

**Minutes  
Transylvania County Board of Education  
July 21, 2014**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Approval of Agenda
2. Closed Session
3. Public Comment
4. Transylvania County Cooperative Extension Update
5. Good News Report
6. Former Students in the Military
7. Consent Agenda:
  - A. Minutes
  - B. Personnel Report
8. FY15 Budget Update
9. Facilities Study Update
10. Student Handbooks for 2014-2015
11. Stakeholder Survey Results
12. Superintendent's Update
13. Important Dates
14. Public Comment
15. Other Items
16. Closed Session

The Transylvania County Board of Education met in regular session at 6:00 p.m. on July 21, 2014 at the Morris Education Center. Ron Kiviniemi led in a moment of silence and Sue Fox led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. She expressed thanks for the new head table for the Board. In addition to six 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; Chad Donnahoo, Board Attorney; Jeremy Gibbs, Director of Human Resources; Brian Weaver, Director of 9-12 Curriculum & Instruction; Tammy Bellefeuil, Director of Federal Programs; Kevin Smith, School-Community Relations Coordinator; and Chad Owen, School Resource Officer

*MEDIA:* Park Baker, *Transylvania Times*

1. **Approval of Agenda**  
ON A MOTION BY MRS. FOX, SECONDED BY MRS. PETIT, the meeting agenda for July 21, 2014 was approved as presented.
2. **Closed Session**  
ON A MOTION BY MRS. PETIT, SECONDED BY MR. KIVINIEMI, the Board went into closed session at 6:05 p.m. to discuss a confidential personnel matter pursuant to N.C.G.S. § 143-318.11(a)(1) and 115C-319-321. Present in the closed session were Mrs. McCoy, Mrs. Petit, Mrs. Fox, Mr. Kiviniemi, Mr. Rogers, Mr. Donnahoo, Dr. McDaris, and Mr. Gibbs. No action was taken in the closed session. ON A MOTION BY MR. ROGERS, SECONDED BY MRS. FOX, the Board reconvened in open session at 6:57 p.m.

3. **Public Comment**

There was no public comment.

4. **TC Cooperative Extension Update**

Sara Freeman with the Transylvania County Cooperative Extension Service gave the 2013 impact report on the Expanded Food and Nutrition Education Program (EFNEP) in Transylvania County. The goal of the EFNEP is to improve the health of limited-resource children, adults, and families through lessons on nutrition, healthy lifestyles, resource management and food safety principles. As the EFNEP Program Assistant, Ms. Freeman saw 835 EFNEP students in 2013. She reported that 100% of the program participants in grades K-8 reported improvement in the core areas of healthy food choices, safe food handling, and increased physical activity.

Ms. Freeman also reported on the Brevard High School Student Health Fair for grades 11-12 that was held in February 2014. The Health Fair was made possible by a one-time grant. Twenty-seven local businesses and organizations presented or sponsored booths for the event, which included speakers, demonstrations, prizes, foods and activities. A survey of student participants showed that 96% felt the Health Fair was a valuable and informative experience. A majority also reported changing their habits by eating healthier and exercising more. Other takeaways included avoiding tobacco products, how to pack and wear a backpack correctly, and the "5-2-1-Almost None" formula for a healthy lifestyle. Mrs. Fox stated that she would like to see the Health Fair expand to include Rosman High School in the future.

5. **Good News Report**

Dr. McDaris reported the following items:

*DAVIDSON RIVER SCHOOL COMMUNITY SERVICE*

Throughout the summer, students participating in the Davidson River School summer program have several opportunities to "give back" to the community through volunteer and community service activities. In June, DRS staff member Tom Ellenberger coordinated an activity to support the Pisgah Forest Rotary Club Food Drive for Sharing House. Davidson River School students Jeffrey Breedlove, Jacob Kitchen, Colby Payne and Antonio Delgado-Pax assisted Rotarians with unloading and stacking over 7,000 pounds of canned goods. Shelly Webb, Director of Sharing House, thanked the students for assisting with this labor-intensive activity.

*TCS Staff*

Director of Human Resources Jeremy Gibbs has been selected to serve on the Blue Ridge Community College Board of Trustees. Director of Secondary Education Brian Weaver will serve on the 2014-2015 Juvenile Crime Prevention Council (JCPC). Director of Child Nutrition Carolyn Barton was featured in an article on Universal Breakfast in the *Asheville Citizen-Times*. Transylvania County Schools was one of the first systems to implement the Universal Breakfast program 10 years ago, making free school breakfasts available to every student every day.

*BHS Turf Field*

Installation of the new turf field at the Brevard High School Memorial Stadium is proceeding on schedule for completion by August 1. Live coverage of the field's progress may be viewed online via the USTREAM link located at [www.tcsnc.org](http://www.tcsnc.org). Dr. McDaris reported that the new field is quite impressive and recommended that everyone go out and see it in person.

