

**Minutes
Transylvania County Board of Education
June 2, 2015**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Approval of Agenda
2. Good News Report
3. Recognition of 2014-2015 Retirees
---Reception---
4. Former Students in the Military
5. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
6. CTE Plan 2015-2016
7. Policy:
 - A. "Staff-Student Relations"
 - B. "Employee Use of Social Media"
8. Update on Smart Boards
9. FY16 Budget Update
10. Superintendent's Update
11. Important Dates
12. Public Comment
13. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on June 2, 2015 at the Morris Education Center. Cindy Petit led in a moment of silence and Marty Griffin led the Pledge of Allegiance. Tawny McCoy welcomed everyone and called the meeting to order. In addition to approximately 25 guests, the following board members, staff, and media representatives were in attendance:

BOARD MEMBERS:

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

BOARD ATTORNEY:

Chris Campbell

MEDIA:

Park Baker, Transylvania Times

STAFF:

Dr. Jeff McDaris, Superintendent
Jenny Hunter, Administrative Assistant
Jeremy Gibbs, Director, Human Resources
Norris Barger, Director, Business Services
Brian Weaver, Director, 6-12 Curriculum/Instruction
Audrey Reneau, Director, K-5 Curriculum/Instruction
Tammy Bellefeuille, Director, Federal Programs
Leca Chapman, Director, Career/Technical Education
Kevin Smith, School-Community Relations Coordinator
Andrew Shook, School Resource Officer

1. **Approval of Agenda**
ON A MOTION BY MRS. PETIT, SECONDED BY MR. GRIFFIN, the meeting agenda for June 2, 2015 was approved as presented.
2. **Good News Report**
Dr. McDaris reported the following items:

PFES INDUCTS JUNIOR BETA CLUB MEMBERS

Pisgah Forest Elementary School inducted 14 new members in the Junior Beta Club on May 14. Congratulations to Jayden Farley, Ava Ball, Jasmine Powell, Kemp Dauster, Evan Grant, Yuma Eddins, Joe Smith, Isabella Valadez, Amaya Harris, Gracie Bailey, Mikayla Owen, Jacob McCarty, Cameron Mason, and Townsend Dierauf for their outstanding academic achievement, leadership and good citizenship.

BHS TRACK TRIO MEDALS AT STATE

Congratulations to three members of the Brevard High School track team who earned medals at the State 2-A Championships in Greensboro. Noah Graham earned a bronze medal in the 1600-meter event, finishing just three seconds behind second place. His time of 4:30 was his personal best and the fastest time for any BHS runner in 20 years. Eliza Witherspoon finished fourth in the 3200-meter event, completing her run 20 seconds ahead of her seeded time. Bonnie Smith finished fourth in the pole vault, clearing 8 feet 6 inches. There are no pole vault practice facilities in Transylvania County, and Smith travels in order to train with other vaulters and their coaches. Coach Jackie Witherspoon is very proud of these outstanding athletes.

BHS MEN'S TENNIS TEAM MEDALS AT STATE

The Brevard High School Men's Tennis Team celebrated their second straight state finals with a second place win in Burlington. Congratulations to the team members and coach on an outstanding season.

DUKE ENERGY PRESENTATION

Last month it was reported that Duke Energy approved a \$15,000 grant in support of the "TIME 4 Real Science" program at Brevard High School. Duke Energy District Manager, Craig DeBrew, presented the check. Page Lemel, Chairman of the Transylvania County Education Foundation, who was instrumental in securing the grant, discussed the grant and the scholarships that the Foundation provides to TCS teachers each year. Thanks to Duke Energy, the Education Foundation, and teachers Jennifer Williams and Laura Patch for all of their good work on behalf of the TIME Science program and the students of Transylvania County Schools.

Dr. McDaris welcomed Attorney Campbell and SRO Shook to the meeting.

