the NC High School Athletic Directors' Association. Coach Anderson came to Rosman five years ago from the Brevard College baseball program, and has served as AD for the past two years. Prior to serving as athletic director, he coached varsity golf at RHS for three years, working primarily on behalf of students in his role as student advocate. Congratulations to Mr. Anderson for his outstanding work.

***BHS COMPETES AT STATE***

Brevard High School tenth grader, Will Byrd, competed in the State Golf Championships at Pinehurst on May 9-10. After a rocky first day, Will recovered well on Day 2, shooting a 79, and finishing 43<sup>rd</sup> in the state overall. Congratulations to Will for his outstanding achievement and to Coach Michael Jordan and the rest of the team for a great season.

***BEGINNING TEACHER SUPPORT PROGRAM***

The NC Department of Public Instruction conducted an on-site compliance review for Transylvania County Schools on March 8 that included a monitoring visit for the Beginning Teacher Support Program (BTSP). The monitoring visit consisted of an examination of program files, interviews with leadership/program administrators, and survey results from beginning teachers and mentors. The school system received commendations on the following program components: (1) leadership development among beginning teachers through the BT3 action research project; (2) a robust network of support for beginning teachers, with teacher leaders design of the program, school contacts, and the development of mentors as strong teacher leaders; and (3) retention efforts, especially the opportunity for teachers to receive half tuition for advanced degrees. Congratulations to Beginning Teacher Coordinator, Carrie Norris, and Director of Human Resources, Dr. Jeremy Gibbs, for their dedication and support of beginning teachers.

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

**4. Former Students in the Military**

In honor of Memorial Day on May 30, 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 four new names on the list: Walter E. McGaha, Steve Sales, Larry Gordon, and Richard E. Loftis.

**5. Consent Agenda**

ON A MOTION BY MRS. SCRUGGS, SECONDED BY MR. KIVINIEMI, the minutes of the May 2, 2016 meeting and the personnel report for May 16, 2016 (attached) were unanimously approved.

**6. CTE Plan 2016-2017**

Arleca Chapman presented an overview of the Career and Technical Education (CTE) plan for 2016-2017. The full strategic plan and performance results may be viewed online at <http://ctelaps.dpi.state.nc.us> using the username "guest" and password "guest."

Approval of the CTE plan will be requested at the next regular meeting. Ms. Chapman gave an update on the CTE program. She reported that CTE served 2378 enrollees in 2014-2015 by preparing them for high-wage, high-skill, and high-demand jobs and further education. The numbers of CTE concentrators and industry credentials earned are impressive. Notable program highlights for this year include \$10,000 in Bright Leaf grants, \$100,000 in Golden Leaf Grants, a mini-farm at Rosman High School, commercial kitchen renovation at Brevard High School, technology replacement plan, and a six-month reduction in months of employment from the state allotment. Big things for next year include a tiny house initiative, BRCC career counselor, CTE past student survey, CTE program evaluation, continuation of BHS commercial kitchen, 2 new technology labs at BHS and RMS, commercial 3-D printer for BMS, 3-D printer for DRS, new barn/fencing for RHS, farm improvements for BHS, and implementation of Key Train software to help prepare for the WorkKeys test.

Ms. Chapman reported that in the next 20 years, the highest paying jobs in the U.S. will be skilled work jobs. There is already an increased demand for advanced manufacturing workers, welders, and graduates with technology-based skills. Agriculture production, engineering, and biotechnology will continue to be growth areas, as will health care. Ms. Chapman noted that the demand for CNA classes at the high schools typically exceeds capacity. She reported the biggest challenges to the program are unreliable state testing data and cuts to funding. Mr. Griffin commented that if the county had economic development, CTE graduates could more than provide the manpower. Chairman McCoy commended the CTE program for continuing to advance and prepare students for the future.

