

**Minutes**  
**Transylvania County Board of Education**  
**June 2, 2014**  
**REVISED**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Approval of Agenda
2. Public Comment
3. Resolution of Recognition, Thanks, Commendation and Congratulations  
---Reception---
4. Good News Report
5. Former Students in the Military
6. Consent Agenda:
  - A. Minutes
  - B. Personnel Report
7. CTE Plan 2014-2015
8. Child Nutrition Procurement Results for 2014-2015
9. FY15 Budget Update
10. Safe Schools/Transportation/Athletics Update
11. State Board of Education Strategic Plan
12. Policy:
  - A. GCN, "Evaluation Process for Licensed Employees"
  - B. GCL, "Plans for Growth and Improvement of Licensed Employees"
13. Update on North Carolina Standards
14. Superintendent's Update
15. Important Dates
16. Public Comment
17. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on June 2, 2014 at the Morris Education Center. Tawny McCoy 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 approximately 30 guests, the following board members, staff, and media representatives were in attendance:

*BOARD MEMBERS:* Tawny McCoy, Chair; Cindy Petit, Vice Chair; Sue Fox; Ron Kiviniemi; and Mike Rogers

*STAFF:* Dr. Jeff McDaris, Superintendent; Jenny Hunter, Administrative Assistant; Dr. Scott Elliott, Assistant Superintendent; Norris Barger, Director of Business Services; Jeremy Gibbs, Director of Human Resources; Audrey Reneau, Director of K-8 Curriculum & Instruction; Tammy Bellefeuil, Director of Student Services; Alan Justice, Director of Transportation/Athletics; Chris Whitlock, Director of Technology Services; Kevin Smith, School-Community Relations Coordinator; and School Resource Officer Mike Hall

*MEDIA:* Park Baker, *Transylvania Times*

**1. Approval of Agenda**

ON A MOTION BY MRS. FOX, SECONDED BY MR. KIVINIEMI, the meeting agenda for June 2, 2014 was approved as presented.

**2. Public Comment**

Commissioner Larry Chapman, speaking as a private citizen, asked whether the Board of Education feels that the approximately \$780,000 increase in local funds that has been requested for FY15 is critical enough that the Board would support a county tax increase.

**3. Resolution of Recognition, Thanks, Commendation and Congratulations**

Each spring, the Board of Education recognizes the employees who have retired or will retire from the Transylvania County Schools during the current school year. Dr. McDaris reported that the individuals being recognized in the 2013-2014 school year represent a combined total of 648 years of service to public education. Many have spent their entire career with Transylvania County Schools and others have worked in school districts in addition to Transylvania. The Board presented crystal apples to the honorees listed below. ON A MOTION BY MRS. PETIT, SECONDED BY MR. ROGERS, the Board adopted the following resolution:

BE IT RESOLVED by the Transylvania County Board of Education that thanks, recognition, commendation and congratulations be given to the persons named in grateful appreciation for their years of dedicated service to public education and the students of Transylvania County, this the 2<sup>nd</sup> day of June, 2014.

Name	Position	Location	No. Years
Norman Allison	Teacher	BHS	27
Kathy Bailey	Teacher	PFES	30
Mike Bailey	Principal	PFES	31
Coleen Byrd	Teacher	PFES	30
Vicki Denton	Teacher	BES	30
Jerry Fletcher	Teacher Assistant	BHS	9
Kathy Frady	Teacher Assistant	BES	36
Sally Germanaro	Teacher	PFES	27
Linda Mallory	Teacher	RHS	33
Donys-Kaye Merrill	Director	MEC	42
Donna Raspa	Rtl Facilitator	TCS	26
Jane Reese	Office Support	RHS	46
Gerald Reese	Custodian	RHS	21
Connie Sapp	Teacher	BMS	38
Mary Beth Shumate	Teacher	BHS	33
Patti Stahl	Teacher	BES	32
Sylvia Stepp	Teacher Assistant	RES	39
Julia Touchstone	Occupational Therapist	BES	33
Trudy Wetli	Teacher	PFES	34
Nina Whitmire	Office Support	RMS	26
Kay Young	Teacher	TCH	25

