Minutes
Transylvania County Board of Education
August 19, 2019

INVOCATION/PLEDGE OF ALLEGIANCE
CALL TO ORDER/WELCOME
Joint Session with Rosman Town Council
BUSINESS ITEMS:

1. Approval of Agenda
2. Public Comment
3. Good News Report
4. Former Students in the Military
5. Consent Agenda:
   A. Personnel Report
   B. Designation of School Treasurer
6. Title I Grant Approval
7. Contracts with Architect and CMAR
8. Superintendent's Contract *(addition)*
9. FY20 Budget
10. Superintendent's Update
11. Important Dates
12. Public Comment
13. Other Items
14. Closed Session

The Transylvania County Board of Education met in regular session at 6:00 p.m. on August 19, 2019 in the Rosman High School media center. Marty Griffin led in a moment of silence and Mark Miller led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. She announced that the board would hold a joint work session with the Rosman Town Council before the regular business meeting. In addition to approximately 15 guests, the following board members, council members, staff, and others were in attendance:

BOARD OF EDUCATION:
Tawny McCoy, Chair
Ron Kiviniemi, Vice Chair
Courtney Domokur
Marty Griffin
Alice Wellborn

STAFF:
Dr. Jeff McDaris, Superintendent
Jenny Hunter, Administrative Assistant
Dr. Brian Weaver, Assistant Superintendent
Norris Barger, Director, Business Services
Missy Smith, Director, Curriculum & Instruction
Kevin Smith, School-Community Relations
Greg Stroup, School Resource Officer

BOARD ATTORNEY:
Chris Campbell

ROSMAN BOARD OF ALDERMEN:
Missy Hendricks, Mayor Pro Tem
Larry Bullock
Mark Miller
Deedra Shelton

ROSMAN MAYOR:
Brian Shelton

OTHER:
Chad Roberson, Clark Nexsen
Sarah Melanson, Clark Nexsen
T. J. Hollars, Vannoy

MEDIA:
John Lanier, Transylvania Times

Joint Session

Chairman McCoy gave opening comments and introduced Board of Education members and staff. Mayor Shelton introduced the Rosman Town Council members. Chairman McCoy turned the presentation over the Architect Chad Roberson. Mr. Roberson presented two options for construction at Rosman High/Middle School. Option 1 involves closing a portion of the old Rosman Highway in front of the school for new construction that would be elevated over the road. This option would improve safety by creating a unified campus and eliminating the need for students to cross the highway to reach athletic facilities. It would provide a single point of access for the high school and middle school and create a new drop-off traffic pattern. Option 2 would keep the road as is, and move the new construction to the hill behind the school. This option would cost more due to the difficulty of building on steep terrain. Option 2 also would provide a single point of access.

Council members asked about the type of traffic barriers that would be installed should the highway be closed. Mr. Roberson described retractable bollards that could be lowered for emergency vehicles, evacuations during flooding, etc. Access protocols allowing the Town to control the bollards as needed could be developed.

Mayor Shelton asked about the availability of privately-owned property located across the highway. Chairman McCoy reported that the school system has been in talks with the property owner. Mr. Shelton asked what would prevent future boards from denying access to the property. Mr. Campbell reported that the board would establish an easement.

Mr. Miller asked how the school would prevent parents from dropping off students in non-designated areas. He stated that this already takes place around the school and is a safety concern which might worsen if parents try to avoid driving around to the other side of the school. The possibility of employing SROs and law enforcement to assist in enforcing new drop-off procedures was discussed.

Mr. Shelton expressed concern about buses being able to make the turn back onto the old Rosman Highway under the new traffic pattern. Several possible options were discussed. Mr. Roberson stated that they would address this issue within the traffic study.

Mr. Kiviniemi stated that he prefers Option 1 for the short-term safety it would provide during the construction process and the long-term safety of students no longer having to cross the highway. Chairman McCoy stated that other people are involved in this decision, and the board wants to be respectful of that if the Town Council agrees to the road closure. Mr. Bullock stated that student safety is paramount and feels the boards could work together on protocols for emergency access if the road is closed. Mayor Shelton stated that the landowner's decision may be required before the Town Council makes a decision.

There was no further discussion and the joint session was adjourned at 6:50 p.m. The board took a short recess for dinner and invited council members and guests to partake in the meal. Following the recess, the board proceeded with the business meeting at approximately 7:15 p.m.

1. Approval of Agenda

Chairman McCoy requested that "Superintendent's Contract" be added as agenda item number 8. ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. WELLBORN, the business agenda for August 19, 2019 was unanimously approved as amended.

