

**Minutes
Transylvania County Board of Education
September 18, 2017**

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. Policy:
 - A. 4000 Series Parts B & C (Students)
 - B. Schedule for Reports to Board
7. Bond Update
8. Superintendent's Update
9. Important Dates
10. NCSBA Voting Delegates 2017
11. Public Comment
12. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on September 18, 2017 at the Morris Education Center. Marty Griffin led in a moment of silence and Alice Wellborn led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. In addition to four guests, the following board members and staff were in attendance:

BOARD MEMBERS:

Tawny McCoy, Chair
Ron Kiviniemi, Vice Chair
Marty Griffin
Betty Scruggs McGaha
Alice Wellborn

BOARD ATTORNEY:

Chad Donnahoo

STAFF:

Dr. Jeff McDaris, Superintendent
Jenny Hunter, Administrative Assistant
Dr. Jeremy Gibbs, Chief Academic Officer
Norris Barger, Director, Business Services
Brian Weaver, Senior Director, Human Resource
Audrey Reneau, Principal, TCH
Kevin Smith, School Community Relations Coordinator
Joe Russo, TCAE President
Desiree Abram, School Resource Officer

MEDIA: John Lanier, Transylvania Times

1. **Approval of Agenda**
ON A MOTION BY MRS. MCCOY, SECONDED BY MR. GRIFFIN, the meeting agenda for September 18, 2017 was approved as presented.
2. **Public Comment**
None
3. **Good News Report**
Dr. McDaris reported the following items:

BURLINGAME GIVES TO TCH

Ms. Linda Crowther and representatives from Burlingame Country Club in Sapphire presented a check for \$25,000 to T. C. Henderson School of Science and Technology in support of the school's STEM program. Mrs. Crowther thanked the business sponsors, club members and staff whose donations and assistance helped make Burlingame's fundraiser, Designer Purse Bingo, a success. Principal Audrey Reneau accepted the check and spoke about the many ways that Burlingame supports TCH.

SUMMER FEEDING 2017

Director Carolyn Barton reports that the Transylvania County School Nutrition Department served 26,205 meals to students during the summer of 2017. This was 3600 more meals than last summer. The Lunch on the Bus program served 3733 meals in 2017, up from nearly 2000 meals in 2016. Lunch on the Bus helps to reach children who stay at home during the summer break, do not have access to day-long programming, yet still need access to summer meals. The Backpack Buddies program served 220 children this summer. There were three delivery dates that included four or more food packs as well as fresh apples and potatoes. Backpack Buddies is hoping to provide more deliveries of fresh foods during the 2017-2018 school year. Thanks to the school nutrition staff and community volunteers who contribute so much to the success of these vital programs.

BETHEL 'A' HOSTS FILM ON ROSENWALD SCHOOLS

On August 27, filmmaker Claudia Stack and educators Betty Thompson and Dr. Richard Newkirk gave a presentation of their film, "Under the Kudzu," at Bethel 'A' Baptist Church in Brevard. The film, which highlights the historic Canetuck Rosenwald School, prefaced a discussion about the legacy of the Brevard Rosenwald School and the history of educational opportunity for African-Americans in Transylvania County. On August 28, the team of educators visited Brevard High School to show a documentary about Canetuck and offered guided discussion to hundreds of students in history classes about equity issues in education. The program was made possible by Brevard High School in conjunction with the Cornelius Hunt Leadership Fund of the TCS Educational Foundation. Thanks to everyone involved in bringing focus to this important piece of community history.

TEACHERS ATTEND HOLOCAUST EDUCATION CLASSES

Four local teachers, among hundreds from around the country, are bringing back lessons learned from a Holocaust education conference this summer held at the United States Holocaust Memorial Museum. They hope those lessons will engage and promote understanding of Holocaust history in their classrooms, adding an extra dimension to students' studies this year. Teachers who participated in the conference were Stacie Dotson, Beverly Marshall, and Andrea Odom, all of Rosman High School, and Kelly Muse of Brevard Middle School.

BES COMMUNITY PLAYGROUND BUILT

The Brevard Elementary School OPT (Organization of Parents and Teachers) raised \$33,000 over the past two years toward a new playground, and Transylvania County Schools put in an additional \$27,000 to complete the project. The school worked very closely with Barr's Recreation on the style and design of the playground. According to principal April Gaydosh, it was important that the school have not only slides and platforms, but also places where students could climb and balance. The playground construction was led by Jacob Dinkins and Bracken Mountain Builders. With the help of a strong core group of volunteers—students, staff, families, and community members—they were able to complete the three-day project in just two days.

Dr. McDaris welcomed student Lilly Johnson to the meeting and thanked SRO Abram for attending.

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 MRS. MCGAHA, SECONDED BY MR. GRIFFIN, the minutes of the August 21, 2017 meeting and the personnel report for September 18, 2017 (attached) were unanimously approved.