3. Recognition of 2014-2015 Retirees

Dr. McDaris reported that each spring the Board of Education recognizes the employees of Transylvania County Schools who have retired or will retire during the current school year. He noted that some of the staff members being recognized in 2014-2015 have spent their entire careers with the Transylvania County Schools, while others have worked in school districts in addition to Transylvania. This year's honorees represent a combined total of 456 years of service. The Board presented engraved crystal apples to the honorees and extended thanks, commendations and congratulations to the individuals named below in grateful appreciation for their years of dedicated service to public education and the students of Transylvania County Schools. Following the awards presentation, the Board recessed at 6:50 p.m. for a reception in honor of those recognized. Chairman McCoy called the meeting back into session at 7:15 p.m. and thanked the Child Nutrition department for providing the delicious refreshments.

Transylvania County Schools Retirees 2014-2015			
Debbie Aiken	Teacher	RES	33 years
Yvonne Barnwell	Teacher	BMS	31 years
Tammy Bellefeuil	Director of Federal Programs	MEC	28 years
Danny Fender	Teacher	BHS	18 years
Eileen Garvey	Teacher	PFES	29 years
Elaine Goar	Teacher	RES	21 years
Don Hogsed	Teacher	BES	33 years
Vesta Hogsed	Custodian & Bus Driver	RHS	26 years
Sarah Kane	Teacher Assistant	BES	34 years
Carrie Kirby	Instructional Technology Facilitator	TCS	42 years
Kate Lalor	Principal	BES	32 years
Ralph Norton	Custodian	BES	11 years
Mark Robinson	Teacher	BHS	31 years
Linda Shipman	Custodian & Bus Driver	PFES	19 years
Carol Steadman	Teacher Assistant	BES	20 years
Agnes Wilson	Receptionist	MEC	48 years

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. KIVINIEMI, SECONDED BY MR. GRIFFIN, the minutes of the May 18, 2015 meeting and the personnel report for June 2, 2015 (attached) were unanimously approved.

6. CTE Plan 2015-2016

Leca Chapman gave a summary of the Career-Technical Education (CTE) Plan for 2015-2016. The full plan is available for review online. Approval will be requested at the next meeting. Ms. Chapman also gave an update on the CTE program for 2014-2015:

- Camp Tech Head for grades 9-12 will be held June 16-19.
- Industry tours of BMW plant for high school classes and other groups.
- Renewed efforts to recruit participants into welding and machining courses
- Added Technology Education at BHS
- Growing enrollment in masonry and carpentry courses. Masonry added to RHS for fall 2015.
- Art and design summer camp for middle school students.
- Added a commercial 3D printer at BHS
- Internships with Sigma Plastics, Transylvania County, Transylvania Vocational Services, McNeely's, and Automated Tool and Machine
- Advisory council with Blue Ridge Community College
- Continue Career Academy for Educators and begin planning/development of Career Academy for Students.
- TCS students earned 318 industry credentials this year. New credential opportunities being added next year in agriculture, Adobe, health sciences, and culinary arts.
- Renovation of kitchen at BHS into a commercial kitchen and bottling facility for use by the community

- Addition of farrowing house at BHS (purchased panels to separate sows)
- May add phlebotomy class in the future.

Ms. Chapman discussed the need to encourage students to think about careers in areas they may not have considered. She stated that while many parents want their children to attend four-year colleges, there are actually many better-paying jobs available for graduates of two-year programs, especially in high demand areas such as machining. She gave as an example that the average wage in this county for an advanced manufacturing position is \$75,900.

Board members were appreciative of the program expansions and new developments. Mrs. Scruggs discussed the importance of getting kids excited about career opportunities, and commended Ms. Chapman for taking a regional approach to preparing students for careers locally. She asked about a machining partnership with Blue Ridge Community College. Ms. Chapman reported that is still very much a goal, and efforts are underway to establish a shadowing program in machining. Mrs. Scruggs also commended the integration of local business and community alliances.

7. Policy

Jeremy Gibbs presented new policy 7335, "Employee Use of Social Media," and new policy 4040/7310, "Staff-Student Relations," as first-read information. Chris Campbell discussed the policies. He explained that policy 4040/7310 basically states that employees should not communicate electronically with students one-on-one. If an employee needs to do so, the communication must take place using the school system platform, or the employee must get permission from the principal and parental support beforehand. Policy 4040/7310 also prohibits romantic relationships between employees and students.