*The Board recessed for a brief reception in honor of the 2013-2014 retirees. The business meeting was resumed after the recess.*

**4. Good News Report**

Dr. McDaris reported the following items:

*TRANSPORTATION AWARDS*

Awards were presented at the annual Transportation Banquet held at Twin Dragons Restaurant on May 27. Driver of the Year for the Brevard area schools was Charles Nicholson, BES driver; for Rosman area schools the Driver of the Year was Dillard Revis, RMHS driver; and Rookie of the Year was Joe Castaldo, BHS driver. Service pins were presented to Vesta Hogsed (25 years), Stanley Owens (5 years), Shirley Raines (35 years), Tracie Raines (5 years), Linda Shipman (30 years) and Keith Wilmot (10 years).

*TCS STUDENTS WIN AT INTEL INTERNATIONAL SCIENCE AND ENGINEERING FAIR*

While competing in the 2014 North Carolina State Science and Engineering Fair, Carly Onnink and Abby Williams won an all-expenses paid trip to Los Angeles, California to represent North Carolina at ISEF--The Intel International Science and Engineering Fair. The team won a second award at the international competition for their project entitled *Olfactometer and GC/MS evidence for E-2-hexenal as a semiochemical in the defensive secretions of the kudzu bug, Megacopta cribraria*.

Onnink and Williams are participants in the TIME Science Research Program at Brevard High School. The students received \$1500 and an asteroid named after them for their victory

*RESPONSE TO RES INCIDENT*

Dr. McDaris commended the actions of school personnel, law enforcement and emergency services during an incident at Rosman Elementary School last week.

5. **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. Mrs. Fox requested that Caleb Rice be added to the list.

6. **Consent Agenda**

ON A MOTION BY MR. KIVINIEMI, SECONDED MRS. FOX, the minutes from the May 15 and May 19, 2014 meetings and the personnel report for June 2, 2014 (see attached) were unanimously approved.

7. **CTE Plan 2014-2015**

At the last meeting, Dr. Scott Elliott presented a summary of the Career and Technical Education (CTE) plan for 2014-2015. The Board had no new questions, and ON A MOTION BY MRS. FOX, SECONDED BY MR. ROGERS, the CTE plan for 2014-2015 was unanimously approved as presented.

8. **Child Nutrition Procurement Results for 2014-2015**

The Child Nutrition Procurement Plan that was adopted in April 2014 calls for a list of goods and services that will go out for bid to be provided to the Board of Education each year. Carolyn Barton presented the Child Nutrition (CN) bid results for 2014-2015. Mr. Rogers asked about the numbers of bidders. Mrs. Barton reported that she had two or three bids in most categories, all of which were very close in price. She noted there are not many companies in the mountain region that can handle the volume of a child nutrition program. Mr. Kiviniemi asked if any of the companies are first-time providers. Mrs. Barton stated that none of the bidders were first-time providers. Mrs. Barton informed the Board that milk prices are at an all-time high, which could mean an increase of \$40,000 to \$50,000 in milk costs next year. Mrs. Barton reported that she may be able to save money on next year's breakfast program and use those savings to help offset rising lunch costs. She reported that she and her staff are doing all they can to cut per

plate costs while meeting federal guidelines. Chairman McCoy thanked Mrs. Barton for the summer feeding program and the delicious refreshments provided earlier in the evening. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. FOX, the Child Nutrition bids for 2014-2015 were unanimously approved as presented.

**9. FY15 Budget Update**

Dr. McDaris reported that the Senate has released its budget proposal for the 2014-2015 year. He reported that the senate proposal eliminates teacher assistant funding for grades 2 and 3. It provides funding for a new teacher salary schedule that is weighted toward younger teachers. It does not include the workers' compensation claims and tort claims liability shifts to LEAs that the governor's budget had proposed. It also revises the small school system supplemental funding formula; however, Transylvania County would remain ineligible. Mr. Barger reported that the Senate proposal eliminates funding for the Driver's Education program beginning in 2015-2016. Mr. Justice reported that it could cost up to \$300 per student to take driver's education if the program loses state funding.