*CONGRATULATIONS, DR. MCDARIS*

Chairman McCoy reported that the North Carolina Association of School Administrators (NCASA) and the North Carolina School Boards Association (NCSBA) have partnered each year since 2005 to present the A. Craig Phillips North Carolina Superintendent of the Year Award to an outstanding public school superintendent. Nominees are selected based on the criteria of leadership for learning, communication, professionalism, and community involvement. This year the members of the Western Region Superintendents' Council named Dr. Jeff McDaris as the Region 8 Superintendent of the Year. Dr. McDaris will be recognized at the Western Region Fall Leadership Conference in September and will be a candidate for North Carolina Superintendent of the Year to be announced at the NCSBA Annual Conference in November. The state winners will compete for the National Superintendent of the Year, which is announced in February.

**6. 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. One new name, Keenan Leahy, has been added to the list.

**7. Consent Agenda**

ON A MOTION BY MR. ROGERS, SECONDED BY MR. KIVINIEMI, the Board voted to address the consent agenda items individually. ON A MOTION BY MRS. FOX, SECONDED BY MR. ROGERS, the minutes from the June 16, 2014 meeting were unanimously approved. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. FOX, the personnel report for July 21, 2014 was approved 4:1 (FOR: Fox, McCoy, Kiviniemi, Petit; AGAINST: Rogers).

**8. FY15 Budget Update**

Dr. McDaris reported that the House and Senate have not yet agreed on a state budget for the current fiscal year. Medicaid funding and teacher assistant funding seem to be the major topics of dissent. Legislators have said they hope to reach agreement on the FY15 budget within the next two weeks.

**9. Facilities Study Update**

At the meeting on June 16, the following motion was tabled until the next regular meeting at which the full Board was in attendance:

MR. ROGERS MADE A MOTION "to come together to form a 2-on-2 joint partnership committee consisting of two Board of Education members, two County Commissioners, the Superintendent of Schools, and the County Manager to develop a plan of action in hiring a professional firm, to be paid for by the County Commissioners, that specializes in comprehensive studies of North Carolina school districts that would include, but not be limited to, future enrollment, security, a financial review of curriculum needs, salary study, and structure of future educational needs. Upon the completion and review of such a study, the Board of Education would then develop a plan that could implement some, none, or all of the recommendations in order to meet the needs and challenges of an ever-changing environment in our county and public education in order to provide the very best education for all students in Transylvania County. After this plan is identified and strategic goals are in place, the Board of Education would then hire an

architectural firm to re-visit our Master Plan and make revisions in order to move forward in trying to obtain support from the community for a bond referendum in order to bring facilities up to current standards as well as make changes as needed to provide extraordinary infrastructure so that students can be lifelong achievers.” For the purpose of discussion, MR. KIVINIEMI SECONDED THE MOTION.

Chairman McCoy reported that Commission Chair Hawkins has asked the Board to delay discussion of a comprehensive study until the Board of Commissioners has had an opportunity to discuss the matter. ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. FOX, the motion was unanimously re-tabled until the September board meeting.

#### 10. Student Handbooks 2014-2015

Mr. Brian Weaver presented the student handbooks for 2014-2015. He reported there were no substantive changes to the elementary or middle school handbooks, and he reviewed the following changes to the high school handbook:

- *POLICY IK/ACCOUNTABILITY.* Current state testing standards do not include retesting as an option. Addition: Students must earn an average grade of at least 70 in a course with the required state test (EOC, NC Final Exam, CTE post assessments, etc.) counting as 25% and the teacher grade as 75%.
- *TARDIES.* School needs are different and tardies will be addressed by the individual schools.
- *EARLY DISMISSALS.* The Student Code of Conduct addresses consequences for students who leave campus without permission.
- *HALL PASSES.* Information that principals feel is not necessary to include in the uniform handbook.
- *MEDIA CENTER.* Information that principals feel is not necessary to include in the uniform handbook.
- *PARKING PERMITS.* Individual procedures are in place. A uniform practice between campuses is not efficient due to different parking demands/options.
- *DRESS CODE.* Addition: All shorts and pants must be loose-fitting and modest. Tight-fitting pants such as leggings, yoga pants, and “jeggings” should not be worn unless with a suitable length shirt or dress covering to the mid-thigh.

Dr. McDaris stated that he disagrees with the state’s decision not to allow retesting because there can be many reasons why a student may not test well on a particular day. Mr. Kiviniemi asked whether the elimination of retesting came from the legislature or the State Board. Dr. McDaris reported that the decision came from the State Board of Education. Mr. Rogers recommended that a resolution in support of retesting be drafted for approval at the next meeting to send to DPI.