7. **Electronic Records Storage Update**

On March 7, Arleca Chapman gave a report on student records stored at the high schools and presented options for converting old records to digital files. She reported that the old microfiche files have been evaluated and were found to be in good condition. She recommended the board approve a proposal from Virtual Image Technology to relocate the student records from the high schools to a climate controlled, secure offsite storage facility, with scanning to be available on demand. The total estimated monthly storage fee for both high schools would be \$121.50. There would be an additional one-time cost to pick up the old records. Ms. Chapman reported that Virtual Image Technology has done a good job with records storage and scanning for the TCS human resource and exceptional children departments, and they are doing records storage for Mission Hospital as well. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board unanimously approved the proposal from Virtual Image Technology for offsite storage of student records for both high schools and directed the superintendent to find funding for the project within the current operational budget.

8. **Policy**

Dr. Jeremy Gibbs presented two new policies and ten revised policies from the spring 2016 PLS updates for approval. He reported there had been no changes to the policies since their first reads on April 18. The board discussed the following policies:

- *1720/4015/7225, Discrimination, Harassment, and Bullying Complaint Procedure.* Mrs. Scruggs asked if there should be a written summary of all complaints, informal or formal, kept on file at the district office. Mr. Donnahoo explained that is not the purpose of the policy as a process like that would be overwhelming and unnecessary. He further explained that most situations can be resolved by the

principal at the school without a formal hearing process, and the policy lays out the chain of command in the event that a complaint needs to go further. Mr. Griffin asked about anonymous reporting and whether reports could be kept confidential as some teachers fear reprisals. Mr. Donnahoo stated that would depend on the situation. Any type of disciplinary action must be documented, whether in a student's file or a teacher's file. For anything to be placed in a teacher's file, the teacher must be informed. Dr. Gibbs explained that an anonymous complaint could start an investigation, but more substantial facts would be needed in order to follow up. He pointed out that investigations cannot get the heart of a matter unless people have the courage to say what they need to say. Documentation would be kept as needed, but there is no hard and fast rule for every situation. Dr. Gibbs emphasized that the policy reflects best practice in employment law and is designed to protect the rights of both victim and perpetrator.

- *1760/7280, Prohibition Against Retaliation.* Mrs. Scruggs asked if employees are being asked to sign off that they have read and received a copy of the policy. Dr. Gibbs reported that employees would most likely receive a packet at the beginning of the school year containing this and other new policies that require signatures.
- *5028/6130/7267, Automated External Defibrillator.* Mr. Griffin asked if schools are required to have a certain number of AEDs. Mr. Donnahoo reported that he is not aware of a required minimum. Dr. McDaris reported there is at least one AED per campus and offered to follow up with Alan Justice for an exact count.
- *3420, Student Promotion and Accountability.* Mrs. Scruggs asked when the board could expect to receive the superintendent's report on test scores, retentions, testing exemptions, and remediation efforts. Dr. McDaris reported that testing, achievement, and report card data are all received from DPI at different times throughout the school year. Mrs. Scruggs requested a report to the board as soon as the information can be compiled.

Mr. Griffin suggested publicizing how student crime and violence numbers are reported and how Transylvania's numbers seem high in comparison to other systems that do not report as diligently. Dr. McDaris reported that Transylvania reports all incidents, and stated there is nothing to prevent someone from offering an opinion regarding the reliability of data reported by other counties.

There was no further discussion, and ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board unanimously approved the policies listed below as presented.

APPROVED	
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

Dr. Gibbs presented as first-read information 15 new policies from the 9000 Series, Facilities, and six old policies to be rescinded. Action on the policies will be requested in June.

Mrs. Scruggs expressed concerns about the board's capital budget request having been only partially funded, especially considering the number of school roof replacements that are needed. She pointed out that this budget means the only way the board can afford to replace worn out roofs would be with a bond, which is 3-4 years away at the earliest. Dr. McDaris reported that Mr. Barger is looking at options for patching the worst areas of decay. Mrs. Scruggs stated that she is worried about the potential health risks to staff and students from exposure to damp and mold. She requested that the administration report any new roof leaks to the board as soon as they occur so they can in turn inform the commissioners, who have pledged to help with any big-ticket emergency items that come up. Mr. Kiviniemi stated that the board has already very clearly told the commissioners what its needs are, adding that the schools have been patching leaky roofs for the last 10 years.

Mr. Donnahoo pointed out that the discussion had veered off topic, and Chairman McCoy directed the group back to policy. ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. SCRUGGS, the board unanimously accepted the policies listed below as first-read information.

