

**Jackson County Board of Education  
Minutes of Regular Meeting  
Sylva, North Carolina  
Central Office Board Room**

398 Hospital Road, Sylva

October 27, 2015

6:00 p.m.

The Jackson County Board of Education met in regular session at 6:00 p.m. on Monday, October 27, 2015, 398 Hospital Road, Sylva, North Carolina. The following members were present:

Ken Henke, Chairman  
Ali Laird-Large, Vice-Chairman  
Matt Wike  
Margaret McRae  
Elizabeth Cooper

Also present were Dr. Michael Murray, Superintendent; Dr. Kim Elliott, Assistant Superintendent; Chad Donnahoo, School Board Attorney; and Cora Fields, Board Assistant.

Special Guests in attendance were Mr. Chuck Wooten, Jackson County Manager; County Commissioners Mr. Mark Jones, Mr. Boyce Deitz and Ms. Vicky Greene.

**CALL TO ORDER**

Chairman Ken Henke called the business meeting to order.

Mr. Henke led the Pledge of Allegiance.

**APPROVAL OF AGENDA**

*Upon a motion by Mr. Matt Wike and seconded by Mrs. Elizabeth Cooper, the board voted unanimously to approve the Agenda.*

**OPEN SESSION FOR PUBLIC COMMENTS**

None

**CONSENT ACTION AGENDA**

Action: *Upon a motion by Mr. Matt Wike and seconded by Mrs. Margaret McRae, the board unanimously approved the consent action agenda:*

- A. Open Session Minutes of Regular Meeting of September 21, 2015.

**INFORMATION AGENDA**

- A. **Agenda Item:** Superintendent's Report

Presenter: Dr. Michael Murray, Superintendent

Dr. Murray reported that Jackson County Public Schools has been awarded the NFL Foundation Grassroots Program Grant in the amount of \$200,000.00 to install a synthetic surface at Smoke Mountain High School Football Field. Dr. Murray thanked the following people and organizations for providing letters of support and commitment for the project, and introduced the representatives in attendance:

Letter of Commitment - Jackson County Commissioners

Brian McMahan, Chairman  
Mark Jones, Vice-Chairman  
Boyce Deitz, Commissioner  
Charles Elders, Commissioner  
Vicki Greene, Commissioner  
\*Chuck Wooten, County Manager

Letters of Support

Smoky Mountain Youth Football and Cheer - Officers and Board of Directors  
Representatives are Tonya Clark and Chris McFalls

Jackson County Parks and Recreation Department  
Rusty Ellis, Director

Jackson County Public Works Department  
Ira Jones, Assistant Director Grounds/Maintenance  
Randy Bryson, Grounds Crew Leader responsible for athletic fields

Special Olympics Jackson County  
Abigail Clayton, Program Coordinator

Smoky Mountain High School Football Program  
David Napert, Head Football Coach

Carolina West Sports Medicine  
Carlyle Schomberg, Director Rehab Services & Sports Medicine

Smoky Mountain High School and Middle School Bands  
Andrew Umphlett, Band Director

Smoky Mountain High School Soccer Programs  
Stephen Brown, Head Men's Soccer Coach  
Mark Sides, Head Women's

Stanberry Insurance  
John Patterson, Personal Lines Manager is here on behalf of Scott J. Stanberry,  
President Stanberry Insurance

Smoky Mountain High School Band Boosters  
Adam Holt on behalf of the SMHS Band Boosters

Smoky Mountain High School Administration  
Jake Buchanan, Principal

Carolina Panthers  
Jerry Richardson, Owner/Founder

Grant Review

Kyle Ledford – Director of RA-TEC and the Haywood Community Learning Center

Dr. Murray spoke to the board about the states Low Performing Schools grading program. He stated that he is against a one size fits all school grading system. He stated that it is unfair to label our schools low performing, and that public schools are not broken.

Dr. Murray informed the board about Ms. Mary Kelly, CTE student at Smoky Mountain High School. Ms. Kelly performed CPR on an elderly man at Ingles and is credited with saving his life.