#### 11. Stakeholder Survey Results

Jeremy Gibbs presented a summary of the TCS Stakeholder Survey results for 2013-2014. He reported that this year’s survey instrument was a departure from the previous survey design as part of an effort to align with the AdvancED Standards for Quality accreditation guidelines and the new State Board of Education standards. The surveys were administered to staff, parents, middle/high school students, upper elementary students and lower elementary students (kindergarten students did not participate). Results were mostly positive, with parent satisfaction ratings generally high overall. Data from the surveys will be used as the groundwork for strategic planning efforts and

school improvement. The next step for the Board will be a work session to begin revising the district strategic plan and preparing for the Quality Assurance Review that will take place in April. District leadership will dig deeper into the data to provide support and recommendations to the Board, identify areas for improvement, and set goals, objectives, activities and measures. Schools will analyze the data to find areas for improvement and begin drafting their school improvement plans for 2014-2016.

## 12. Superintendent's Update

Dr. McDaris reported the following items:

- A special board meeting has been scheduled for August 21, 2014 to hear proposals from four firms for a system-wide school facilities study. The presentations have been scheduled as follow:
  - 1:00 p.m. – Padgett and Freeman
  - 2:00 p.m. – Clark Nexsen
  - 3:00 p.m. – Architectural Design Studio
  - 4:00 p.m. – Moseley Architects
- Newly revised federal reimbursement rates could help generate an additional \$23,000 for the Child Nutrition program in 2014-2015. Although the new rates represent an improvement over last year, they still fail to keep pace with the actual per plate costs. For 2014-2015, Carolyn Barton recommends keeping student lunch prices the same and raising the adult lunch price to \$3.50. She feels this would be a better option than the more expensive *a la carte* pricing for adults that many districts have adopted. Pricing for extra and snack items will also go up this year. Extra milk will go up from 50 to 55 cents, many snack items will go up 5 to 15 cents apiece, and extra entrees will go up 25 cents per item.
- New snack food standards for 2014-2015 mean that Gatorade may not be sold at the middle or elementary schools (only at high schools) and must be the G2 low-calorie sports drink in the 12-ounce size only. Child Nutrition may still sell decaffeinated tea, water and juice in certain sizes according to age group.
- School-operated vending machines will not be allowed to sell any items before 3:30 p.m. that do not meet "Smart Snacks" standards. Child Nutrition-operated vending machines may offer more flexibility.
- A new At-Risk Supper Program is being implemented to provide more substantial meals for students living in food-insecure situations.

## 13. Important Dates

Aug. 12	TCS Administrators' Retreat, 7:30 a.m.–5:00 p.m., Rogow Room
Aug. 14	New Teacher Orientation, 9:00 a.m.–4:00 p.m., Gorges State Park Visitor Center
Aug. 18	Resume regular 5-day schedule
Aug. 18	REGULAR MEETING, 6:30 p.m., MEC
Aug. 18-22	Teacher workdays
Aug. 19	Drop-in breakfast for TCS staff, 7:00–8:00 a.m., TBD
Aug. 21	SPECIAL MEETING, 1:00 p.m., MEC
Aug. 25	First pupil day
Sept. 1	Labor Day holiday

Sept. 15           REGULAR MEETING, 6:30 p.m., Rogow Room  
 Sept. 17           Students dismissed at 12:00 noon  
 Sept. 25           NCSBA District 8 Meeting, 4:00–8:00 p.m., Cherokee Central School  
 Oct. 15-17        NCSBA Annual Fall Law Conference, Renaissance Asheville Hotel  
 Oct. 20           REGULAR MEETING, 6:30 p.m., MEC

**14. Public Comment**

Marty Griffin, Regional President of the North Carolina Retired School Personnel (NCRSP) association, thanked the Board for its support of teacher career status. He also encouraged everyone to visit the new turf field at Brevard High School. He reported that walking on the turf is a real pleasure.

**15. Other Items**

Dr. McDaris gave an update on the BHS turf budget. Change orders to repair the stadium side drainage, move goalposts, grade the practice field and remove asphalt at the far end, plus the associated costs for the scoreboard relocation, installation and sod, cleanup, etc., have increased the total cost from \$526,800 to \$545,044. Dr. McDaris reported that most of the overage could be handled through the regular capital repairs line item. Brevard High School has received additional donations and pledges to help fund the project. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. ROGERS, the Board approved an allocation of \$ 10,900 from Brevard High School's discretionary fund for the turf project.

