

**Minutes  
Transylvania County Board of Education  
September 19, 2016**

INVOCATION/PLEDGE OF ALLEGIANCE

CALL TO ORDER/WELCOME

BUSINESS ITEMS

1. Approval of Agenda
2. Public Comment
3. Good News Report
4. Reports on International Trips
5. Former Students in the Military
6. Consent Agenda:
  - A. Minutes
  - B. Personnel Report
7. Designation of School Treasurer & New Depository
8. Policy:
  - A. PLS Updates: Construction Contracts and Change Orders
  - B. 6000 Series (Part A): Support Services
9. Instructional Update
10. Merit-Based Bonuses
11. 6<sup>th</sup> Grade Athletics
12. Strategic Plan
13. NCSBA Voting Delegates 2016
14. Superintendent's Update
15. Important Dates
16. Public Comment
17. Other Items

The Transylvania County Board of Education met in regular session at 6:30 p.m. on August 15, 2016 at the Morris Education Center. Marty Griffin led in a moment of silence and Cindy Petit led the Pledge of Allegiance. Chairman McCoy welcomed everyone and called the meeting to order. She reported that board member Betty Scruggs was out of town. In addition to approximately 12 guests, the following individuals were present:

*BOARD MEMBERS:*

Tawny McCoy, Chair  
Ron Kiviniemi, Vice Chair  
Marty Griffin  
Cindy Petit

*BOARD ATTORNEY:*

Chad Donnahoo

*MEDIA:*

John Lanier,  
*Transylvania Times*

*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 Resources  
Audrey Reneau, Director, K-5 Curriculum & Instruction  
Alan Justice, Director, Safe Schools/Athletics  
Kevin Smith, School-Community Relations Coordinator  
Joe Russo, President, TCAE  
Cathy Credle, Principal, TCH  
April Gaydosh, Principal, BES  
Melonie Harris, Assistant Principal, BES  
Kathryn Bailey, Teacher, BHS  
Linda Carrillo, Teacher, RMS/RHS  
Andrea Odom, Teacher, RHS  
Andrew Shook, School Resource Officer

1. **Approval of Agenda**

ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. PETIT, the meeting agenda for September 19, 2016 was approved as presented.

2. **Public Comment**

Robert Dupree reported what he believes to be some of the top sins that are destroying our nation: (1) teaching evolution in the schools, (2) removing prayer from schools, and (3) abortion.

Michelle Crum, parent, expressed concerns about the use of behavior charts in elementary classrooms. She feels that the charts are distracting and shaming to young children. She provided handouts and asked the board to consider having teachers use alternative tools for behavior management.

3. **Good News Report**

Dr. McDaris reported the following items:

*BURLINGAME COUNTRY CLUB DONATES TO TCH*

Linda Crowther and others from the Burlingame Country Club presented a \$25,000 check to T. C. Henderson principal Cathy Credle. Burlingame recently held a designer purse auction to raise money for the new STEM curriculum at T. C. Henderson School of Science and Technology.

*BREVARD "BEES" GIVE SCHOOL BRIGHT NEW LOOK*

This past spring, the Brevard Elementary School Organization of Parents and Teachers (OPT) and school staff kicked off a facelift for the school building and grounds. Teacher Kyle Malmin initiated an art contest in which students were invited to build birdhouses. Over 60 birdhouses were entered, and the winners were displayed throughout the BES campus. Next, updated logos were seen for the school mascot, BeeZ, who appeared at various spots around town, from literacy events to summertime street festivals. Principal April Gaydosh sought out local craftsman Jason Bowman at OGRE to create a new sign for the school entrance. BES alumnus Cody Macfie at Steep Creek Stoneworks offered his services to wrap the faded brick with stone. Parent John Wayne Hardison at High Country Tree Service assisted with landscaping. Another parent, Perry "the Pretty Painter" Houghton, created a plan to refresh and expand the mural adorning the brick wall at the school entrance. On August 13, a large group of parents, volunteers, and staff members worked all day painting the mural and touching up the front playground.