2. Public Comment
None

3. Good News Report
Dr. McDaris reported one item:

2019 New Educator Orientation
Twenty-eight new licensed employees attended the 2019 New Educator Orientation on August 15 at Blue Ridge Community College. Chris Whitlock gave an overview of technology in the schools; Dr. Brian Weaver reviewed policies, teacher evaluations, and licensure; Missy Ellenberger discussed curriculum and instruction; and a panel discussion was held with school leaders Carrie Norris, Jeff Bailey, and Dr. Bryan Abernethy. Sheriff David Mahoney and SRO Greg Stroup reviewed the school resource officer program and support programs; Kevin Smith discussed public relations and community relations; Alan Justice covered school safety and bloodborne pathogens; Kerry Putnam discussed special education and MTSS; Arleca Chapman reviewed student support services and CTE; and Tom Sweet reviewed IAM, PowerTeacher, and NCEES. Dr. Weaver provided information on the policy manual, school calendar, leave and absences, and contacts.

Dr. Weaver reported a total of 59 new hires this summer. Dr. McDaris thanked Officer Stroup for attending the meeting.

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 board unanimously approved the personnel report for August 19, 2019 (attached) and the designation of Jennifer Orr as school treasurer at Rosman High School, pursuant to N.C.G.S. 115C-448(a).

6. Title I Grant Approval
Director of Curriculum & Instruction Missy Ellenberger presented an overview of the Title I grant application for the 2019-2020 school year. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the Title I grant application for 2019-2020 was unanimously approved.

7. Contracts with Architect and CMAR
Attorney Chris Campbell presented cost summaries of the finalized contracts with Clark Nexsen and Vannoy for architectural services and construction manager at risk (CMAR) services for the school bond construction projects at Brevard High School and Rosman Middle/Rosman High School. Norris Barger provide conceptual budgeting summaries. Mr. Barger emphasized that the board intends to put as much of the $68 million in bond funding into the buildings as possible. He envisions receiving several alternates from bidders for things that can be done in addition to the base bids. Mrs. Domokur emphasized the importance of attention to design throughout the construction phases in order to prevent surprises. Mr. Barger reviewed how the CMAR and architect would work together to keep bids within budget through value engineering. The board discussed soil and foundation design at RHS. Mr. Barger reviewed what has already been set aside for soft costs and contingencies. Board members expressed confidence

that all parties are working together well and thanked Mr. Campbell, Mr. Barger, Clark Nexsen and Vannoy for all of their work in negotiating the contracts. ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. WELLBORN, the board unanimously approved in form (1) the contract with Clark Nexsen for architectural services for renovations and additions at Brevard High School; (2) the contract with Clark Nexsen for architectural services for renovations and additions at Rosman High School and Rosman Middle School; and (3) the contract with James R. Vannoy & Sons Construction Company for construction management at risk services for renovations and additions to Brevard High School, Rosman High School and Rosman Middle School; and (4) authorized the board chair and superintendent to execute said contracts.

8. Superintendent's Contract

Chairman McCoy reported that the board has great confidence in Dr. Jeff McDaris as superintendent of schools and appreciates his leadership and work ethic. ON A MOTION BY MRS. MCCOY, SECONDED BY MR. KIVINIEMI, the board voted unanimously to extend the superintendent's employment contract for another four-year term. Dr. McDaris thanked the board for their support and stated that he is honored by their confidence in him.

9. FY20 Budget

Dr. McDaris reported that passage of a state budget for 2019-2020 is at a standstill as legislators debate. Mr. Griffin asked about the possible suspension of state health insurance benefits. Dr. McDaris reported that the state treasurer's office has reached an agreement on the health insurance issue and there will be no disruption of coverage at this time. The board briefly discussed capital funding and lottery funding. On behalf of the board, Chairman McCoy thanked Mr. Barger for all of the extra work he has taken on with the bond projects.

10. Superintendent's Update

Dr. McDaris reported that the state of Maine is experiencing a crisis that other states may experience as well. The crisis is an aging population, fewer young workers, and jobs that do not pay enough to attract younger families. With its 65-and-older population expected to grow by 55 percent by 2025, Maine needs more nurses, more home-care workers, and more physicians to keep pace with demand for long-term care services. Care workers in Maine were paid around $11.37 per hour in 2017. Low pay and better opportunities elsewhere mean that fewer young workers want to stay. At the same time, close to half of registered nurses and about one-third of doctors are expected to retire or cut back their hours within a decade. This could equate to a gap in the number of open jobs and the number of people willing to take them. The gap will be especially hard on rural areas unless they have the diversification to attract and retain young families. Great traditional public schools like those in Transylvania County will be a vital piece of the puzzle, but it will also require local economy, salaries, wages and housing opportunities to help families survive. Without young workers, the cost of goods and services will escalate in an already tough market.