9000 SERIES: FACILITIES			
NEW POLICIES (FIRST READ; ADOPTION IN JUNE)		OLD POLICIES (FIRST READ; RESCISSION IN JUNE)	
9000	Planning to Address Facility Needs	FEC	Facility Development Plans and Specifications
9010	Site Selection		
9020	Facility Design	FEC	Facility Development Plans and Specifications
9030	Facility Construction	FEC	Facility Development Plans and Specifications
9110	Use and Selection of Architects, Engineers, Surveyors, and Construction Managers At Risk		
9115	Prequalification of Bidders for Construction Projects		
9120	Bidding for Construction Work		
6441/9121	Bidders' List		
9125	Participation by Minority Businesses	FEF; FEF-R	Construction Contracts Bidding and Awards
9130	Supervision of Construction Contracts		
9200	Care and Maintenance of Facilities	ECF	Energy Management
9205	Pest Management	ECD	Integrated Pest Management
9210	Care and Maintenance of Grounds and Outdoor Equipment		
9220	Security of Facilities		

9400	Sale, Disposal, and Lease of Board-Owned Real Property	FL	Retirement of Facilities
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**9. Superintendent's Update**

Dr. McDaris reported that the county commissioners recently decided the school board's capital outlay allotment for the 2016-2017 year. He noted that the commissioners had adopted the recommendation of the county manager as part of their overall budget, which included funding for county departments, even though the school system is not a department of the county. He stated that the amount is a \$200,000 increase, but a reduction in overall monies dedicated to the schools' capital needs now that debt service is reduced. Dr. McDaris gave a comparison showing how Transylvania ranks among its neighbors in capital funding per ADM:

6 year average (FY2009-2014)

Jackson Co. Schools	\$828.37
Buncombe Co. Schools	\$637.44
Henderson Co. Schools	\$448.64
Transylvania Co. Schools	\$403.75

He reported that the commissioners gave two reasons for providing less than the requested amount: (1) the possibility that a potential bond could address some of the needs by 2020, and (2) a desire to address several of its own capital projects that had been put off. Dr. McDaris reported that the school system represents the largest public infrastructure in the county and sees the heaviest use on a daily basis. He discussed the age of each school building (see below) and added that he and the board look forward to discussing a bond with the commissioners to address needs at all nine schools:

<u>School</u>	<u>Year Built</u>
Brevard High	1959
Rosman High	1973
Brevard Elementary	1974
Rosman Elementary	1974
Pisgah Forest Elementary	1991
T.C. Henderson Elementary	1956
Brevard Middle	1974
Rosman Middle	1949
Davidson River	1945
Morris Education Center	1949

**10. Important Dates**

The board will resume its once-a-month meeting schedule in July. Regular business meetings will be held on the third Monday of the month, unless otherwise noted.

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 8	DRS Graduation, 10:00 a.m., DRS Lawn
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

**11. Public Comment**

Principal Jennifer Anderson spoke about the high demand for Tammy Moman's CNA class at BHS. She also reported that teacher Richard Ronneburger has partnered with WNC Works and SCORE to utilize retired business people in his classes and provide entrepreneurship opportunities for students.

**12. Other Items**

Mr. Griffin stated the board was asked by the county to do a study of future enrollment and facility needs, and the board did all that it was asked to do. He said he was therefore disappointed to see that the study and its recommendations did not seem to matter, based on the capital outlay funding level for the schools. He stated that the voters elected the school board to take care of the schools, and he feels that they and the board have had the door slammed in their face.

Chairman McCoy stated that a great deal of work went into providing all the information the board was asked to provide, specifically how the schools' capital needs could be affected by a bond as well as the critical and safety needs. She stated that the board took the approach that requesting funding to take care of some of these items now would save taxpayers money in the long run. She stated that the commissioners instead took the view that these items could be further delayed for possible bond money several years into the future. She stated that she was disappointed with a comment made by a commissioner that she agreed with them and their assessment of the schools' needs. She stated that was an incorrect assumption and she would speak with that commissioner personally. Chairman McCoy thanked everyone who worked on the budget request and stated that the board would persevere and continue to provide a quality education for its students.