- B. Agenda Item:** Maintenance Update  
Presenter: Mr. Joe Buchanan, Maintenance Director

Mr. Buchanan updated the board on the following maintenance projects:

- Blue Ridge School
  - Walk in Cooler and Freezer
  - Batting Cage
- Cullowhee Valley Elementary School
  - Control issues for Heating system
- Fairview Elementary School
  - Receiving Bids on Gym Roof
- School of Alternatives
  - Bid documents prepared
  - Set Pre Bid Meeting
- Smoky Mountain High School
  - Receiving Bids on A Building Roof
- Smokey Mountain Elementary
  - Design of HVAC K-2, 3-5, and Media Center
  - Receiving Bids on Corridor Roofs

- C. Agenda Item:** Rural Low Income Schools Grant  
Presenter: Dr. Kim Elliott, Assistant Superintendent

Dr. Elliott gave a brief overview of changes to the Rural Low Income Schools Grant. The RLIS Grant is a Federal formula grant that will be used for technology support staff, and with providing a highly qualified staff member as part of our summer enrichment camp scheduled for June 2016.

- D. **Agenda Item:** Unaudited Financial Summary  
**Presenter:** Ms. Gwen Edwards, Finance Officer

Ms. Edwards presented the Unaudited Financial Summary for October 27, 2015.

### **ACTION AGENDA**

- A. **Agenda Item:** Approval for NFL Foundation Grassroots Program Grant/Schools and Community in Jackson County Field Surface Grant  
**Presenter:** Cindi Simmons, Director of Healthful Living, Safety and Athletics

Ms. Simmons gave a brief overview of the NFL Foundation Grassroots Program Grant. She thanked the many organizations that provided letters of commitment and support and asked the board for approval.

***Action:** Upon a motion by Mr. Matt Wike and seconded by Mrs. Elizabeth Cooper, the board voted unanimously to approve the NFL Foundation Grassroots Program Grant.*

- B. **Agenda Item:** Budget Amendments  
**Presenter:** Ms. Gwen Edwards, Finance Office

Ms. Edwards asked the board for approval of transfers and budget amendments for the State Public School fund, Local Current Expense Fund, Federal Grant Fund, Capital Outlay Fund, and Other Specific Revenue Funds.

***Action:** Upon a motion by Mr. Matt Wike and seconded by Mrs. Margaret McRae, the board voted unanimously to approve the budget transfers and amendments.*

- C. **Agenda Item:** State Bonus  
**Presenter:** Ms. Gwen Edwards, Finance Officer

Ms. Edwards provided the board with information about House Bill 97, the state budget bill, which approved the award of a \$750.00 bonus to any permanent employee whose salary is set by the state and paid with state funds, including permanent part-time employees. The bonus shall be adjusted pro rata for permanent part-time employees. She explained that this bonus does not include employees that are not paid with state funds. Ms. Edwards asked the board for approval to extend the payment of the bonus to permanent employees who are not paid from State funds. The bonus shall also be on a pro rata basis for permanent part-time employees and shall be paid from the funding source from which the employee's salary is paid on November 1, 2015. For those employee that have multiple jobs, the bonus will be prorated based on the percentage of time worked in each job. Variable hourly paid permanent employees will be defined as those who have averaged a minimum of 10 hours per week for the period beginning August 4, 2015 and ending October 31, 2015. The bonus paid to these employees will be prorated based upon the average weekly houses for that time. Employees in this category are: bus drivers, child nutrition employees, tutors, driver education instructors and afterschool employees. The following classes of employees will not be eligible for the bonus because they are not considered to be permanent employees: substitutes (to include child nutrition bus driver and bus monitors) and non-staff coaches.

