

**Minutes
Transylvania County Board of Education
June 17, 2024**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS (including amendments and rescissions):

1. Approval of Agenda
2. Public Comment
3. Good News Report
4. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
5. Comporium Telephone Service Contract Renewal
6. Policy: Fall 2023 PLS Custom Updates
7. FY25 Interim Budget Resolution
8. Contracts for BMS, PFES, and RHS Boiler Replacements
9. Proposal for BHS Arch Repairs
10. Budget Update
11. Timeline for Superintendent's Annual Evaluation
12. Important Dates
13. Other Items

The Transylvania County Board of Education met in regular session on June 17, 2024 at 6:00 p.m. at the Morris Education Center. Chris Wiener led in a moment of silence and Tanya Dalton led the Pledge of Allegiance. Chairman Jackson introduced the board members and staff, called the meeting to order, and welcomed everyone. In addition to approximately 11 guests, the individuals listed below were in attendance.

BOARD MEMBERS:

Kimsey Jackson, Chair
Tanya Dalton, Vice Chair
Bryan O'Neill
Chris Wiener

STAFF:

Dr. Lisa Fletcher, Superintendent
Jenny Hunter, Administrative Assistant
Dr. Brian Weaver, Assistant Superintendent/HR
Gabi Juba, Chief Finance Officer
Kerry Putnam, Director, Facilities; CTE
Audrey Reneau, Director, Federal Programs
Tessa Brown, Public Information Officer
Blake Tesnow, IT Services
Greg Stroup, School Resource Officer

BOARD ATTORNEY:

None

MEDIA:

Laura Denon, Transylvania Times

1. Approval of Agenda

ON A MOTION BY MR. O'NEILL, SECONDED BY MRS. DALTON, the meeting agenda for June 17, 2024 was unanimously approved as presented.

2. Public Comment

Chairman Jackson reviewed the guidelines for public comment.

Alice Wellborn – I come today with some observations and some advice. Just two weeks after the March 11th letter from Jason Chappell, the letter that announced a commitment to the board of education to see this process through in a spirit of collaboration, the county launched an ongoing, giant wave of accusations against the school board alleging in open meetings, with no opportunity for school staff to answer the accusations, that you have broken state law,

mismanaged funds, and generally been grossly incompetent at handling the facility projects. The obvious goal is to discredit this board using the same accusations that I have heard many times over the years from the commissioners. The same things were said about the previous superintendent, the previous finance director, and previous school board. It's a well-worn playbook. I'm here to suggest that you need to defend yourselves. When the county controls the narrative, that false narrative becomes the truth in the eyes of the citizens. As the county speaks to and about the superintendent or staff in open meetings with overt rudeness and dismissiveness, that becomes the truth. Don't let it happen. The board of commissioners and county manager are bullying you. Nobody ever stopped a bully with appeasement and submission. You don't need to attack the county. Just speak your truth loud and clear to the citizens of Transylvania County. Tell your side of the story. The students need you all to do that, and so do the teachers and the administrative staff. I suggest you offer citizens a chance to tour the two high schools this summer and see for themselves the deplorable conditions that the students and teachers are enduring. I suggest that you host a public forum in which you present your vision and priorities and explain school finances as it relates to school facilities, and what are your goals that you have already accomplished. You are in charge of Transylvania County Schools, and I think you need to act like it.

Jayne Mallwitz – The main function of Moms for Liberty is education. Congress passed Title IX in 1972 to define sexual discrimination on the basis of biological sex in all educational programs and activities that receive federal funding. On April 19, Biden's Department of Education released the revised Title IX with changes that are radical and harmful to children. Without Congressional authorization, the Department of Education has redefined sex to equate with gender identity. So for our daughters and sons that means there are no safe, private spaces. Biological males identifying as females will be allowed in our daughters' bathrooms and locker rooms and even overnight accommodations on school field trips and vice versa. Furthermore, the new Title IX tramples on parental rights, setting schools up to adopt gender ideology and then to teach this to our children as fact in all grades. The new Title IX violates free speech. Regardless of a religious or personal belief, all students and staff will be compelled to expect this gender ideology under threat of a sex-based harassment. That's compulsion of speech. The new Title IX represents a huge overreach by a government agency. These changes also violate North Carolina state law, FERPA, and the First Amendment. So far, lawsuits involving 26 states, 7 organizations, and 19 school boards have been filed. Today, regulations have been halted in Tennessee, Kentucky, Ohio, Indiana, Virginia, and West Virginia, just days after being halted in Louisiana, Mississippi, Montana, and Idaho. These new Title IX regulations are harmful to all children, eliminate due process, compel speech, and are unconstitutional. School districts throughout the country are not implementing these Title IX changes. They are waiting for the legality to be decided by the courts. I thank you for standing up for the children. You as a school board are under no obligation to align Transylvania County policies with these radical and harmful Title IX regulations at this time.