Dr. McDaris reported a new development in the establishment of athletic trainers at the high schools. Earlier this spring it was reported that Mission Health System would provide one full-time trainer for Brevard High School and one full-time trainer to be shared between Rosman High School and Highlands School in Macon County. After further discussion, Mission has offered to provide a comprehensive sports medicine program that would include one full-time trainer for Brevard, one full-time trainer for Rosman, medical supplies and equipment, and team physician support for an approximate value of \$ 133,864 per year. Mission would commit to funding 1.5 full-time positions (approximate value \$78,524) and request that TCS commit to funding the remaining 0.5 full-time position (approximately \$22,930), or about 17% of the total program cost. Board members were very much in favor of having two full-time trainers to support both high schools (and their middle schools) for a cost of only \$22,930. Mrs. Petit stated that in her opinion, it would be the best \$23,000 the Board could spend. Dr. McDaris reported that the TCS portion could be paid from fund balance this year with a plan to be developed designating other sources of revenue for the future, possibly to include a percentage of gate receipts from each high school. There was some discussion about what would happen in the event that the financial support from Mission ever dissolves. Dr. McDaris stated that the agreement would be re-evaluated each year and that Mission seems to be very invested in a long-term commitment. ON A MOTION BY MR. ROGERS, SECONDED BY MRS. FOX, the Board unanimously agreed to contribute \$22,930 toward two full-time athletic trainers for the 2014-2015 school year, one for Brevard High School and one for Rosman High School, with the remaining costs to be borne by Mission Health System, and to authorize the superintendent to enter into an agreement with Mission Health and identify a source of local funding for the TCS portion of the agreement.

**16. Closed Session**

ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. PETIT, the Board went into closed session at 8:42 p.m. to discuss the superintendent's annual evaluation pursuant to

N.C.G.S. § 143-318.11(a)(1) and 115C-319-321. Present in the closed session were Mrs. McCoy, Mrs. Petit, Mrs. Fox, Mr. Kiviniemi, and Mr. Rogers. No action was taken in the closed session. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. ROGERS, the Board reconvened in open session at 10:02 p.m.

There was no further business, and ON A MOTION BY MR. ROGERS, SECONDED BY MRS. PETIT, the meeting was adjourned at 10:03 p.m.

Respectfully submitted,

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Chairman

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Secretary

**PERSONNEL REPORT**  
**July 21, 2014**

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

Licensed Personnel

Jennifer Cunniff, Teacher, BES, effective July 1, 2014  
Robert Dinsdale, Teacher, PFES, effective June 27, 2014  
Jo Ellen Hamilton, Lead Teacher, RMS & TCHES, effective July 14, 2014  
John Hart, Assistant Principal, BHS, effective June 30, 2014  
Amanda O'Shields, Teacher, RMS, effective August 17, 2014  
Angela Shiflet, Teacher, PFES, effective July 16, 2014

Classified Personnel

Lance Elzie, Teacher Assistant, BHS, effective July 29, 2014

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

Licensed Personnel

Grayson Barton, Teacher, RMS and RHS, effective August 18, 2014  
Heather Finch, Media Coordinator, TCHES, effective August 18, 2014  
Cassandra Green, Interim Teacher, RMS, effective August 18, 2014 through June 12, 2015  
Sonja Hopkins, Teacher, BES, effective August 18, 2014  
Madeline Johnson, Teacher, BMS, effective August 18, 2014  
Shelly Miller, School Social Worker, effective August 18, 2014  
Caitlin Noonan, Teacher, PFES, effective August 18, 2014  
Cathy Nutt, Interim Teacher, TCHES, effective December 8, 2014 through December 19, 2014  
Jenita Pace, School Counselor, BHS, effective August 18, 2014  
Moriah Poland, Teacher, RES, effective August 18, 2014 through June 12, 2015  
Matthew Tuckey, Teacher, BHS, effective August 18, 2014  
Katherine Wanson, Teacher, BMS, effective August 18, 2014

Classified Personnel

Jill Chaney, Bus Driver, effective July 22, 2014  
Richard Pangle, Part-time Custodian, RMS, effective July 7, 2014

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

Licensed Personnel

Justin Ausburn, from Teacher Assistant, DRS, to Teacher, BMS, effective August 18, 2014  
Roderick Brown, from Office Support, BHS, to Teacher, BHS, effective August 18, 2014  
David Galloway, from Teacher & Athletic Director, RMS and RHS, to Assistant Principal and Athletic Director, BHS, effective July 28, 2014  
Katie Gray, from Teacher, BMS, to Teacher, PFES, effective August 18, 2014  
Maureen Hankala, From Teacher, RMS, to Teacher, BHS, effective August 18, 2014  
Anna Harris, from Part-time Teacher, BES, to Teacher, BES, effective August 18, 2014  
Jennifer Speckman, from Teacher, BES, to Teacher, BES, RMS, and RHS, effective August 18, 2014

Classified Personnel

Evelyn Chapman, from Office Support, MEC, to Office Support, RHS, effective July 21, 2014  
Patricia Holliday, from Office Support, RES and RMS, to Office Support, RMS (100%), effective July 1, 2014

- 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

Kelly Burton

Jayne Fought

Mandolin Lewis

Marie Loftus

Substitute Child Nutrition Workers

None