

**Minutes
Transylvania County Schools
August 16, 2010**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Approval of Agenda
2. Public Comment
3. Good News Report
4. Former Students in the Military
5. Consent Agenda:
 - A. Minutes
 - B. Personnel Report
6. Non-Faculty Coaches
7. Achievement Committee Presentation
8. Policy:
 - A. GCN/B "Notice and Hearing Rights of Probationary Teachers"
 - B. IGB "Health and Safety Education Program"
 - C. IGB-R "Health and Safety Education Program"
 - D. IGB-E "Special Activities/Field Trip Permission Form"
 - E. Reproductive Health and Safety Education Permission Form
9. Important Dates
10. Other Items
11. Public Comment

The Transylvania County Board of Education met in regular session at 6:45 p.m. on August 16, 2010 at the Morris Education Center. Present were Chris Whitmire, Chairman; Tawny McCoy, Vice Chairman; Shelia Norman; Cindy Petit; and Sue Fox. Also present were Dr. Jeff McDaris, Superintendent; Jenny Hunter, Administrative Assistant; Dr. Kim Elliott, Director of K-8 Education; Dr. Scott Elliott, Director of 9-12 Education; Dr. Bo Williams, Policy Coordinator; Alan Justice, Athletics Coordinator; media representatives Wanda Lu Paxton, *WSQL Radio*; Lenora Carver, *Transylvania Times*; and guests Shelia Mooney, Tami Moss, Savannah McBee, and Norm Bossert. Mrs. Norman gave the invocation and Mrs. Petit led the Pledge of Allegiance. Chairman Whitmire called the meeting to order.

1. Approval of Agenda

ON A MOTION BY MRS. FOX, SECONDED BY MRS. NORMAN, the agenda for August 16, 2010 was approved as presented.

2. Public Comment

There was no public comment.

3. Good News Report

Dr. McDaris introduced Savannah McBee, student representative from Rise & Shine. He reported the following good news:

TCS MECHANICS TO THE RESCUE

Recently the TCS Transportation Department provided emergency assistance to a group of stranded football coaches and athletes from Porter Ridge High School in Indian Trail, NC. When the Union County activity bus broke down during a weekend trip, the Transylvania mechanics quickly came to the rescue, performing the

necessary fuel pump repairs and also loaning the team a bus so they could complete their trip while the repairs were being made. Ms. Shirley Bennett from Union County Schools sent a very nice e-mail expressing appreciation to the TCS transportation team for going above and beyond the call of duty.

BACK TO SCHOOL BLESSINGS

Rosman United Methodist Church will give a “Back to School Blessing” on Sunday, August 22, at 11:15 a.m. Students, teachers and parents are invited to come and bring backpacks, school supplies and lunch boxes to receive a special blessing for the beginning of a new school year. Rosman UMC is located across the street from Rosman High School. Additionally, a number of local churches will be conducting prayer walks at school campuses before the first day of school.

ABCs AND AYP RESULTS

The state recently released ABCs and AYP results for 2009-2010. **Eight** out of nine Transylvania County Schools met ABCs expected growth. Brevard High School was named an “Honor School of Excellence” and **seven** schools were named “Schools of Distinction.” AYP results were also positive. Congratulations to all for a job well done.

ROTARY YOUTH LEADERSHIP CAMP

Several TCS students were recognized at the Rotary Club Meeting on August 10. Gabrielle Hoeskstra, Lacey McCall, Austin Jenkins, Rachel Tibbles, Brian Hollifield and Shelby Evans all attended the Rotary Youth Leadership Camp this summer.

RISE & SHINE DISPLAY

Materials and exhibits from the Neighbors in Ministry Rise & Shine Freedom School are currently on display at the Morris Education Center. Everyone is invited to come by and learn more about the good things that are happening in the Rise & Shine program.

4. Former Students in the Military

The Board of Education 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. Dr. McDaris reported that two new names, Corey Gash and Taylor Kuss, had been added to the list. Additional names will be added as they are received.

5. Consent Agenda

ON A MOTION BY MRS. NORMAN, SECONDED BY MRS. FOX, the minutes from the July 12 and July 19, 2010 meetings and the personnel report for August 16, 2010 (attached) were unanimously approved.