**Action:** *Upon a motion by Mr. Matt Wike and seconded by Mrs. Elizabeth Cooper, the board voted unanimously to approve the state bonus to employees not paid with state funds.*

- D. **Agenda Item:** Approval for Roofing Projects: Fairview Elementary School, Smokey Mountain Elementary School and Smoky Mountain High School  
**Presenter:** Mr. Joe Buchanan, Maintenance Director

Mr. Buchanan presented the board with three bids each for Fairview Elementary School, Smokey Mountain Elementary School and Smoky Mountain High School roofing projects. Mr. Buchanan recommended the board accept the lowest bids from The Bonitz Company for all three projects and asked for board approval.

**Action:** *Upon a motion by Mr. Matt Wike and seconded by Mrs. Margaret McRae, the board voted unanimously to approve the roofing bids from The Bonitz Company.*

- E. **Agenda Item:** Interlocal Governmental Agreement – Town of Webster  
**Presenter:** Dr. Michael Murray, Superintendent

Dr. Murray presented the board with the Interlocal Governmental Agreement – Town of Webster, to lease JCPS property located between the County of Jackson and the Southwestern Child Development Commission that is used as parking when accessing the baseball field. The property owned by Jackson County Board of Education will be leased by the Town of Webster for the sum of \$1.00 per year for a period of ten years. Dr. Murray asked the board for approval of the agreement.

**Action:** *Upon a motion by Mr. Matt Wike and seconded by Mrs. Elizabeth Cooper, the board voted unanimously to approve the Interlocal Governmental Agreement – Town of Webster for the lease of JCPS property.*

- F. **Agenda Item:** Glenville Rescue Squad Treatment Plant Agreement  
**Presenter:** Dr. Kim Elliott, Assistant Superintendent

Dr. Elliott informed the board about a letter received from the Jackson County Department of Public Health regarding the Glenville Rescue Squad substation, located adjacent to Blue Ridge School. The Rescue Squad's septic system has failed and the county has inquired about the Rescue Squad connecting into the Blue Ridge School treatment plant. Dr. Elliott explained to the board that the system has enough capacity to allow the Rescue Squad to tie in to the system as well as capacity for student expansion. Dr. Elliott asked the board for approval of the Glenville Rescue Squad Treatment Plant Agreement.

**Action:** *Upon a motion by Mr. Matt Wike and seconded by Mrs. Elizabeth Cooper, the board voted unanimously to direct the Superintendent to execute any necessary documents to complete the transaction.*

- G. **Agenda Item:** School Improvement Plans  
**Presenter:** Mr. Jason Watson, Director Secondary Curriculum

Mr. Watson presented the School Improvement Plans for review at the 09-21-15 board meeting and asked the board for questions concerning the plans. Mr. Watson asked the board for final approval

**Action:** *Upon a motion by Mr. Matt Wike and seconded by Mrs. Margaret McRae, the board voted unanimously to approve the School Improvement Plans.*

- H. **Agenda Item:** Low Performing School Improvement Plans  
**Presenter:** Dr. Michel Murray, Superintendent

Dr. Murray presented the board with the Low Performing Schools Improvement Plan District Synopsis for Jackson County Public Schools and asked for board approval.

**Action:** *Upon a motion by Mr. Matt Wike and seconded by Mrs. Elizabeth Cooper, the board voted unanimously to approve the Low Performing Schools Improvement Plan for Jackson County Public Schools.*

- I. **Agenda Item:** School Safety Plans  
**Presenter:** Dr. Murray

Dr. Murray informed the board that pursuant to GS Section 115C-105.27(C1) the School Safety Plans will be moved to closed session,

- J. **Agenda Item:** Policy Updates  
**Presenter:** Dr. Murray

First Reading:

1. Students at Risk of Academic Failure (3405)

Updates:

1. Title I Parent Involvement (1320/3560)
2. Board Attorney (2610)
3. Web Page Development (3227/7322)
4. Student Promotion and Accountability (3420)
5. Staff-Student Relations (4040/7310)
6. Unsafe School Choice Transfer (4152)
7. Tobacco Products – Students (4320)
8. Criminal Behavior (4335)
9. Registered Sex Offenders (5022)
10. Smoking and Tobacco Products (5026/7250)
11. Weapons and Explosives Prohibited (5027/7275)
12. Drivers (6315)
13. Vandalism (6550)
14. Insurance (8340)
15. Site Selection (9010)
16. Facility Design (9020)
17. Sale, Disposal, and Lease of Board-Owned Real Property (9400)

Dr. Murray presented the proposed changes to the above listed policy and asked for board approval.