**13. Closed Session**

ON A MOTION BY MRS. MCCOY, SECONDED BY MR. GRIFFIN, the board went into closed session at 8:30 p.m. per the attorney-client privilege and to discuss confidential personnel information pursuant to N.C.G.S. § 143.11(a)(1) and (a)(3), and 115C-319 through 321. Present in the closed session were Mrs. McCoy, Mr. Kiviniemi, Mr. Griffin, Mrs. Scruggs, Dr. McDaris, and Mr. Donnahoo. No action was taken. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board reconvened in open session at 9:45 p.m.

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

Respectfully submitted,

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Chairman

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Secretary

**PERSONNEL REPORT  
May 16, 2016**

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

Licensed Personnel

Dolores Brown, Teacher, BES, effective June 14, 2016  
Andrew Bullwinkel, Teacher, DRS, effective June 14, 2016  
Rebecca Chmelar, Teacher, BES, effective June 14, 2016  
Jonathan Gaydosh, Teacher, BES, effective June 14, 2016  
Benjamin Montgomery, Teacher, RES, effective June 14, 2016  
Caitlin Padgett, Teacher, PFES, effective June 14, 2016  
Charlotte Roberts, Teacher, BES, effective June 14, 2016  
Dusty Robinson, Teacher, RHS/RMS, effective June 11, 2016  
Kevin Spradlin, Teacher, BHS, effective June 12, 2016

Classified Personnel

Erica Shelton, Teacher Assistant, TCH, effective May 13, 2016

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

Licensed Personnel

Catherine Credle, Interim Principal, TCH, effective May 2, 2016 through TBD  
Samantha Johnson, Teacher, BES, effective August 22, 2016  
Katherine Mahoney, Teacher, BES, effective August 22, 2016  
Lauren Townley, Teacher, BES, effective August 22, 2016

Classified Personnel

Marion Jack Duncan, Bus Driver, TCS, effective May 17, 2016  
Samuel Owen, Part-Time Temporary Student Employee, Building Futures Program, effective April 29, 2016

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

Licensed Personnel

Heidi Bullock, Teacher (currently on leave), BHS, to Part-Time (50%) Lead AIG Teacher, TCS, effective August 22, 2016  
Meredith Copeland, Teacher, PFE, to Teacher, BHS, effective August 22, 2016  
Emilie Johnson, Teacher, RES, to Teacher, BES, effective August 22, 2016  
Ursula Leahy, Teacher, BES, to Teacher, PFES, effective August 22, 2016  
Marian O'Neil, Teacher, BMS, to Teacher, PFES, effective August 22, 2016  
Rhonda Whitmire, Instructional Coach, RMS/TCH, to Instructional Coach, RMS/RHS, effective August 22, 2016

Classified Personnel

Adam Mann, from Bus Driver, TCS, to Bus Driver & Custodian, RES, effective May 9, 2016

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

Substitute Teachers

None



Substitute School Nutrition Workers

None

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

John Chmelar, four-year contract, effective July 1, 2016, through June 30, 2020  
Melissa Ellenberger, four-year contract, effective July 1, 2016, through June 30, 2020  
David Galloway, one-year contract, effective July 1, 2016, through June 30, 2017  
Brian Weaver, four-year contract, effective July 1, 2016, through June 30, 2020

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

Aimee Adams, Teacher  
Angela Adcock, Teacher  
Todd Anderson, Athletic Director & Teacher  
Emily Atkinson, Teacher  
Justin Ausburn, Teacher  
Bethany Bagwell, Teacher  
Melinda Bandhauer, Teacher  
Grayson Barton, Teacher  
Melanie Bell, Teacher  
Stephanie Bell, Teacher  
Monica Bickford, Teacher  
Katie Bland, Teacher  
Kristina Blankenship, Speech-Language Pathologist  
Hannah Bleckley, Teacher  
Jennifer Bost, Teacher  
Alexis Brigman, Teacher  
Cori Bryson, Teacher  
Jessica Buhrman, Teacher  
Sara Cannon, Teacher  
Paige Capps, Teacher  
Luanna Carter, Career Development Coordinator  
Nichole Cash, Teacher  
Anne Childs, Teacher  
Kristi Clark, Teacher  
Renee Compton, Teacher  
Meredith Copeland, Teacher  
Jennifer Corn, Teacher  
Heather Cornwell, Teacher  
Laura Cowlshaw, Teacher  
Corey Cunningham, Teacher & Coach  
Laura Dawson, Teacher  
Rebecca Dinsdale, Teacher  
Michael Drake, Teacher  
Hale Durant, Media Coordinator  
Megan Ferguson, Teacher  
Heather Finch, Media Coordinator  
Ami Fish, School Counselor  
Joshua Galloway, Teacher & Coach  
Barton Gilleland, Teacher  
Christine Glance, Teacher  
Brandy Glendening, Teacher  
Whitney Gordon, Teacher  
Mary Griffin, Teacher  
Colby Guice, Teacher