6. Non-Faculty Coaches

ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. PETIT, the Board unanimously approved the following non-faculty coaches for fall sports 2010-2011, pending satisfactory background checks:

BREVARD HIGH SCHOOL		
Jimmy Jones	Football	First Responder
Tony Monteith	Football	Assistant (Equipment)

Chad Owenby	Football	First Responder
William Hemphill	Football	Volunteer Assistant
Shane Worley	Football	Assistant
Dan Essenberg	Football	Assistant
Jim Rubion	Football	Volunteer Statistician
Chris Bennett	Soccer	JV - Men
Holly Krogman	Volleyball	Varsity Assistant
Lindsey Phillips	Volleyball	JV
Adam Hogsed	Volleyball	Volunteer Assistant
Kenny Bryson	Volleyball	Volunteer Assistant
Bill Baldwin	Cross Country	Head - Men
Jackie Witherspoon	Cross Country	Head - Women
BREVARD MIDDLE SCHOOL		
Wayne Brown	Football	Assistant
Mark Ellenberger	Football	Assistant
Charlie Carr	Football	Volunteer Assistant
Tim Galloway	Football	Volunteer Assistant
Kyle Justice*	Football	Assistant
Allison Worley*	Cheerleading	
Gregg Hall	Soccer	Head
Gerald Herzog	Soccer	Volunteer Assistant
Lorena Uriarte	Volleyball	Head
Kas Galloway	Volleyball	Volunteer Assistant
Kenny Bryson	Volleyball	Volunteer Assistant
ROSMAN HIGH SCHOOL		
Terry Anders	Football	Assistant
Chris Thomas	Football	Assistant
Brian Chapman	Football	Statistician
Jim Fox	Football	JV Assistant
Mary Ramey	Volleyball	Assistant
Amanda McCall	Volleyball	Volunteer Assistant
ROSMAN MIDDLE SCHOOL		
Sarah Chappell*	Volleyball	Assistant
*first-time coach TCS		

7. Achievement Committee Presentation

Tami Moss and Sheila Mooney distributed copies of the Achievement Committee meeting schedule and minutes from its June 3, 2010 meeting. She reported that the committee will be prepared to give a full presentation to the Board after their meeting on August 23. Mrs. Norman stated that one of the committee’s major concerns is the consistently low scores by African-American students on EOG and EOC tests. She noted this is a concern of the community as well as the school system.

Chairman Whitmire shared a photo of his commanding officer, Garry C. Dean, Major General, USAF; Commander, 1st Air Force (AFNORTH); Commander, Continental U.S. North American Aerospace Defense Command Region. General Dean is African-American. Mr. Whitmire discussed how the military teaches one to be color-blind. He asked Mrs. Moss and Mrs. Mooney to expound on some of the concerns outlined in the

Report on Community Developed Transylvania County School System Improvement Plan:

Concern 1: Employ more male and female African-American teachers and an African-American Home School Coordinator.

Mrs. Mooney stated that the committee would like to see more African-American role models in the school system—not just as teachers, but also as secretaries, coaches, etc. She pointed out that of the 258 teachers in TCS, only two are African-American. The group discussed the fact that federal law prohibits asking for an applicant's race on employment applications. Dr. Scott Elliott reported that Transylvania typically receives very few African-American teacher applicants. He noted that in ten years, he has interviewed only two African-American teaching candidates. He believes that we need to encourage our local young people to pursue teaching careers in this county. Mrs. Moss reported that the committee thinks there are some ways of making the schools more open and attractive to people of color.

Dr. Kim Elliott reported that TCS middle school students have participated in a "Teachers of Tomorrow" program that included components on teaching opportunities, scholarship availability, and diversity education. She noted that it is important to reach students early in terms of career considerations. Studies show that by age 14, most middle schoolers know what it is that they *don't* want to do in terms of a career.

Dr. Scott Elliott reported that the funds that were used in 1993 for a home school coordinator position are being used today to fund student advocates. The advocates' focus at the elementary level is to bridge the gap between home and schools. He could see a possibility of providing a parent educator to help parents of fourth and fifth graders prepare students for the transition to middle school.

Concern 2: Provide a quality African-American History class that is available to all students and taught by a qualified teacher.