*SUMMER FEEDING PROGRAM*

The Transylvania County School Nutrition Department served 22,600 meals to students during summer vacation 2016. Director Carolyn Barton reports that this number was a little lower than usual because the Rosman pool opened later this year and the Franklin Pool closed a couple of weeks early. The "Lunch on the Bus" program was expanded to serve students who mostly stay home in the summer and do not attend organized programming. This service was run primarily in multi-family housing areas such as apartment complexes and mobile home parks in both Rosman and Brevard. Lunch on the Bus served approximately 25-30 meals per day in the Brevard area and 30-40 meals per day in Rosman. The Backpack Buddies program served 261 children per drop, for three actual drops that included 4 packs per drop. Mrs. Barton is requesting some special grants and/or pilot programs via NCDPI and

USDA to help with feeding expansion in Appalachia, and hopes to talk with federal legislators in this regard as well.

Dr. McDaris thanked SRO Shook for being in attendance.

4. **Reports on International Trips**

Teachers Linda Carrillo (RMS/RHS), Kathryn Bailey (BHS), and Andrea Odom (RHS) gave reports on the student trips to France and Costa Rica that took place over the summer. Ms. Carrillo showed a video of highlights from the Costa Rica trip. Ms. Bailey and Ms. Odom shared photos from the Loire Valley, Paris, and other spots in France. The teachers reported that the groups learned a lot, the students were well-behaved and responsible travelers, and everyone had a wonderful time.

5. **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.

6. **Consent Agenda**

ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the minutes of the August 15, 2016 meeting and the personnel report for September 19, 2016 (see attached) were unanimously approved.

7. **Designation of School Treasurer & New Depository**

Dr. McDaris reported that N.C.G.S. 115C-448(a) calls for boards of education to appoint a treasurer for each school with the local school administrative unit that handles special funds. In August, Mrs. Lisa McDaris was hired as the new office support person for Davidson River School. ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. PETIT, the board unanimously appointed Lisa McDaris as the school treasurer for Davidson River School.

Dr. McDaris reported that N.C.G.S. 115C-444(a) directs each board of education to designate as the official depositories of the local school administrative unit one or more banks, savings and loan associations, or trust companies in the state. The School Nutrition Department has requested that the Self Help Credit Union in Rosman be approved as an official depository in order to give the school nutrition staff in Rosman a more convenient location for daily bank deposits and other transactions. ON A MOTION BY MR. GRIFFIN, SECONDED BY MRS. PETIT, the Self Help Credit Union was unanimously designated as an official depository for the Transylvania County Schools.

8. **Policy**

Brian Weaver reported that in early August, the NCSBA issued a special PLS update to policy 9030, Facility Construction, which responds to a new section in G.S. 115C-521 that requires boards to have a policy governing change orders to contracts for construction or repair work. The policy must apply to contracts awarded, extended, or renewed on or after October 1, 2016. To assist boards in meeting this deadline, NCSBA issued a revision to policy 9030 that was presented at the August board meeting. Based on additional feedback from school districts and board attorneys, a more extensive revision to policy 9030 was then issued, along with corresponding revisions to three related policies that address contracts and/or construction contracts. The related policies include 6420, Contracts with the Board; 9120, Bidding for Construction Work; and 9130, Supervision of Construction Contracts.

The board reviewed revised policies 9030, 9120, and 9130, and new policy 6420. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the board waived first-reads and approved the policies listed below as presented.

- 6420, Contracts with the Board
- 9030, Facility Construction
- 9120, Bidding for Construction Work
- 9130, Supervision of Construction Contracts

Mr. Weaver presented as first-read information 12 new policies from the 6000 Series, Part A, Support Services, and 13 old polices and exhibits to be rescinded. Mr. Weaver noted that an additional new policy 6140, Student Wellness, would be presented for first-read in October in order to give the School Health Advisory Council an opportunity to meet and discuss the policy. Board members discussed the new policies and Mr. Weaver and Mr. Donnahoo addressed questions. ON A MOTION BY MR. KIVINIEMI, SECONDED BY MRS. PETIT, the 12 new policies and 13 old policies and exhibits indicated below were unanimously accepted as first-read information. Action on the policies will be requested at the October meeting.