Kim Christopher – I was a product of Title IX. It was going through the courts when I was in school. Two of my friends were not able to participate in extracurricular activities because there was no room. I went through a lot of documents today, and found that worldwide, this is an ideology that is not being accepted. Though the administration says it is acceptable in different countries, it is not. So far as the International Olympic Committee has banned some of the activities that are prescribed under this new Title IX. It speaks of sex discrimination and that we are to be fully inclusive of all persons based on sexual identity. Which if you look under the National Psychological Association and several others, Psychiatric Association, they do not identify that as being a credible thought process. What I believe I am is not what I am, psychologically. Some statistics have been thrown around lately about the mental health of our children. With these changes being added to the school curriculum, to the school behavior, to the administrative behavior. And millions and millions of dollars have been spent on court cases to date to try to keep our children safe. In the Fourteenth Amendment, it says that in 1997 defined clearly the due process that (inaudible) protects the fundamental right of parents to direct the care, upbringing and education of the children. In this new idea of Title IX, that will help strip a lot of that away, because it will allow the administration in a lot of schools to do pretty much as they please. I would hope for the safety--mentally, physically—of the children, that you consider not to

adopt any of these or to subscribe to any of these new changes in Title IX. Go back to 1972 when it simply said in conjunction with Title VII equal rights under the law. Equal rights to participate in a sport at a publicly funded institution. Simple.

David Trowbridge – Kids just call me Dad the Dinosaur. That's mostly because I believe that old fashioned exercise for our youth is a good thing. Ten years ago, I started donating at the playground at BES, the first one and then the second one as well to make it wheelchair accessible. And most recently donated for the Ecusta soccer field. So, I am very much excited about kids getting exercise and being on the athletic fields. I was away on business for a couple of weeks in May and June. When I came back I saw this article in the Transylvania Times on June 6, which talked about the county securing funds for the Rosman turf field, the Brevard High wrestling facility, and three new playgrounds. All great news. And also, that none of these take away from the existing bond funding and all of the projects that are going to be taken care of the with the \$60 million bond funding that should be funded this fall. So, I wondered to myself, who are those who speak against girls' wrestling? I think maybe they believe that girls shouldn't be allowed to wrestle, or that it is not ladylike, or that girls aren't tough enough. They are. The same type of backward thinking a hundred years ago kept girls from pursuing their dreams of being a doctor, a lawyer, superintendent, county manager, commissioner, board member, all of that. So the girls can do it. Give them the chance to do it. The fix as contemplated here in the newspaper is not really a fix at all. Going into that old gym—we all know it's got 44 leaks in the roof; the support beams are old and rotted—that is not going to be the fix. Even when the replacement gym is built, it will take five years to put in a new gym. The other winter sport is basketball, which only serves 15 students per team. Wrestling can serve 100 kids, 200 kids, because they all wrestle off amongst themselves, and then whoever wins that weight class then wrestles for the school. So, give these hundreds of kids a chance to have an indoor sport when they're depressed, when it's cold outside, instead of sitting on video games. An old dinosaur speaking here. So, let's stop talking and let's start building these five projects. The funds are available starting on July 1st in just two weeks. This afternoon I went over and spent some time with Mick Galloway who tells me and shows me emails going back to 2018 and 2019. He and the coaches were designing the wrestling facility six years ago. So, it's not a new thing that just popped up from somewhere. It's been out there. So, let's get busy and build these facilities for the kids.

3. **Good News Report**

Dr. Fletcher thanked Officer Greg Stroup for securing the meeting and shared the following good news:

Congratulations, Class of 2024!

The Class of 2024 celebrated the culmination of their K-12 school careers with family and friends in three commencement ceremonies held at the Brevard Music Center earlier this month. Starting with Davidson River School on June 6, Brevard High School on June 7, and ending with Rosman High School on June 8, the graduations were an impressive tribute to the senior class of 2024 and all they have achieved. To view the livestreamed ceremonies, please visit <https://youtube.com/tcsnc>.