6. Policy

Brian Weaver presented 16 new policies from the 4000 Series (Students) Parts B and C and 13 old policies and exhibits as first-read information. Action on the policies will be requested in October. The board discussed policy 4600, Student Fees, and policy 4310, Integrity and Civility. ON A MOTION BY MR. GRIFFIN, SECONDED BY MR. KIVINIEMI, the board unanimously accepted the 16 new policies from the 4000 Series and the 13 old policies listed below as first-read information:

4000 Series (Parts B and C): Students			
New Policies (first read; adoption in Oct.)		Old Policies (first read; rescission in Oct.)	
4307	Disciplinary Action for Exceptional Children/Students with Disabilities		
4310	Integrity and Civility		
4315	Disruptive Behavior	JFC; JFCK	Student Conduct/Discipline; Student Public Displays of Affection
4330	Theft, Trespass, and Damage to Property	JFC	Student Conduct/Discipline
4331	Assaults, Threats, and Harassment	JFC; GBEAA; GBEAA-R; GBEAA-E	Student Conduct/Discipline; Staff Protection; Staff Protection; Staff Protection
4333	Weapons, Bomb Threats, Terrorist Threats, and Clear Threats to Safety	JGDC	Weapons, Bomb Threats, Terrorist Threats, and Clear Threats to Safety
4335	Criminal Behavior	JFCA	Criminal Behavior
4340	School-Level Investigations		
4341	Parental Involvement in Student Behavior Issues	JFDB	Parental Involvement in Student Behavior Issues
4345	Student Discipline Records	JP	Student Discipline Records
4351	Short-Term Suspension	JGD	Short-Term Suspension
4352	Removal of Student During the Day		
4353	Long-Term Suspension, 365-Day Suspension, Expulsion	JGDA	Long-Term Suspension; 365-Day Suspension, and Expulsion
4362	Requests for Readmission of Students Suspended for 365 Days or Expelled	JGDD	Requests for Readmission of Students Suspended for 365 Days or Expelled
4370	Student Discipline Hearing Procedures	JFA	Student Hearing Discipline Procedures
4600	Student Fees		

In July, the board received a compilation of the new policies that will require a periodic report to the board and/or the appointment of committees. Mr. Weaver presented an update showing proposed dates for the reports. He noted that the list will be further updated as the remaining new policies are adopted this fall.

7. Bond Update

Norris Barger reported that he had received an estimate of \$49,900 from Clark Nexsen for conceptual drawings. Board members discussed the benefits of having a firm on board during the public campaign. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board unanimously authorized Mr. Barger to seek RFQs from architectural firms. There was a consensus to put the Clark Nexsen quote on hold until the RFQ process is completed. Members discussed that they would like to receive some training to be better prepared to answer specific questions from the public regarding the bond. Mr. Barger proposed creating a shared document for group collaboration. All were in agreement.

Mr. Kiviniemi discussed the large backlog of capital/maintenance needs that have accumulated due to years of insufficient capital funding levels. MR. KIVINIEMI MADE A MOTION to request \$19 million in capital funding from the county for the deferred items. He explained this would reduce the amount of the proposed general obligation bond from \$93 million to \$74 million. MR. GRIFFIN SECONDED THE MOTION. The board discussed the proposal. Mr. Kiviniemi clarified that the \$19 million would go toward HVAC, health and safety items, and other aging infrastructure concerns, not new construction items that would be considered for the bond. After further discussion, MR. KIVINIEMI WITHDREW THE MOTION AND MR. GRIFFIN WITHDREW THE SECOND. There was a consensus to request a report for a future meeting identifying the safety, security, and maintenance items that would not conflict with any proposed new construction at BHS and RHS.

8. Superintendent's Update

Dr. McDaris gave the following report:

The Information Technology & Innovation Foundation recently produced an analysis on the impact of automation in the workplace. Their article points out concerns with some of the most often-cited literature on automation. In response, they created a new risk index based on qualitative analysis with 1 = high risk of automation to 5 = low risk of automation. They found that:

- 8% of workers were employed in occupations at 'high risk' of automation;
- 33% were employed in 'moderately high risk' occupations;
- 16% in 'moderate risk' occupations;
- 28% in 'moderately low risk' occupations;
- 15% in 'low risk' occupations.
- They also found that employment in 'high risk' occupations will increase 2% from 2014-2024 while employment in 'low risk' occupations will increase 10%.

Contrast this with other reports. According to a study from Citi Research and the Oxford Martin School in 2015, up to 47% of current U.S. employment is at risk of being automated.

Although some critics say that high schools are failing to prepare students for the workplace, graduates are finding jobs. According to the U.S. Bureau of Labor Statistics,

the unemployment rate for high school graduates declined from 11% in 2009 to 7.7% in January of this year. This downward trend gives reason to be optimistic about the ability of high schools to prepare students for the 21st century workplace. As the postmillennial smartphone generation begins joining the workforce, employers will need to prepare for young technophiles with an inclusive view of the workplace.