Mr. Barger presented a breakdown of the \$773,165 in additional local funding that would be needed if the Senate budget cuts are adopted. Board members asked about potential cuts to school bus replacements, panic alarms and school nurses. Dr. McDaris reported that LEAs would be in charge of buying replacement buses, the state would cover the insurance, and yellow buses could be used as activity buses. Mr. Barger reported that the panic alarm cut would not really affect TCS as our alarms have already been ordered. In terms of cuts to school nurses, one position is paid from exceptional children funds, one is paid locally and one is paid by the Health Department. Dr. McDaris noted that the Senate cuts are just more examples of passing along costs to the local units.

Mr. Rogers asked **if we had any new information** about teacher career status **from the North Carolina General Assembly**. Dr. Elliott reported that the lawsuit against the state is still pending. He predicted that young teachers in North Carolina will never again be offered career status. Mr. Barger agreed, stating that there is no incentive for young teachers not to take the state pay raise because they would never see career status anyway.

Chairman McCoy recommended that the new information regarding the potential \$773,165 in additional local funding that may be needed for FY15 be given to the Board of Commissioners immediately in the event the Senate budget passes and the Board has to submit an amended budget request. All were in agreement.

Mrs. Petit stated that is important for the citizens of the county to know that this is not the school board changing numbers. She stated that the school system's budget is less than 25% of the overall county budget. The school board does not have taxing authority. Any county tax increase would not be solely due to the schools. Mr. Kiviniemi agreed, stating that people need to know the state is playing a shell game by passing expenses down to local governments and local boards. Chairman McCoy stated that our school folks have been to Raleigh and talked with legislators about the situation. She stated that the Board recognizes it is not fair to have to ask the county for more money due to state actions over which it has no control. Chairman McCoy gave a reminder that the next county budget workshop would be held on June 9, 2014 at 6:00 p.m. in the Rogow Room of the Transylvania County Library.

# 10. Safe Schools/Transportation/Athletics Update

Alan Justice gave a year-end update on student health and safety, transportation, and athletics:

- Fourteen TCS senior athletes were recruited to play college sports next year.
- Brevard High School and Rosman High School sports will have athletic trainers next year thanks to a partnership with Mission Hospital. Rosman's athletic trainer will be shared part-time with Highlands School. Mission will provide physical rehab on site. Candidates are also being interviewed for wrestling trainers. The state requires that athletic trainers be present at all home wrestling meets.
- Teacher assistants will be allowed to serve as coaches next year.
- Mr. Justice expressed appreciation to everyone who helped with the student incident at Rosman Elementary School. He stated that the debriefing with the sheriff's department revealed only minor improvements to work on.
- During the 2013-2014 school year, TCS school resource officers taught 542 classes, made more than 2,000 student contacts and over 1,000 parent contacts, and conducted 315 home visits. Mr. Justice reported that he regularly gets calls from other school districts interested in copying Transylvania's SRO program as a model system.
- Transylvania County Schools had 118 total drills this year, most of them tornado drills. There were 25 lockdowns. Most of the lockdowns were drills and a few were live.
- Three-hundred fifty-one students were randomly drug tested in 2013-2014. There were six positive test results and all six were for marijuana.
- The percentage of reportable crimes for TCS decreased by 44% last year. Most incidents involved possession of a pocketknife or marijuana.
- The School Health Advisory Council helped create a new policy for "do not resuscitate" orders for students and ensured that all eighth graders received CPR training.
- A new critical incident response plan has been developed by the state. School resource officers will receive training on the new procedures and will train their faculties in turn.
- TCS yellow buses traveled a total of 345,000 miles this year for a cost of \$250,000. Approximately 1500 students ride yellow buses and more riders are added each year. Activity (white) buses traveled 91,000 miles for a cost of \$62,000. The TCS activity bus fleet is aging. Mr. Justice commended the great work of the TCS bus mechanics who keep our vehicles running safely, calling them "one of the best crews in the state."
- The TCS transportation efficiency rating was 100% for the third year in a row. This ranking means that the district receives 100% of its state funding allotment. Inventory loss was zero for the last two years and only \$25 three years ago. The bus garage staff was commended for running a tight ship. Mrs. Fox commented that they are "our unsung heroes."
- Two more stop-arm cameras will be installed on TCS buses next year.