11. Important Dates

Aug. 21	First student day
Sept. 2	Holiday
Sept. 16	WORK SESSION & REGULAR MEETING, 5:00 p.m., MEC
Sept. 27	Early dismissal 12:00 p.m.
Oct. 21	REGULAR MEETING, 6:30 p.m., MEC
Oct. 24-25	Teacher workdays

12. Public Comment
None

13. Other Items
Mr. Griffin reported that he recently attended an event at Rise & Shine and expressed appreciation for the benefits that the Rise & Shine and Boys & Girls Club programs bring to our school system and community.

14. Closed Session
ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. DOMOKUR, the board went into closed session at 8:15 p.m. pursuant to N.C.G.S. § 115C-319 and 143-318.11(a)(1) to discuss (1) information that is not a public record (superintendent's annual evaluation), and (2) a confidential student matter pursuant to the Family Educational Rights and Privacy Act (FERPA). All five board members and Dr. Jeff McDaris were present in the closed session. Dr. Brian Weaver and Attorney Chris Campbell were present for the student matter only. No action was taken in the closed session. ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. KIVINIEMI, the board reconvened in open session at 9:45 p.m.

There was no further business, and ON A MOTION BY MRS. WELLBORN, SECONDED BY MR. KIVINIEMI, the meeting was adjourned at 9:46 p.m.

Respectfully submitted,

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Chairman Secretary

PERSONNEL REPORT
August 19, 2019

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

Licensed Personnel
Angela Adcock, Teacher, TCH, effective July 31, 2019

Classified Personnel
Robert Cozart, Custodian, RES, effective August 3, 2019
Teresa Michelle Galloway, School Food Service Worker, RHS, effective July 22, 2019
Thomas Parris, Diesel Mechanic, Bus Garage, effective August 31, 2019

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

Licensed Personnel
Bianca Adkins-Tarlton, Teacher, BES, effective August 15, 2019
Tyrea Allen, Teacher, RHS, effective August 15, 2019
Tammy Bellefeuil, Instructional Coach, TCH, effective August 15, 2019
Benjamin Blankenship, Senior Marine JROTC Instructor, BHS, effective August 1, 2019
Pweebe Gallup, Teacher, RES, effective August 15, 2019
Samantha Jones, Teacher, TCH, effective August 15, 2019
Heather Layton, Interim Teacher, PFES, effective September 3, 2019 through January 17, 2020
Alaina Pangle, Teacher, BES, effective August 15, 2019
Donna Samotis, Teacher, BHS, effective August 15, 2019
Rhonda Walsingham-Colonna, Teacher, DRS, effective August 15, 2019
Kimberly Williams, Teacher, PFES, effective August 15, 2019

Classified Personnel
Sierra Chase, Teacher Assistant, BMS, effective August 16, 2019
Debra Clark, Student Advocate & Success Coach, DRS, effective August 15, 2019
Jennifer Collins, Office Support, MEC, effective August 19, 2019
Alisa Drum, Teacher Assistant, BMS, effective August 16, 2019
Douglas Fisher, Diesel Mechanic, Bus Garage, effective September 2, 2019
Marion Jones, Custodian & Bus Driver, BMS, effective August 26, 2019
Mildred Kennerly, Teacher Assistant, RES, effective August 16, 2019
Vanessa Ventre, Custodian & Bus Driver, PFES, effective August 12, 2019

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

Licensed Personnel
Stephanie Sizemore, from Teacher, PFES, to Instructional Coach, PFES, effective August 1, 2019

Classified Personnel
Carri Harris, from Teacher Assistant, BMS, to Distance Learning Facilitator, BHS, effective August 16, 2019
Stephen Shields, from Student Advocate/Online Learning Coordinator, DRS, to Technology Technician, DRS, effective July 29, 2019

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

Licensed Personnel
None

Classified Personnel
Patricia Daves, Child Nutrition, RHS, Short-Term Disability Leave effective July 7, 2019, through July 6, 2020

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

Substitute Teachers
Wesley Davis
Clare Desmelik
Albert Evans
Mary Long
Holly Watkins

Substitute School Nutrition Workers
Peggy Padgett