Mrs. Scruggs emphasized the need to train every staff member, not just new hires, on the new policies. Mr. Gibbs reported that training will be centralized to ensure that the same message is communicated to all staff. He stated that training videos may be developed for on demand viewing throughout the year. Training will also be provided at the new teacher orientation in August and at school staff meetings at the beginning of the year. He stated that the policies not only reinforce the professional behavior that is expected of every employee, but also require staff to think differently about how they communicate on their school accounts and their personal accounts.

Mrs. Petit asked how many other school systems have adopted these policies. Mr. Campbell reported that his firm has recommended the policies to all 25 school districts with which they work for immediate implementation. Mr. Griffin asked about the policies in relation to the new TCS policy manual. Mr. Gibbs reported that because TCS has selected the customized policy manual option, there will be no conflict with the NCSBA policy system.

Mrs. Scruggs expressed concern about how the term "instructional time" in policy 7335 could be interpreted differently at each school site. She recommended that the meaning be explained very clearly in order to have consistency districtwide. Chairman McCoy stated that she likes the policies because they set out in writing an expectation of professionalism. Approval of the policies will be requested at the next regular meeting.

Mr. Gibbs reported that an attorney from NCSBA will be at the July 20 meeting (instead of June 15 as originally planned) to provide training on the new policy manual and bring the first series of policies for review.

8. Update on Smart Boards

At the May 18 meeting, the Board requested information on the number of smart boards in the elementary schools and the number of teachers who do not have them but would like to have them. Audrey Reneau gave a report. Pisgah Forest, Rosman Elementary, and T. C. Henderson are in good shape with just a few teachers still needing the devices. At Brevard Elementary, only one teacher currently has a smart board. Mrs. Reneau reported the reason for this is that teachers at BES were initially encouraged to use smart arms rather than smart boards. Because the smart arms did not work out well, teachers were reluctant to then try the smart boards. However, this perception is changing and a number of BES teachers would now like to have them. PE is the only subject area in which some teachers have said they do not want smart boards. Mr. Kiviniemi asked about cost. Mrs. Reneau reported that each unit costs \$1,500 not including installation.

9. FY16 Budget Update

Dr. McDaris reported that the House budget for 2015-2016 has been received, and it is hoped that the Senate budget will be completed by June 30. For the local budget, the county commissioners recently agreed to increase the school system's allocation from the amount they had initially proposed. There have also been some adjustments to the local request based on the state budget indications. Dr. McDaris reported that the commissioners will hold a public hearing on the county's FY16 budget on June 8, with a final vote scheduled for June 22. Chairman McCoy thanked board members and staff for all of their extra work on budget during the last week. She stated that the Board would continue to advocate for as much funding as possible.

10. Superintendent's Update

Dr. McDaris reported the following items:

- Dr. McDaris commended the excellent working relationship that exists between the school system, SROs, and the sheriff's department, noting that this is not typical for all school districts.
- The North Carolina Court of Appeals has upheld the contractual rights issue regarding teacher tenure. The court ruled that taking away tenure from teachers who have earned it is unconstitutional. The General Assembly can appeal this decision to the North Carolina Supreme Court.
- Students and teachers are very busy right now with year-end testing.
- Transylvania County Schools will host the NCSBA District 8 fall meeting on October 1, 2015. The Board will have an opportunity to showcase our school system with a clinic session at the meeting.
- The 2015 graduations are approaching. Davidson River School will hold its graduation ceremony on Thursday, June 11 at 10:00 a.m. on the DRS lawn. The Brevard High School graduation will be held on Friday, June 12 at 6:00 p.m. at Brevard Music Center. Rosman High School seniors will graduate on Saturday, June 13 at 10:00 a.m. at the Music Center.
- Dr. McDaris commended the central office leadership team for their dedication and hard work and stated that Transylvania County Schools offers the very best K-12 education anywhere. He encouraged everyone to be on the lookout for the new TCS billboards on display around the county.