Dr. Scott Elliott reported that some school systems offer a course on African-American history as a local option. In Transylvania, African-American History is offered as an online course for AP or college credit. He feels that TCS could offer African-American History as a face to face course if there were sufficient demand. Mrs. Moss stated that the committee feels it would be more effective to integrate African-American history into the current social studies or U.S. History programs instead of as a one-time course or event. Mrs. Norman discussed the fact that African-Americans have made many more contributions and had a much larger impact on American history than is commonly known. Dr. Scott Elliott suggested that the local community may be able to help with the development of materials and curriculum in this area. Mrs. Moss suggested having bulletin boards and guest speakers from the community. Savanna McBee stated that she would rather be taught about the history of slavery and the Civil Rights movement by an African-American teacher because "when a white person says it, they try to make it sound better than it really was."

Dr. McDaris observed that history teachers would like to see U.S. History made into two courses due to the volume of material to be covered. He

noted that we have a significant local history of African-American contribution in this county alone--Transylvania is a county of significant "firsts."

Concern 3: Implement strict policies that will not permit racial slurs and demeaning behavior by the staff and students. Chairman Whitmire asked whether the committee felt that progress had been made in this area since 1993. Mrs. Moss stated that although there is now a board policy prohibiting harassment and bullying, these behaviors continue because the policy is not being enforced consistently. She reported that some teachers simply ignore it when they hear a student use a racial slur. She feels that the reason for this is that the teacher feels uncomfortable confronting the behavior and does not know how to respond. Alan Justice gave a report on the diversity awareness training that was done at Brevard Middle School. He feels the training was very effective and noted that educating parents was a large component. He stated that it is hard for an administrator to teach a child in 10-15 minutes what the child should have already learned at home. Miss McBee discussed how the "n" word has changed from slur to slang among some groups. She believes that more people should understand the history behind the "n" word and that no one should ever use it. Mrs. Norman stated that the committee would like to see some form of diversity awareness training done district-wide.

Concern 4: Establish and publish standards in athletic programs that will ensure equal treatment of students regardless of race, gender or sport played. Mrs. Mooney stated that progress has been made in this area, although there is still concern that some athletes are allowed to pass as long as they are playing sports, with too little regard as to whether they can graduate or go on to college. Chairman Whitmire stated that he feels this concern has been addressed, noting that the former Coach Barnes at BHS had made it a practice to check on his football players' progress weekly. Mr. Justice stated that many students make it to graduation thanks to the safety nets that are in place, but may not be prepared for the rigors of college. Mrs. Moss stated that college prep needs to start before high school in order to better prepare students for post-graduation.

Concern 5: Implement a mediation program that fosters conflict resolution and an appreciation of other cultures.

Concern 6: Emphasize communications as a means of improving the school and community atmosphere.

Concern 7: Develop an ongoing dialogue and working relationship between the school system and the community. Mrs. Moss stated that concerns 5, 6, and 7 have definitely improved. Mrs. Fox pointed out that TCS has two African-American counselors who are excellent role models. Mrs. Norman commended Principal Doug Odom and Superintendent McDaris for their work with the Achievement Committee and also thanked Dr. Kim Elliott and Dr. Scott Elliott for coming to the meetings and talking with the group. She feels that progress has been and is being made, but more can be done. Dr. Bo Williams observed that there was only four-tenths of a point difference in the AYP scores between black and white

students this year at BHS. This is the smallest difference he has seen. Dr. Scott Elliott asked everyone to keep in mind that socioeconomic equity and access for all students is the concern. He stated that poor children are falling behind faster than ethnic groups.

Board members thanked Mrs. Moss and Mrs. Mooney for their presentation. Mrs. Moss thanked the Board for their openness and willingness to listen. She stated that the more different groups listen to each other, the faster the achievement gap can be closed. She stated that the Achievement Committee would like to give another presentation at the September 20 board meeting.

8. Policy

Dr. Bo Williams presented new Policy GCN/B “Notice and Hearing Rights of Probationary Teachers” as first-read information. He reported that the policy is intended to be a safety net for probationary teachers. Board members had no questions. The policy will be presented for approval at the next regular meeting.