Summer School for High School Students

A two-week summer school for high school students began on Thursday, June 13 and runs until Thursday, June 27. Hours are 8am to 2pm, with breakfast, lunch and bus transportation provided. Students will work with a teacher to become proficient and master the course standards they did not fully acquire during the regular school year.

Reminder: TCS Offers Free Summer Lunch Program June 10 – August 15

Summer break has begun, and students may not be in our buildings, but we continue serving them and their families through the Summer Lunch Program. School Nutrition offers two free meals (a hot lunch and breakfast for the next day) for all children under the age of 18 on Monday through Thursday from 11am to 2pm at Champion Park Pool in

Rosman and Brevard Middle School in Brevard. Meals are pick-up only at the two sites. On Thursdays, weekend breakfast and lunch meals will also be provided. Sites are closed on Fridays. Sites will also be closed the week of July 1-5; they will reopen on Monday, July 8. For more information, contact the School Nutrition Office at (828) 885-7377.

4. Consent Agenda

ON A MOTION BY MR. O'NEILL, SECONDED BY MR. WIENER, the following consent items were unanimously approved:

- A. Minutes of the February 19, 2024 meeting
- B. Minutes of the February 19, 2024 closed session
- C. Minutes of the March 4, 2024 joint meeting
- D. Minutes of the March 11, 2024 meeting
- E. Minutes of the March 11, 2024 closed session
- F. Personnel report for June 17, 2024 (see attached)

5. Comporium Telephone Service Contract Renewal

Finance Officer Gabi Juba reported that Technology Director Chris Whitlock was on vacation; therefore, she would present the five-year renewal contract between Transylvania County Schools and Comporium, Inc., for voice phone services:

- Quote is for \$2,454 in monthly fees for a total of \$29,448 yearly.
- The current contract with Comporium is \$120,759.09 a year (a savings of \$91,311.09).
- This new contract does not include new equipment, but we would own all of the current equipment.
- Comporium will ensure that we are connected and provide service related to the connection. We would provide service on the phones themselves.
- Our fleet is 8 years old, but they seem to be working well across the board still.
- Funds will be set aside (\$5,600 a year, the savings of this contract over the current contract) to begin replacing the fleet on a set schedule.
- Other quotes were received. One was lower by \$5,000 a year, but required a \$100,000 upfront equipment purchase which did not work well for us in the long run.
- The contract has been reviewed by the board attorney.

Mr. O'Neill asked how the large savings amount was achieved. Ms. Juba reported that Mr. Whitlock had negotiated with Comporium and could provide more details after he returns from vacation. Mr. Wiener asked if the \$120,000 covers just phone services or also includes broadband. Ms. Juba reported that broadband is a separate expense. Mr. Wiener suggested that we set aside more than \$5,600 per year as in his experience, equipment needs to be refreshed at least every 10 years. Mr. Wiener asked if approval could be postponed until the next meeting. Ms. Juba reported that approval is needed by July 1. Dr. Fletcher noted that the board will be holding a special called meeting during the last week of June and this can be added to that agenda.

6. Policy: Fall 2023 PLS Custom Updates

At the May 20 and June 3 meetings, the board reviewed 18 policies from the NCSBA Fall 2023 PLS (Policies to Lead the Schools) Custom Updates and an update to policy 2310, Public Participation at Board Meetings, that was recommended by the school board attorneys. At the last meeting, Mr. Wiener had concerns regarding certain

revisions and suggested new revisions to some policies. Those policies are under review and will be brought back at a future meeting. Dr. Brian Weaver presented the 10 policies listed below for second-read approval. Policies 2310 and 7100 have received minor edits as discussed at the last meeting. MR. WIENER MOVED TO APPROVE the nine policies listed below as presented with the exception of policy 7100, which will be returned for further review. MR. O'NEILL SECONDED, and the motion passed unanimously.