Mr. Kiviniemi asked how the shared athletic trainer arrangement between RHS and Highlands would work. Mr. Justice reported that because Highlands School does not have a football team, a schedule would be developed to allow the trainer to be with RHS during its football season. Mr. Kiviniemi reported that Southeast Sports also provides trainers for schools.

Mr. Rogers stated that he would like to publicly thank everyone for the job they did at Rosman Elementary School last week. He stated that even though the weapon turned out to be a BB gun, it was a very serious situation. He also expressed thanks to the Board of Commissioners for providing funding for a full-time school resource officer at T. C. Henderson. He pointed out that had RES and TCH still been sharing an SRO, it is very likely that the SRO would have been at TCH and not at RES on the day of the incident. He expressed appreciation to all of our SROs for all that they do and thanked SRO Mike Hall who was present. Chairman McCoy reported an incident in which an SRO had helped a student with a bad home situation. Mrs. Petit reported that she has personally witnessed many incidents at ballgames in which the SRO has controlled a potentially volatile situation.

#### 11. State Board of Education Strategic Plan

Jeremy Gibbs reported that the State Board of Education (SBE) has adopted a new strategic plan. In order for the Transylvania County Schools strategic plan to be aligned with the new state plan, the TCS plan will need to be revised. Mr. Gibbs presented a comparison of the new SBE plan to the current TCS plan with a first look at potential revisions to the local plan. He recommended as a first step that the Board revise or affirm the TCS mission statement and consider adopting a vision statement. The next step would be revision of the five major strategic goals. Mr. Gibbs suggested scheduling a work session this summer to begin work on these items in order to lay the groundwork for the school improvement planning process that will begin in the fall.

Mr. Kiviniemi asked about the “NA” indicators shown on the state plan. Mr. Gibbs explained that means the state does not yet have baseline data for those indicators. Mr. Kiviniemi questioned how, if the state is not collecting baseline data until June 2015, they could set target goals. Mr. Gibbs stated that the Board would need to determine which of those indicators are of value to TCS. Mr. Rogers stated that it would be helpful to have local district data and data from other benchmark systems on hand at the work session.

#### 12. Policy

Jeremy Gibbs presented the policies listed below for first-read information. He reviewed the changes to policy GCN as recommended by the board attorney. He recommended rescission of policy GCN/AFC-R as being overly prescriptive with due dates that do not need to be codified in policy. He recommended instead having a template of dates for employee evaluations each year based on the school calendar. He presented new policy GCL as recommended by the board attorney and noted that it covers some of the components included in GCN/AFC-R. Mr. Rogers requested a copy of the evaluation date template. Mr. Gibbs noted that the template is only a working draft at this time. Approval of the policies will be requested at the next regular meeting.

Code	Title	Status	Action Requested
GCN	Evaluation Process for Licensed Employees	revised; 1 <sup>st</sup> read	review
GCN/AFC-R	Professional Educator Evaluation Process	to be rescinded; 1 <sup>st</sup> read	review
GCL	Plans for Growth and Improvement of Licensed Employees	new; 1 <sup>st</sup> read	review

#### 13. Update on North Carolina Standards

Dr. Scott Elliott gave an update on curriculum and North Carolina standards. He

reported that as of June 2, only 18 students are eligible for Summer Reading Camp, and this number could be even lower after the Read to Achieve test administration later this week. Dr. Elliott reported that teachers are in the fourth year of summer training sessions on implementation of curriculum standards. The district is two years into the implementation of the new courses of study. On June 9-11, over 100 teachers in grades K-8 will attend professional development in guided reading strategies for differentiated instruction. On June 16-19, 48 teachers in grades K-5 will come together to align standards and instructional resources. The finished alignment document will be available online for all teachers to use.