9. Important Dates

Sept. 20	Early dismissal for students, 12:00 p.m.
Sept. 28	NCSBA District 8 Fall Meeting, 4-8 p.m., Nesbitt Discovery Academy
Oct. 11-13	NCSBA Fall Law Conference, Asheville
Oct. 16	REGULAR MEETING, 6:30 p.m., MEC
Oct. 18	Early dismissal for students, 12:00 p.m.
Oct. 26	Makeup day for Sept. 12
Oct. 27	Teacher workday
Nov. 10	Veterans Day holiday
Nov. 13-15	NCSBA Annual Conference, Greensboro
Nov. 16	Annual Thanksgiving dinner for TCS staff and retirees
Nov. 20	REGULAR MEETING, 6:30 p.m., MEC
Nov. 22	Annual leave day
Nov. 23-24	Thanksgiving holidays

Dr. McDaris reported that the Transylvania CrimeStoppers will host a “Murder Mystery” dinner/fundraiser on October 12 at 6 p.m. at the Connestee Falls Clubhouse. Tickets may be purchased from the Brevard Police Department or the Transylvania County Sheriff’s office.

Dr. McDaris commended Haywood EMC, Duke Energy, and the Department of Transportation for getting roads cleared and power back on after winds and rain from Hurricane Irma downed trees and power lines last week.

10. NCSBA Voting Delegates

Dr. McDaris reported that the North Carolina School Boards Association 48th Annual Conference for Board Member Development will be held on November 13-15, 2017 in Greensboro. Each local board must certify the members that will serve as voting delegates and send the names to NCSBA. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. MCCOY, the board appointed Alice Wellborn and Marty Griffin to represent the board on all voting matters at the 2017 conference.

11. Public Comment

None

12. Other Items

Mr. Kiviniemi reported that the NCSBA board of directors has concerns about the new principal pay plan. In the past, principal salaries were based on the size of the school and years of experience. Under the new state plan, a principal’s base salary is based on the size of the school and experience is not considered. Principals are eligible for bonuses based on school performance for the previous two years. If in 2015-2016 the school did not meet growth or met growth and then exceeded growth in 2016-2017, the principal is eligible for a \$5,000 or \$10,000 bonus based on the grade the school received. The problem is that principals who exceeded growth in both years are NOT eligible for a bonus. This means that the school leaders who have shown themselves to be the most effective may be facing large pay cuts under the new pay system. Mr.

Kiviniemi stated that he would be calling on legislators to address this issue when they return to Raleigh in October.

Mr. Griffin asked whether the board should schedule an additional meeting in October or November. Members discussed the need for an extra meeting. Chairman McCoy suggested a possible work session, perhaps to hear presentations after the RFQs come back. Mr. Kiviniemi reported that he has scheduled surgery in October and would be out for several weeks, but could participate via Skype if necessary.

Mr. Griffin expressed appreciation to the community volunteers who help with summer feeding programs and Backpack Buddies.

There was no further business, and ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. WELLBORN, the meeting was adjourned at 7:40 p.m.

Respectfully submitted,

Chairman

Secretary

**PERSONNEL REPORT
September 18, 2017**

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

Licensed Personnel

Heather Cornwell, Teacher & Coach, BMS, effective October 20, 2017
Brandy Freeman, Teacher, RMS, effective October 23, 2017
Heidi Spradlin, Teacher, BMS, effective September 29, 2017

Classified Personnel

Pamela Dale Merrill, Teacher Assistant, BES, effective September 22, 2017
Clarissa Whitmire, Part-Time After-School Program Worker, BES, effective August 23, 2017

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

Licensed Personnel

Lauralee Brunvand, Interim Teacher, TCHES, effective September 5, 2017
Laurie Klein, Interim Teacher, TCHES, effective August 23, 2017

Classified Personnel

Julie Nicole Bayne, Part-Time After School Program Worker, PFES, effective September 5, 2017
Trent Tyrel Galloway, Bus Driver, TCS, effective September 19, 2017

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

Licensed Personnel

None

Classified Personnel

Robin Ellis, from Food Service Manager, BES, to Food Service Assistant Manager, DRS, effective August 22, 2017
Rhonda Mason, from Food Service Worker, BMS, to Food Service Worker, BES, effective August 22, 2017

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

Licensed Personnel

Lauren Wyatt, Teacher, BES, family leave (BOE policy code 7510), effective October 3, 2017 through January 2, 2018

Classified Personnel

None

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

Substitute Teachers

Christy Bryson
Daniel DeWitt
Susan Felice
Rebecca Kiel
Rebecca Martin
Nicole Ritz

Substitute School Nutrition Workers

Brooke Gant