- **2310, Public Participation at Board Meetings.** Updated to strengthen and enhance the rules regarding personal attacks on staff and the legal extent and scope of complaints that may be made during public comment. *(see lines 57 and 63 for new changes)*
- **4110, Immunization and Health Requirements for School Admission.** Removes reference to the Governor's Commission on Early Childhood Vision Care, which no longer exists.
- **4130, Discretionary Admission.** Includes substantive changes throughout. Updates legal references.
- **5210, Distribution and Display of Non-School Material.** Adds language based on new statutory provisions regarding the display of farm signs on state highway rights-of-way.
- **6220, Operation of School Nutrition Services.** Adds a provision based on a new statutory requirement that prohibits the use of administrative penalties on a student for unpaid meal charges. Updates legal references.
- **6401/9100, Ethics and the Purchasing Function.** Adds new statutory requirement that employees who are involved in making or administering contracts receive conflicts of interest training. Updates legal references.
- **7100, Recruitment and Selection of Personnel.** Clarifies the age discrimination standard. Updates a timeframe in Section D regarding criminal history checks of child care providers to comply with statutory changes. Eliminates unnecessary language in Section D. Updates legal references. *(see line 8 for new change)*
- **7130, Licensure.** Adds new subsection B.6 to address new licensure requirements for service members and their spouses relocating to North Carolina. Other minor editorial changes. Updates legal references.
- **7520, Family and Medical Leave.** Adds reference to paid parental leave in Section M.
- **7730, Employee Conflict of Interest.** Adds new section to include the new statutory requirement that employees who are involved in making or administering contracts receive conflicts of interest training. Updates legal references.

7. **FY25 Interim Budget Resolution**

Dr. Lisa Fletcher reported that at its last regular meeting in June, the board must adopt an interim budget resolution in order to pay salaries and normal operating expenses for the period beginning July 1st of the new fiscal year until the final budget resolution is approved. ON A MOTION BY MR. WIENER, SECONDED BY MR. O'NEILL, the board unanimously adopted the interim budget resolution for the period beginning July 1, 2024 until adoption of the 2024-2025 budget resolution (see attached).

8. **Contracts for BMS, PFES, and RHS Boiler Replacements**

Facilities Director Kerry Putman presented final contracts for the boiler replacements at Brevard Middle School, Pisgah Forest Elementary School, and Rosman High School. The contracts have been reviewed by the board attorney. Mr. Putman discussed exclusions on the BMS project and answered questions about venting and hot water piping from Mr. O'Neill. He noted that the work is to be completed in 120 days, so it will be important to get the boilers in before cold weather. ON A MOTION BY MR. WIENER, SECONDED BY MR. O'NEILL, the contract between the Transylvania County Board of Education and Superior Mechanical Services, Inc., for the Brevard Middle School boiler replacement project in the amount of \$205,000 was unanimously approved. ON A

MOTION BY MR. WIENER, SECONDED BY MRS. DALTON, the contract between the Transylvania County Board of Education and Superior Mechanical Services, Inc., for the Pisgah Forest Elementary School boiler replacement project in the amount of \$118,470 was unanimously approved. ON A MOTION BY MR. WIENER, SECONDED BY MRS. DALTON, the contract between the Transylvania County Board of Education and Superior Mechanical Services, Inc., for the Rosman High School Gym boiler replacement project in the amount of \$71,800 was unanimously approved.

9. Proposal for BHS Arch Repairs

Mr. Putnam presented a proposal from Piper Roofing Company in the amount of \$105,717.50 for repairs to prolong the life of the 25 arched beams at the Brevard High School cafeteria and old gym. The general scope of work includes pressure wash and cleaning, removing damaged wood at bases, installing wood sealer and new paint, fabricating and installing metal caps and covers, and shelf covers. Mr. O'Neill asked what the previous evaluation that was done by Clark Nexsen Architects had shown. Mr. Putnam reported that they had recommended demolishing the buildings. Mr. Wiener and Mr. Jackson recommended extending the metal caps over the concrete bases to prevent further water damage. Mrs. Dalton observed that mortar repairs of the concrete bases were not included in the quote and asked how much damage already exists. Mr. Putnam estimated there to be minimal damage. Mr. Wiener stated that pressure washing and sealing would help. ON A MOTION BY MR. WIENER, SECONDED BY MR. O'NEILL, the proposal from Piper Roofing Company in the amount of \$105,717.50 for repairs to prolong the life of the 25 arched beams at the Brevard High School cafeteria and old gym was unanimously approved.

10. Budget Update

Dr. Lisa Fletcher reported that there still is no state budget for 2024-2025. She has met the new county finance officer. The county manager has asked for a timeline of the ESSER funding of the HVAC projects. There has been some confusion. Dr. Fletcher gave a breakdown of what the board minutes and records show. She feels the confusion stems from a failure in communication and believes that the money was used as it was intended. This all happened back in 2021. She has asked the county to reconsider giving the board the money for the HVAC. The board will schedule a special called meeting on Tuesday, June 25, at 8:00 a.m. (after the commissioners' meeting on Monday, June 24) in order to 1) decide on HVAC funding, 2) approve year-end budget amendments for FY24, and 3) take action on other business as needed.