Mr. Rogers stated that he has strong concerns about Read to Achieve. He believes it places too much pressure on fourth grade students who are not reading on grade level to have to continue working on third grade material along with their fourth grade studies. Dr. Elliott explained how differentiated instruction in reading would help those students to close the gap. Mr. Rogers asked whether transportation would be provided for the students who attend Summer Reading Camp. Audrey Reneau reported that buses would pick up students at designated zone stops.

Dr. Elliott reviewed draft House Bill 1061, which proposes replacing the Common Core curriculum to better meet North Carolina's needs. House Bill 1061 would require 1) a review of all math and English Language Arts standards, 2) all standards to carry the name "North Carolina Standard Course of Study," and 3) a politically appointed Academic Standards review commission. He explained that the bill is legislators' response to constituents' concerns about the Common Core and the proliferation of testing. Dr. Elliott clarified that the Common Core curriculum was not the cause of extra testing. North Carolina accepted Race to the Top money which tied assessments to teacher evaluations. He stated that concerns about the Common Core are political and the bill is a political response.

Mr. Kiviniemi expressed appreciation to everyone involved in helping students achieve resulting in only a small number of children needing the summer reading camp. Chairman McCoy thanked the administration for providing small group training on Common Core to the board members. Mr. Kiviniemi stated that he agrees the furor over Common Core is a political issue rather than an educational issue.

Mr. Rogers stated that there has been much discussion about Common Core and that whether he likes it or not, the Board has no control over it. He stated that he is concerned that there is a generation of adults who lack the ability to help their children because they themselves were taught one way and their children are being taught in another way. He stated that when a child is unable to do his/her math homework and the parent cannot help because of the new teaching methods, the parent feels helpless. He challenged the Board and administration to find a way to educate parents on a regular basis in order for them to be able to help their children.

Dr. Elliott stated that the rigors of the standards means that more is expected of students than ever before. He stated that we have seen that students can rise to the challenge and encouraged that we not back away from high standards and high expectations. He pointed out that high standards are reflected in our policies, our resource allocation and our assessments and remarked, "Our students will learn as much as we expect them to."

#### 14. Superintendent's Update

Dr. McDaris reported the following items:

- A debriefing was held today with school officials, the sheriff's department, and other agencies to evaluate what went well and what could have been improved regarding the response to the student incident last week at Rosman Elementary School. Dr. McDaris reported that legislation has been introduced to require law enforcement agencies and school systems to work together in developing emergency plans, school schematics, and safety procedures--all of which Transylvania County already does. He remarked that this is one more example of lawmakers passing mandates that require all school systems to do things because some system somewhere is not.
- The Davidson River School, Brevard High School and Rosman High School graduation ceremonies will be live streamed on the TCS website for the benefit of family members, U.S. servicemen and women, and others who cannot attend. Dr. McDaris thanked the IT staff for recording the events.
- Work is beginning on the new turf field at BHS.

#### 15. **Important Dates**

Beginning in July and continuing through January, the Board of Education will resume its once-a-month meeting schedule. Regular business meetings will be held on the third Monday of the month, unless otherwise noted.

June 4	Last pupil day
June 4	DRS Graduation, 11:00 a.m., DRS Lawn
June 6	CTE Awards Luncheon, 12:00 p.m., BHS CTE Wing
June 6	BHS Graduation, 6:00 p.m., Brevard Music Center
June 7	RHS Graduation, 10:00 a.m., Brevard Music Center
June 9	Begin 4-day summer schedule (M-Th, 7-5)
June 10-12	BRCC Career Academy
June 16	REGULAR MEETING, 6:30 p.m., MEC
June 23-25	NCSBA Summer Leadership Seminars, Atlantic Beach
June 26-27	NCSBA Policy Conference, Atlantic Beach
July 3	Holiday
July 21	REGULAR MEETING, 6:30 p.m., MEC
Aug. 12	TCS Administrators' Retreat, 7:30 - 5:00, Rogow Room
Aug. 14	New Teacher Orientation, 9:00 - 4:00, Gorges State Park Visitor Center
Aug. 18	Resume regular 5-day schedule
Aug. 18	REGULAR MEETING, 6:30 p.m., MEC
Aug. 25	First pupil day