**Action:** *Upon a motion by Mr. Matt Wike and seconded by Mrs. Margaret McRae, the board voted unanimously to approve the above listed policy updates.*

- K. Agenda Item:** Field Trip Requests  
**Presenter:** Dr. Michael L. Murray, Superintendent

Field Trips:

1. Chattanooga Aquarium and Space Center - BRS Grade 6, Huntsville, AL, Apr. 5 to 8, 2016 – Travel Tracker #1871
2. NC State Fairgrounds – SMHS, Grades 9 to 12, Raleigh, NC, Feb. 3 to 4, 2016, Travel Tracker #1821
3. New York, NY - SMHS, Grades 9 to 12, New York, NY, Mar. 15 to 20, 2016, Travel Tracker #1845
4. Space Camp – Smokey Mountain Elementary School, Grade 6, Huntsville, AL, Apr. 27 to 29, 2016, Travel Tracker #1887
5. Young Harris College – School of Alternatives, Grades 3 to 8, Young Harris, GA, Oct. 28, 2015, Travel Tracker #1896
6. New York, NY – Jackson County Early College, Grade 12, New York, NY, May 11 to 16, 2016, Travel Tracker #1607
7. Raleigh and Wilmington - Smokey Mountain Elementary School, Grade 8, Raleigh, NC, Apr. 5 to 8, 2016 – Travel Tracker #1900

Dr. Murray reviewed the above listed field trips and asked for board approval.

**Action:** *Upon a motion by Mr. Matt Wike and seconded by Mrs. Elizabeth Cooper, the board voted unanimously to approve the above listed field trips.*

**CLOSED SESSION**

*The board unanimously approved a motion by Mr. Matt Wike and seconded by Mrs. Margaret McRae, to enter into closed session pursuant to G.S. 143.318.11 for the following purposes: under subsection; (a) (1) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-32 and (a) (3) to discuss matters protected by attorney-client privilege.*

*Upon a motion by Mr. Matt Wike and seconded by Mrs. Margaret McRae, the board voted unanimously to return to open session.*

**OPEN SESSION**

**Action:** *Upon a motion by Mr. Matt Wike and seconded by Mrs. Margaret McRae, the board unanimously approved the consent action agenda:*

- A. Closed Session Minutes of Meeting on September 21, 2015.

**PERSONNEL ACTION AGENDA**

**Action:** *A motion was made by Mr. Matt Wike to approve the personnel agenda as recommended by Dr. Murray and was seconded by Mrs. Elizabeth Cooper. The board unanimously approved the following recommendations:*