Dr. Williams presented revised Policy IGB and new Regulations IGB-R “Health and Safety Education Program” as first-read information. He reported that Exhibit IGB-E “Special Activities/Field Trip Permission Form” was being presented for rescission in keeping with the eventual removal of all exhibits from the policy manual due to their frequent revisions. The Board reviewed a new parental permission form for reproductive health and safety education. The permission form will not be a part of policy. Dr. Williams emphasized that the decision for a child to participate in the reproductive health curriculum will lie with the parent.

Vice Chairman McCoy remarked that she had served on the School Health Advisory Council during the development of the new health and safety curriculum, and gave accolades to Dr. Scott Elliott and Dr. Kim Elliott for making the new curriculum fit the law as well as the community’s standards. She encouraged parents to be informed about the curriculum and involved in making the decision that is right for their child. She agreed that the parental permission form should not be a part of policy because it could change.

Dr. Kim Elliott reported that the reproductive health curriculum materials are ready for parents to review. Dr. Scott Elliott stated that the SHAC and the administration have worked very hard to balance the demands of the law with what our teachers and the community are comfortable with. Chairman Whitmire congratulated everyone for a job well done. The policies and exhibit will be presented for action at the next regular meeting.

9. Important Dates

Aug. 16-17	District Leadership Retreat, 7:30 am - 4:30 pm, BHS Media Center
Aug. 16-18	RMS Sixth Grade Academy, 8:30 - 11:00 am, RMS
Aug. 18-19	New Teacher Orientation, 9:00 am - 3:15 pm, Rogow Room
Aug. 19	BMS Sixth Grade Academy, 8-11 am; 12-3 pm, BMS
Aug. 20-24	Teacher workdays
Aug. 23	Meet the Teacher/Open House Night, 4:30 - 6:00 pm, BES, PFES, RES, TCHES
Aug. 23	BHS Freshman Orientation, 6:00 pm, BHS
Aug. 24	RHS Freshman Orientation, 12:30 - 2:00 pm, RHS
Aug. 25	First pupil day

- Sept. 6 Labor Day holiday
- Sept. 9 BHS Open House, 6:15 pm, BHS
- Sept. 20 REGULAR MEETING, 6:30 pm, Rogow Room
- Sept. 21 RHS Open House, 5:00 - 7:00 pm, RHS
- Sept. 30 NCSBA District 8 Meeting, 3:30 - 8:00 pm, Asheville High School

10. **Other Items**

Mrs. Norman asked whether a child who takes a pencil must be reported to law enforcement. Dr. McDaris replied that by law, all incidents of weapons on campus must be reported to law enforcement; for all other infractions, school administrators are expected to use professional judgment. In all likelihood, a child who steals a pencil would not be charged with a crime.

Chairman Whitmire commended the schools for achieving ABCs recognition and noted that that Transylvania County Schools have much to be proud of despite the many challenges that were faced last year.

Chairman Whitmire requested that teachers who received mini-grants from the Education Foundation last year give a presentation at the September board meeting in order to publicize the mini-grants and encourage more teachers to apply.

Mrs. Norman remarked that she was extremely proud of the school system and Dr. McDaris for what he has accomplished during his first year as superintendent. Dr. McDaris commented that his job is a reflection of the efforts of many people.

11. **Public Comment**

There was no public comment.

There was no further business, and ON A MOTION BY MRS. NORMAN, SECONDED BY MRS. MCCOY, the meeting was adjourned at 8:35 p.m.

Respectfully submitted,

Chairman

Secretary

PERSONNEL REPORT
August 16, 2010

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

Licensed Personnel

Ange Davis, Teacher, BMS, effective August 3, 2010

Classified Personnel

Teresa Garren, Part-Time Teacher Assistant, BES, effective August 16, 2010

Tina Grose, Part-Time Office Support, BHS, effective July 22, 2010

Kelly Hoxit, Cafeteria Worker, BMS, effective June 30, 2010

Rhonda Martin, Cafeteria Worker, TCH, effective June 15, 2010

Melissa Scruggs, Bus Driver, RHS, effective July 19, 2010

Tracey Stevenson, Cafeteria Worker, BHS, effective June 15, 2010

Brenda Whitmire, Cafeteria Worker, RES, effective June 30, 2010

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

Licensed Personnel

Sharon Bentley, Interim Part-Time Speech-Language Pathologist, TCS, effective August 20, 2010, through the end of the 2010-2011 school year