11. Timeline for Superintendent's Annual Evaluation

Policy 7805, Superintendent Evaluation, requires the board to perform a performance evaluation of the superintendent each year. The board received Dr. Fletcher's self-assessment and were reminded that some dates have been updated due to recent changes in the board meeting schedule.

June 17	Superintendent provides self-assessment to the board.
Before July 22	Chair and vice chair meet with superintendent to discuss self-assessment. Board members complete individual evaluations and return to chair or vice chair.
July 22	Board meets in closed session to prepare consensus evaluation.

August 19	Board meets with superintendent in closed session to discuss the consensus evaluation and agree upon performance goals and recommendations for the next school year.
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12. Important Dates

June 17	Four-day summer schedule begins		
July 4	Independence Day holiday		
July 22	REGULAR MEETING/potential work session	6:00 p.m.	MEC
July 31 - Aug. 1	TCS Administrator Retreat	2 days	TBD
Aug. 19	Regular five-day schedule resumes		
Aug. 19 – 23	Teacher workdays		
Aug. 19	REGULAR MEETING	6:00 p.m.	MEC
Aug. 26	First student day		
Sept. 2	Labor Day holiday		
Sept. 16	REGULAR MEETING	6:00 p.m.	MEC

Chairman Kimsey Jackson announced that tomorrow, June 18, will be his 90th birthday. He received well wishes from the board, Dr. Fletcher, and others.

13. Other Items

None

There was no further business, and ON A MOTION BY MR. WIENER, SECONDED BY MR. O'NEILL, the meeting was adjourned at 7:05 p.m.

Respectfully submitted,

Chairman

Secretary

PERSONNEL REPORT
June 17, 2024

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

Licensed Personnel

John Brinkley, Teacher, RES, effective June 14, 2024

Classified Personnel

Rhonda Cloutier, Teacher Assistant, TCH, effective June 11, 2024

Jenny Hernandez, Teacher Assistant, BES, effective June 12, 2024

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

Licensed Personnel

Florence Allbaugh, Teacher, BMS, effective August 19, 2024

Heather Corn, Teacher, BES, effective August 19, 2024

Grant Godfrey, Teacher, BMS, effective August 19, 2024

Jill St. John, Teacher, BES, effective August 19, 2024

Classified Personnel

None

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

Licensed Personnel

Janna Carlson, from SELF Teacher, BES, to School Counselor, BES, effective August 19, 2024

Griffin Colegrove, from Teacher, PFES, to Teacher, BHS, effective August 19, 2024

Alissa Cook, from Teacher, RMS, to Teacher, RHS, effective August 19, 2024

Hazel Ketchum, from Teacher, RMS, to Teacher, PFES, effective August 19, 2024

Keli'i Krueger, from Teacher, BES, to Teacher, TCH, effective August 19, 2024

Citlalmina McKelvey, from Teacher, BES, to Teacher, RES, effective August 19, 2024

Classified Personnel

Victoria Brissey, from Teacher Assistant, RES, to Teacher Assistant, RMS, effective August 20, 2024

Brianna Cole, from Teacher Assistant, TCH, to Teacher Assistant, RES, effective August 20, 2024

Elizabeth Singleton, from Interim Teacher, BES, to Teacher Assistant, TCH, effective August 20, 2024

Andrea Thompson, from Teacher Assistant, TCH, to Teacher Assistant, BES, effective August 20, 2024

- 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 & Tutors

None

Substitute School Nutrition Workers

None

TRANSYLVANIA COUNTY BOARD OF EDUCATION

INTERIM BUDGET RESOLUTION

2024-2025

BE IT RESOLVED BY THE TRANSYLVANIA COUNTY BOARD OF EDUCATION that interim appropriations be made available for the purpose of paying salaries and the usual and customary expenses of the Transylvania County Schools for the period beginning July 1, 2024 until adoption of the 2024-2025 Budget Resolution. Interim appropriations so made and expended shall be charged to the proper appropriations in the Budget Resolution.

Passed by majority vote of the Transylvania County Board of Education on this the 17th day of June 2024.


Chairman


Secretary