6000 Series (Part A): Support Services			
New Policies (first read; adoption in October)		Old Policies (first read; rescission in October)	
6000	Support Services		
6100	Goals of Student Health Services	JHC	Student Health Services and Requirements
6110	Organization of Student Health Services		
6120	Student Health Services	JHCAA; JHCE; JHCE-R; JHCE-E(1); JHCE-E(2); JHCE-E(3); JHCE-E(4); JHCE-E(5)	Emergency Care for Injury and Sudden Illness; Care for School Children with Diabetes; Exhibits 1-5
6125	Administering Medicines to Students	JHCD; JHCD-E1; JHCD-E2	Administering Medicines to Students; Exhibits 1-2
6131	Do Not Resuscitate Orders	JHCF	Do Not Resuscitate Orders
4270/6145	Concussion and Head Injury		
6200	Goals of School Nutrition Services		
6210	Organization of School Nutrition Services		
6220	Operation of School Nutrition Services		
6225	Free and Reduced Price Meal Services		
6230	School Meal and Competitive Food Standards		

**9. Instructional Update**

Dr. Jeremy Gibbs gave the first in a series of updates on curriculum and instruction. Topics included multi-tiered systems of support (MTSS), data overview, and the FIT teaching framework. Dr. Gibbs reported that Transylvania County currently ranks 13<sup>th</sup> in EOC/EOG proficiency out of 115 school systems in NC, up from 16<sup>th</sup> last year. Mr. Kiviniemi asked about strategies to address math trends at RHS. Dr. Gibbs reported that the school is looking at ways to group students, providing extra resources to math teachers, and reviewing pacing guides. He invited board members to email any additional questions to him.

**10. Merit-Based Bonuses**

Dr. McDaris and Brian Weaver reported that the 2016-2017 Appropriations Act directs local school boards to develop plans to award merit bonuses to non-educators for 2016-2017 only. Eligible personnel includes school-based administrators, central office personnel, and noncertified personnel. The legislation (1) directs local boards to come up with local policies/plans for how the merit-based bonuses are to be given out, (2) prohibits across-the-board bonuses, and (3) requires LEAs to provide DPI details of how the funds are distributed by district and school by December 2016.

Transylvania's allocation for the merit bonuses would be approximately \$41,000. Bonuses are to be distributed in January 2017. Dr. McDaris and Mr. Weaver reported that the bonuses have potential to be divisive because of the state-mandated eligibility criteria. Only state-funded positions are eligible for the bonuses. Staff classifications that would be eligible include teacher assistants, bus drivers, custodians, office support personnel, transportation, school-based administration, and central office administration. Not all of these positions are full time. Some receive a local supplement and others do not, and some are formally evaluated and some are not. Dr. McDaris noted that a decision has been made that school administrators and central office administrators would not receive the bonuses. The board directed Dr. McDaris and Mr. Weaver to present options for the allocation plan for consideration at the next meeting.

**6th Grade Athletics**

In August, Dr. McDaris reported that the State Board of Education has voted to make sixth grade students eligible for interscholastic sports (with the exception of football). Dr. McDaris and Mr. Alan Justice shared a draft plan for Transylvania County Schools. Mr. Justice reported that only one western district, Polk County, has decided to opt out of having sixth graders participate. Mr. Griffin expressed several concerns about safety and other issues. He asked if it would be possible to start a sixth grade league. Dr. McDaris reported that he has broached this idea with other superintendents, but no one has expressed an interest so far. He predicted that one or more of the larger LEAs may create a sixth grade league within the next year, and then others would follow. He added that having a sixth grade league would mean additional coaches, uniforms, travel expenses, insurance costs, and costs for officials. Mr. Justice discussed the potential challenges of having sixth graders try out for teams. He pointed out that most school districts see sixth grade participation as necessary in order to compete with charter schools for enrollment. The board directed Dr. McDaris and Mr. Justice to further refine the sixth grade athletic plan and bring it back in October for consideration/approval.

**11. Strategic Plan**

Dr. McDaris discussed the Transylvania County Schools Strategic Plan and shared information on an updated plan. He recommended that the board revisit the district plan

in order to incorporate recommendations from AdvancED. Chairman McCoy suggested scheduling a work session in conjunction with the October board meeting to begin work on updating the strategic plan.

**12. NCSBA Voting Delegates**

Dr. McDaris reported that the North Carolina School Boards Association 47<sup>th</sup> Annual Conference for Board Member Development will be held on November 16-18, 2016 in Greensboro. Each local board must certify the members that will serve as voting delegates at the conference and send the names to NCSBA by October 19. ON A MOTION BY MRS. MCCOY, SECONDED BY MRS. PETIT, the board unanimously appointed Ron Kiviniemi, Marty Griffin, and Betty Scruggs as its voting delegates for the 2016 NCSBA annual conference.