Katherine Carr, Teacher, RHS, effective August 20, 2010

Catherine Childress, Director of Federal Programs (72.5%), MEC, effective August 17, 2010 through June 30, 2012

Amanda Griffin, Teacher, RMS, effective August 20, 2010

Stephanie McCall, Teacher, RES, effective August 20, 2010

Mike McCarthy, Interim Part-Time Teacher, BHS & RHS, effective August 20, 2010

Derek Wustman, Interim Part-Time Teacher, BHS & RHS, effective August 20, 2010

Classified Personnel

Jeremy Campbell, Teacher Assistant, BES, effective August 20, 2010

Genelle Chapman, Bus Driver, effective August 17, 2010

Penny Creasman, Teacher Assistant, PFES, effective August 20, 2010

Noelle Fehn, Interim Student Advocate, BMS & DRS, effective August 20, 2010, through December 10, 2010

Shane Foreman, Custodian, BHS, effective August 17, 2010

Tammy Kiser, Teacher Assistant, PFES, effective August 20, 2010

Cain Landreth, Student Advocate, RMS & RHS, effective August 20, 2010

Terry Morris, Bus Driver, effective August 17, 2010

Josh Parker, Substitute Bus Monitor, effective August 20, 2010

Michele Shipman, After-School Program Worker, PFES, effective August 20, 2010

Debbie Siniard, Office Support Professional, BES, effective August 20, 2010

Jamie Smith, Bus Driver, BES, effective August 20, 2010

Janet Whitmire, Custodian and Bus Driver, RHS & RMS, effective August 2, 2010

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

Licensed Personnel

Jane Hamilton, from Teacher Assistant, PFES, to Teacher, PFES, effective August 20, 2010
Susan Hoxit, from Part-Time Teacher Assistant (50%), RES, to Part-Time Teacher (37.5%) and Part-Time Teacher Assistant (25%), RES, effective August 20, 2010
Tommy Nordmann, from Teacher Assistant, BES, to Teacher, BES, effective August 20, 2010
Scott Strickler, from Teacher, RMS, to Assistant Principal (11-month position), BMS, effective August 17, 2010 to June 30, 2012
Ashley Witt, from Student Advocate, RMS & RHS, to School Counselor, PFES, effective August 20, 2010

Classified Personnel

Angie Baney, from Substitute Cafeteria Worker, BMS, to Cafeteria Worker, BMS, effective August 19, 2010
Sherry Brown, from Substitute Cafeteria Worker, BMS, to Cafeteria Worker, BMS effective August 19, 2010
Robin Ellis, from Assistant Cafeteria Manager, BHS, to Cafeteria Worker, BHS, effective August 19, 2010
Angela Fore, from Substitute Cafeteria Worker, TCS, to Cafeteria Worker, BES & BHS, effective August 19, 2010
Becky Gant, from Cafeteria Manager, BES, to Cafeteria Manager, BHS, effective August 19, 2010
Samantha Gage, from Substitute Cafeteria Worker, BMS, to Cafeteria Worker, BMS, effective August 19, 2010
Margo Kreigsman, from Cafeteria Worker, BHS, to Cafeteria Worker, BHS & PFES, effective August 19, 2010
Rita Long, from Cafeteria Worker, BES, to Cafeteria Worker, RHS & RES, effective August 19, 2010
April Mathis, from Cafeteria Manager, TCH, to Assistant Cafeteria Manager, BHS, effective August 19, 2010
Pam Owen, from Cafeteria Worker, RHS, to Cafeteria Worker, RES, effective August 19, 2010
Deborah Sherman, from Cafeteria Manager, BHS, to Assistant Cafeteria Manager, BES, effective August 19, 2010
Tammy Shular, from Cafeteria Manager, RHS, to Cafeteria Manager, BES & BHS, effective August 19, 2010
Susan Smith, from Cafeteria Worker, RHS, to Cafeteria Manager, TCH effective August 19, 2010
Linda Souther, from Teacher Assistant, RES, to Teacher Assistant, PFES, effective August 20, 2010
Nancy Van Ness, from Teacher Assistant, RES, to Teacher Assistant, BES, effective August 20, 2010

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

Patricia Holliday