#### 16. **Public Comment**

Larry Chapman, speaking as a County Commissioner, reported that he had received several emails regarding the Champion Park Pool in Rosman. He reported that the county had fallen behind on maintenance and apologized for the facility not being ready for the school D.A.R.E. programs.

#### 17. **Other Items**

Norris Barger presented a brochure from School Efficiency Consultants (SEC), a firm of educators, MBAs and CPAs that helps school districts apply business efficiencies to their operations and enable more resources be allocated to support teaching and learning. Among the services they offer are school efficiency studies, finance training, human



resources support, and transportation and child nutrition analysis. He reported that their fee is based on a percentage of the identified operational efficiencies that the board chooses to implement. Mr. Barger reported that SEC has worked in many school districts, east and west, and comes highly recommended. He recommended that the Board consider inviting School Efficiency Consultants to prepare a proposal for the Board. Mr. Kiviniemi stated that he would be interested in seeing data from the districts that have used SEC showing the dollar amount of potential savings identified and whether or not the savings were realized. The Board indicated they would like more information from School Efficiency Consultants.

Chairman McCoy asked board members to review the information she had emailed regarding facilities study proposals. At the June 16 meeting, the Board will be asked to select three or four firms to give presentations this summer.

There was no further business, and ON A MOTION BY MRS. FOX, SECONDED MRS. PETIT, the meeting was adjourned at 9:48 p.m.

Respectfully submitted,

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Chairman

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Secretary

**PERSONNEL REPORT  
June 2, 2014**

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

Licensed Personnel

Tina Hawk, Media Coordinator, TCHES, effective June 10, 2014  
Linda Mallory, Teacher, RHS, effective July 31, 2014  
Regan Mimken, Teacher, BHS, effective June 10, 2014  
Morgan Sprinkle, Teacher, BHS, effective June 10, 2014  
Kay Young, Teacher, TCHES, effective August 1, 2014

Classified Personnel

Kathy Frady, Teacher Assistant, BES, effective June 30, 2014  
Cynthia Henderson, Teacher Assistant & After-School Program Coordinator, TCHES, effective June 10, 2014  
Gerald Reese, Custodian, RHS, effective June 30, 2014

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

Licensed Personnel

Samantha Franco, Teacher, PFES, effective August 18, 2014

Classified Personnel

Creid Ayers, Temporary Part-Time Technology Summer Student Worker, TCS, effective June 16, 2014 through August 7, 2014  
Brianna Cole, Temporary Part-Time Technology Summer Student Worker, TCS, effective June 16, 2014 through August 7, 2014  
Sierra Cubero, Temporary Part-Time Technology Summer Student Worker, TCS, effective June 16, 2014 through August 7, 2014  
Quentin Lively, Temporary Part-Time Technology Summer Student Worker, TCS, effective June 16, 2014 through August 7, 2014

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

Licensed Personnel

George Sutherland, from Interim to Permanent Teacher, BMS, effective August 18, 2014  
Rivers Smith, from Teacher, BMS, to Teacher, BHS, effective August 18, 2014

Classified Personnel

Patricia Snodgrass, from Interim to Permanent Teacher Assistant & Job Coach for Exceptional Children, BES & BHS, effective August 18, 2014

IV. APPROVE THE LEAVES OF ABSENCE RECOMMENDED BY THE SUPERINTENDENT FOR THE FOLLOWING PERSONS:

Licensed Personnel

Jennifer McCall, Teacher, RMS, GCBDB leave, effective May 27, 2014 through June 12, 2015

Classified Personnel

None

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

Substitute Teachers

None

Substitute Child Nutrition Workers

None