**Employee Recommendations:**

1. Ashe, Lela – Substitute Child Nutrition Assistant, Fairview Elementary School
2. Awtrey, John – Custodian/Substitute Bus Driver, Smoky Mountain High School
3. Bates, Larry – Bus Driver, Smokey Mountain Elementary School
4. Blevins, Elizabeth Nancy – Substitute Bus Monitor, Cullowhee Valley Elementary School
5. Brooks, Kelly – Substitute Bus Monitor, Cullowhee Valley Elementary School
6. Broom, Anita – Substitute Child Nutrition Assistant, Scotts Creek Elementary School
7. Chastain, Charity – EC Teacher Assistant, School of Alternatives
8. Coffey, Leigh Ann – Teacher, Blue Ridge School and Early College
9. Cole, Ameka – Bus Driver, Fairview Elementary School
10. Dean, Lisa – K-8 Literacy Consultant LEAP Program, Cullowhee Valley Elementary School
11. Franklin, Traci – Afterschool Assistant, Fairview Elementary School
12. French, Betty Ann – Afterschool Assistant, Fairview Elementary School
13. Guelcher, Jeffrey – Bus Driver, Smoky Mountain High School and Fairview Elementary School
14. Lanning, Shannon – Custodian and Bus Driver, Scotts Creek Elementary School
15. McClellan, Jesame – Teacher Assistant, Cullowhee Valley Elementary School
16. McMahan, Patricia – Substitute Custodian, Cullowhee Valley Elementary School
17. McMahan, Sammy – Substitute Bus Driver, Cullowhee Valley Elementary School
18. Miller, Charles Sandy – Substitute Bus Monitor, All Schools
19. Parsons, Jonathan – Teacher, Fairview Elementary School
20. Ries, Dale – Cherokee Language Instructor, Smokey Mountain Elementary School and Smoky Mountain High School
21. Speir, Ashley – Interim EC Teacher, Fairview Elementary School
22. Stanley, Rhea – Afterschool Assistant, Fairview Elementary School
23. Vreeland, Teresa – Afterschool Assistant, Fairview Elementary School
24. Watson, Tracy – K-8 Math Consultant LEAP Program, Cullowhee Valley Elementary School
25. Woodring, Shannon – Bookkeeper, Data Manager, Jackson County Early College

**Employee Resignations:**

1. Benson, Patricia – Administrative Assistant, Jackson County Early College
2. Bigelow, Adam – Teacher, Blue Ridge Early College
3. Bradley, Joshua – Custodian/Bus Driver, Scotts Creek Elementary School
4. Buchanan, Joe – Maintenance Director, Central Office
5. Buchanan, Larry – Custodian/Substitute Bus Driver, Smoky Mountain High School
6. Kilby, Charles – Head Coach Middle School Baseball, Blue Ridge Early College
7. Kilby, Charles – Head Coach Middle School Soccer, Blue Ridge Early College
8. Milkey, Corina – Child Nutrition Manager, Cullowhee Valley Elementary School
9. Stephens, Roy – Bus Driver, Fairview Elementary School
10. Walker, Susie – Teacher, Blue Ridge School

**Employee Retirements:**

1. Tessin, Cathy – Teacher Assistant, Scotts Creek Elementary School



**Non-Staff Coach Recommendations:**

1. Bell, Tasha – Assistant Coach Cheerleading, Smokey Mountain Elementary School
2. Carnes, Scotti – Head Coach Winter Varsity Cheerleader, Smoky Mountain High School
3. Madden, Jeff – Head Coach Middle School Boys Basketball, Blue Ridge Early College
4. O’Berry, James – Head Coach Middle School Girls Basketball, Blue Ridge Early College
5. Parker, Dailey – Assistant Coach Swimming, Smoky Mountain High School
6. Tallman, Caleb – Assistant Coach Basketball, Scott Creek Elementary School
7. Wolfe, Jonah – Assistant Coach Junior Varsity Football, Smoky Mountain High School

**Staff Coach Recommendations:**

1. Nelson, Josh – Assistant Coach Middle School Baseball, Scotts Creek Elementary School
2. Reddin, Colby – Head Coach Junior Varsity Wrestling, Smoky Mountain High School
3. Sartain, Michael – Head Coach Indoor Track, Smoky Mountain High School
4. Shuler, Pam – Assistant Athletic Director Winter Sports, Smoky Mountain High School
5. Taylor, Mark – Assistant Athletic Director Fall Sports, Smoky Mountain High School

**ANNOUNCEMENTS**

**The next regularly scheduled business meeting of the Board of Education is November 16, 2015, at 6:00 p.m., at the Board of Education Administrative Offices, 398 Hospital Road, Sylva, North Carolina.**

**ADJOURNMENT**

There being no objection, Chairman Henke adjourned the meeting at 7:46 p.m.

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Ken Henke, Chairman

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Dr. Michael L. Murray, Secretary