Courtney Hagenau, Teacher  
Baylee Hale, Teacher  
Thomas Hall, Teacher  
Jane Hamilton, Teacher  
Maureen Hankala, Teacher  
Adria Hardy, Teacher  
Anne Hardy, Instructional Coach  
Anna Harris, Teacher  
Dan Harris, Teacher  
Samuel Head, Teacher  
Andrew Healy, Teacher  
Melony Hipp, Teacher  
Alyse Hollingsworth, Instructional Technology Facilitator  
Megan Hoots, Teacher  
Sonja Hopkins, Teacher  
Susan Hoxit, Teacher  
Jodi Huggins, Teacher  
Tonya James, Teacher  
Emilie Johnson, Teacher  
Madeline Johnson, Teacher  
Holly Jones, Teacher  
Tammy Kiser, Teacher  
Chelsea Lambert, Teacher  
Janna Laughridge, School Counselor  
James Leatherwood, Band Director  
Amanda Lewis, Teacher  
Stacey Makings, Teacher  
Jennifer Malo, Teacher  
Deborah Masengill, Teacher  
Carrie McCall, Teacher  
Jessica McCall, Teacher  
Tanya McCall, Teacher  
Emily McGraw, School Counselor  
Megan McLauchlin, Teacher  
Charles Megown, Teacher  
Catherine Metcalf-Shaw, School Psychologist  
Jeffrey Micchelli, Teacher  
Alyssa Miller, Teacher  
Jacquelyn Miller, Teacher  
Shelly Miller, School Social Worker  
Morgan Mitchem, Teacher  
Nicole Moman, School Counselor  
Chelsey Montgomery, Band Director  
Jacob Montgomery, Teacher  
Kelly Muse, Teacher  
James Myers, Teacher  
April Nelson, Teacher  
Andrea Odom, Teacher  
Candice Owen, Teacher  
Christopher Owen, Teacher  
Jonathan Owen, Teacher  
Graham Pate, Teacher  
Lisa Pauer, Teacher  
Sara Plum, Teacher  
Shanaia Powell, School Social Worker  
Craig Pritchett, Teacher & Coach  
Susanne Pritchett, Teacher

Elizabeth Privette, Teacher  
Jacob Raines, Teacher  
Stephanie Ramsey, Teacher  
Sarah Reid, Teacher  
Sarah Rhymer, Teacher  
Amanda Roberts, Teacher  
Scott Russell, Teacher  
Thaddeus Sanders, Teacher  
Monica Schultz, Teacher  
Christine Schwab, Speech-Language Pathologist  
Amber Scott, School Psychologist  
Kasey Shook, Teacher  
Carolyn Smith, Teacher  
Brandon Snarey, Teacher  
Hannah Souther, Teacher  
Jennifer Speckman, Teacher  
Daniel Sprinkle, Teacher  
John Stokes, Teacher  
George Sutherland, Teacher  
Joshua Thaxton, Teacher  
Hallie Thoele, School Counselor  
Erica Thompson, Teacher  
Kelci Thompson, Teacher  
Stefanie Tomlin, Teacher  
Matthew Tuckey, Teacher  
Lynn Turner, Teacher  
Katherine Wanson, Teacher  
Vincent Warren, Teacher  
Jessica Webb, Teacher  
Lewis Whiteside, Teacher  
Wesley Whitman, Teacher & Coach  
Jessica Whitmire, Teacher  
Ashley Witt, School Counselor  
James Worley, Teacher  
Thomas Young, Teacher  
Lena Zaludek, Teacher