11. Important Dates

June 11	Last student day (noon dismissal)
June 11	DRS Graduation, 10:00 a.m., DRS Lawn

June 12	Teacher workday
June 12	BHS Graduation, 6:00 p.m., Brevard Music Center
June 13	RHS Graduation, 10:00 a.m., Brevard Music Center
June 15	Begin 4-day summer schedule
June 15	REGULAR MEETING, 6:30 p.m., MEC
July 2	Holiday
July 20*	REGULAR MEETING, 6:30 p.m., MEC
Aug. 13	Administrators' Retreat, 7:30 a.m. to 4:00 p.m., Rogow Room
Aug. 17	Resume regular 5-day schedule
Aug. 17	REGULAR MEETING, 6:30 p.m., MEC
Aug. 18	New Teacher Orientation, 8:00 a.m. to 5:00 p.m., Gorges State Park Visitor Center
Aug. 19-21	Teacher workdays
Aug. 24	First student day

*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 at 6:30 p.m. at the Morris Education Center, unless otherwise noted.

12. Public Comment

Frank Patton displayed a mock-up of one of the new TCS billboards, "Get There!" Mr. Patton commended Kevin Smith for designing the billboards and all of his work promoting the school system.

13. Other Items

Mr. Scuggs reported that school leaders in Henderson County are trying to get a 1:1 laptop program in their schools similar to the 1:1 initiative in Transylvania County Schools. She expressed pride and appreciation for the leadership and investment in our school system.

Mrs. Petit stated that she is proud to serve with a group of elected officials who do their jobs with professionalism. She expressed thanks for the support from teachers and administrators during recent budget discussions, commenting that the last week had been difficult. Chairman McCoy also thanked Dr. McDaris for going above and beyond as an advocate for the schools, fighting hard for every dollar possible for staff and students.

There was no further business, and ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the meeting was adjourned at 8:26 p.m.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
June 2, 2015**

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

Licensed Personnel

Erin Creasman, Teacher, PFES, effective June 12, 2015
Donivan Edwards, Principal, RHS, effective June 30, 2015
Danielle Luther, Occupational Therapist, BES, effective June 12, 2015
Marion Petterson, Teacher, PFES, effective July 1, 2015

Classified Personnel

Mary Connelly, Bus Driver, TCS, effective May 20, 2015
Thomas Ellenberger, Teacher Assistant, DRS, effective June 30, 2015
Christine Kligman, Part-Time After-School Program Worker, TCHES, effective June 20, 2015
Laura Owen, Office Support, PFES, effective May 26, 2015
Crystal Reese, Teacher Assistant, RES, effective June 12, 2015

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

Licensed Personnel

Melinda Bandhauer, Teacher, RES, effective August 19, 2015
Bart Gilleland, Teacher (75%), BHS, effective August 19, 2015
Thomas Hall, Marine ROTC Instructor, BHS, effective August 1, 2015
Meghan Kennedy, Teacher, RMS, effective August 19, 2015
Deborah Massengill, Teacher, RES, effective August 19, 2015
Jonathan Owen, Teacher, BHS, effective August 19, 2015
Susanne Pritchett, Teacher and Coach, BHS, effective August 19, 2015
Brandon Snarey, Teacher, BHS, effective August 19, 2015
Joshua Thaxton, Teacher, PFES, effective August 19, 2015
James Shane Worley, Teacher, BHS, effective August 19, 2015

Classified Personnel

John Travis Hogsed, Part-Time Temporary Student Employee, Building Futures Program, effective June 1, 2015
Lisa Rogers, Office Support, PFES, effective June 8, 2015

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

Licensed Personnel

Erika Mayhew, Teacher, PFES, to Assistant Principal (11-month), PFES, effective August 3, 2015
Megan McLauchlin, from Part-Time Teacher, BES, to Full-Time Teacher, BES, effective August 19, 2015
Jason Ormsby, Principal, BHS, to Principal, RHS, effective July 1, 2015

Classified Personnel

None

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

Licensed Personnel

None

Classified Personnel

None

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

Substitute Teachers

None

Substitute Child Nutrition Workers

None

The licensed employee named here is recommended for a one-year renewal of their probationary contract:

Jennifer Corn, Teacher