**13. Superintendent's Update**

Dr. McDaris gave the following updates:

- We will be implementing the SPIRIT program at BHS in cooperation with the U.S. Department of Justice. This is a good program to support our students and community in developing additional positive dialogue within the school and without. Training for school counselors will be held on October 3, and the program will be held on October 4-5.
- Dr. McDaris will attend the regional NCHSAA meeting tomorrow in Asheville. Principals, athletic directors, and superintendents will be participating in the meeting.
- The annual school bus ridership count will be held September 26-30. Some schools have already begun their counts as an alternate date. DPI staff will be conducting random site visits again this year to monitor the count, so the count dates are very important.
- The Public School Forum has launched a new weekly television program called "Education Matters." It will premiere on October 2 on WRAL-TV, the NBC affiliate in the Raleigh-Durham/Fayetteville market. The program aims to provide the public with real facts about the state of public education in North Carolina. The show will explore everything from the history of public education to the current issues and trends affecting every school and classroom in the state. The show will air on Sundays at 11:30 a.m. for a while before moving to a permanent time slot on Saturdays at 7:30 p.m. beginning November 26. Although we are not in the Raleigh-Durham viewing area, the show will also be available online, with full episodes and additional content on the Public School Forum's website at [www.ncforum.org](http://www.ncforum.org).
- Dr. McDaris noted that he had provided board members with two interesting articles regarding teacher pay and shortages.
- Dr. McDaris commended the work being done by central office staff. He reported that although much of their work is done behind the scenes, very good things are happening every day.

**14. Important Dates**

- Sept. 21 Early dismissal for students, 12:00 noon
- Sept. 29 NCSBA District 8 Fall Meeting, 4:00 p.m., Swain County High School
- Oct. 12-14 NCSBA Fall Law Conference, Asheville
- Oct. 17 REGULAR MEETING, 6:30 p.m., MEC
- Oct. 19 Early dismissal for students, 12:00 noon
- Nov. 8 Election Day
- Nov. 11 Veterans Day holiday
- Nov. 16-18 NCSBA Annual Conference for Board Member Development, Greensboro
- Nov. 21 REGULAR MEETING, 6:30 p.m., MEC
- Nov. 23 Annual leave day (no students)
- Nov. 24-25 Thanksgiving holidays

**15. Public Comment**

There was no additional public comment.

**16. Other Items**

Chairman McCoy reported that she is working on setting up the "2 on 2" meeting with commissioners to begin discussing options for bond funding.

There was no further business, and ON A MOTION BY MR. KIVINIEMI, SECONDED BY MR. GRIFFIN, the meeting was adjourned at 9:15 p.m.

Respectfully submitted,

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Chairman

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Secretary

**PERSONNEL REPORT  
September 19, 2016**

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

Licensed Personnel

Lynn Brockman-Gibson, Teacher, PFES, effective December 30, 2016  
Nicole Owenby, Teacher, RHS, effective August 31, 2016

Classified Personnel

Nancy Hooper, Teacher Assistant, BMS, effective August 26, 2016  
Douglas Persek, Maintenance Technician, Plant Operations, effective December 30, 2016

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

Licensed Personnel

Leesa Anderson, Interim Teacher & Coach, RMS & RHS, effective August 22, 2016  
Mandy Blake, Part-Time School Counselor, TCHES, effective September 6, 2016  
Dawn Brookshire, Interim Media & Instructional Technology Specialist, TCHES, effective August 25, 2016 through December 20, 2016  
Gary DeHaven, Teacher, BMS, effective August 22, 2016  
Donna Hambright, Teacher, BMS, effective August 30, 2016  
William Parker, Part-Time Administrative Support, RES, effective September 20, 2016 through May 12, 2017  
Ann Wright, Part-Time Tutor, RES, effective August 22, 2016 through June 16, 2016

Classified Personnel

Christopher Alley, Taiko Instructor, DRS, effective August 29, 2016  
Paul Fedorczyk, Teacher Assistant, BMS, effective September 19, 2016  
C. Forrest Johnson, Teacher Assistant, RES, effective August 24, 2016  
Erin Mullens, After-School Worker, PFES, effective September 20, 2016  
Christopher Zaludek, Custodian & Bus Driver, RES, effective August 29, 2016

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

Licensed Personnel

None

Classified Personnel

None

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

Substitute Teachers

Laura Branton Bamford  
Kerrienne Hartell  
Gerald Ledford  
Marina Little  
Nancy MacDonald  
Erin Mullens  
Michelle Pitts  
Jeffrey Thomas

Substitute School Nutrition Workers

Judy Pauling