



PLEASE POST

Board Bullets

Highlights of the Cherokee County Board of Education Meeting Thursday, February 9, 2017

- Beginning at 6 pm, Ms. Wanda Arrowood called the meeting to order and welcomed all present.
- Mr. Winfield Clonts led the pledge of allegiance.
- Mr. Tim Coffey read the mission statement.
- The agenda was accepted as presented.
- The Minutes from the January 12, 2017 board meeting were approved as presented.
- Ms. Arrowood called for public comment. Mr. Gary Chamberlain appeared to address his community involvement program on a litter free Cherokee County. After some discussion about teaching our youth to take pride in their community, he acknowledge Mr. Winfield Clonts, Ms. Tiffany Clapsaddle, Mr. Thomas Graham, Ms. Susan Steiner, Mr. Lance Bristol and all the students involved in the school cleanup programs. He concluded by stating that our youth must be taught to take pride in themselves, their school, community, and country.
- Mr. Winfield Clonts delivered a report from the Financial Planning Subcommittee meeting held February 1, 2017. Mr. Clonts reported on several items discussed during the subcommittee meeting. Following this, he reported the items the subcommittee had consented to as necessary expenses. Those items are:
 - Marble Elementary School project to include concrete walks and handicap accessibility to the K building and removing of uneven brick pavers.
 - Murphy High School bleacher repairs.
 - Hiwassee Dam School boiler.
 - Andrews High School HVAC repair.
 - Murphy Middle School HVAC repair.
 - District level project—new building project consulting.
 - District level VOIP phone system upgrade.
 - Andrews Middle School Baseball field refurbishment project.
- Following this, Mr. Clonts reported the subcommittee recommended \$126,882.89 be added to the budget proposal to be presented to the County Commissioners for consideration. These funds would be utilized to bring the cafeteria employees up to the state pay standard. He went on to inform the Board of discussions about providing the same to bus drivers in Cherokee County.
- Mr. Tim Coffey was recognized and in lieu of an Academic Subcommittee report proposed the subcommittee hear from principals of schools that did not make growth at a subcommittee meeting during which they will provide reasons why their schools didn't meet growth standards, solutions put in place to correct the problems, rational behind those solutions, and methods being employed to measure success of the corrective actions. Mr. Coffey went on to seek a consensus from the Board that instead of the principals appearing before the Board in March that they provide a narrative containing the aforementioned items to the Board. The Board agreed to this action.
- Ms. Stephanie Hass presented several budget amendments for consideration. Those amendments were:
 - 1) Amendment to the State Public School Fund
 - 2) Amendment to the Local Current Expense Fund
 - a. Use of ¼ Cent Sales tax in the amount of \$62,305.99 for use to fund two classroom teacher positions.
 - 3) Amendment to the Capital Projects Fund
 - a. Use of ½ Cent Sales tax in the amount of \$81,060 for use as follows:

- i. *Marble Elementary: Concrete walk at kindergarten building*
 - 1. *Service by Raxter Concrete Finishing: \$10,418*
- ii. *MHS: Bleacher repairs*
 - 1. *Seating Safety Solutions: \$7,493*
- iii. *HD: Boiler burner repairs*
 - 1. *Dalton HVAC: \$13,000*
- iv. *MMS: HVAC Module replacement*
 - 1. *Harris Integrated Solutions: \$7,313*
- v. *District: Consultation services*
 - 1. *LS3P consulting: \$30,000*
- vi. *District: VOIP project completion—upgraded phone installation*
 - 1. *NCI: \$5,607*
- vii. *AMS Baseball Field*
 - 1. *Hillside Nursery: \$7,229*

- Next, Ms. Hass proposed a request for use of NC Education Lottery Funds in the amount of \$76,094.87 to be applied towards the 2016/17 Debt Service Payment for classroom additions to REMS.
- The budget amendments, tax usages, and usage of lottery funds were approved.
- Mr. Jeff Tatham delivered the Policy Subcommittee recommendations by announcing policies for second reading. Those policies presented are:
 - 3620 Extracurricular Activity & Student Organizations
 - 3620-R-(MS) Middle School Athletic Regulatory Policy
 - 4003 Translating Policies for Students and Parents (new)
 - 9115 Prequalification of Bidders for Construction Projects
 - 9120 Bidding for Construction Work
 - 9400 Sale, Disposal, & Lease of Board-Owned Real Property

The policies were adopted as presented. Next, Mr. Tatham presented policies for first reading as prepared by the Policy Subcommittee:

- 2116 Removal from Office
- 3225/4312/7320 Technology Responsible Use
- 3620-R-HS High School Athletic Policy
- 4040/7310 Staff-Student Relations
- 4100 Age Requirements for Initial Entry
- 4110 Immunization and Health Requirements for School Admission
- 4125 Homeless Students
- 4150 School Assignment
- 4326 Student Drug Testing
- 4400 Attendance
- 7810 Evaluation of Licensed Employees
- Dr. Jeana Conley delivered her Superintendent's Report.
 - She began by presenting a proposed Resolution to the Board that requests the general assembly pass legislation to provide local school districts with the class size and funding flexibility needed to avoid severe negative impacts. *The Board approved the Resolution.*
- Following this, Dr. Conley informed the Board that she had approved overnight fieldtrip requests for the HDHS Spanish Classes to travel to San Juan, Puerto Rico on March 26, 2017, the AMS and HDEMS Project Discovery & Talent Search 7th and 8th grades to travel to Hiwassee and Ocoee State Park in Benton, TN on April 18, 2017, and the MMS Jr. Beta Club to travel to Pigeon Forge, TN on May 10, 2017.
- Next, Dr. Conley reported good news from the District as follows:
 - CCS selected to pilot the Digital Learning Competencies for teachers
 - The NC Delta Epsilon Chapter of Alpha Delta Kappa inducted 4 new members into our growing organization: Allison Brown, Sonya Cabe, Donna Collins and Leanne Cook.
 - **3rd Grade Teacher Reading Performance Bonuses**

Amanda Barber
Dianna Sneed
Melissa Johnson
 - **Advanced Placement Bonuses**

Cesar Campana
Avery Gibson
Amy Brown
Andrea Stewart

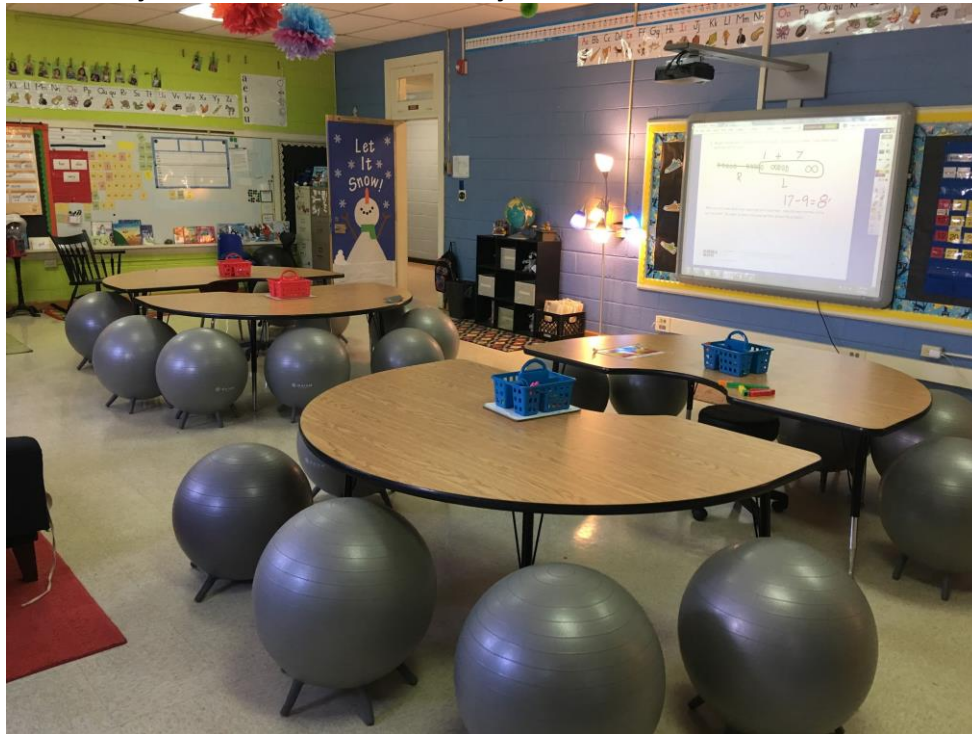
Will Meiner
Brandon Clonts
Justin Bristol

▪ **CTE – Industry Certifications and Credentials Bonuses**

Anderson Griffin
Margaret Edwards
Barbara Haydon
Lynn Barry-Toth
Amanda Johnson

Rhonda Leblanc
Carolyn Crosby
Erin McCoy
Revonda Palmer

- Dr. Conley also announced that February was the month to distribute the 2015-2016 state Merit pay bonuses to state non-certified staff. (See Attached CCS Policy for distribution). She further announced that while non-certified people are extremely deserving of this bonus, this bonus is not near enough to represent the great work they do each day, but at least it is an effort. Teachers and employees on the teacher salary scale were specifically excluded by legislation from receiving this bonus. As a result, Dr. Conley announced that Associate Superintendent Kim Gibson, Assistant Superintendent John Higdon, and Dr. Conley felt compelled to defer their bonus back in order to help give bonuses to non-certified people paid on the local scale. "It is just the right thing to do. The three of us have been very blessed to receive increases alongside teachers when the state allowed, and it's only fair we recognize all the uncertified people- not just the one's paid from a state pot of money."
- Dr. Conley next informed the Board of individual school's good news items as reported by principals:
 - **Andrews Elementary School**
 - We have a classroom that now is fully equipped with alternative seating for students. This helps students stay on task and addresses sensory needs.



- We had multiple winners in the district Soil and Water Conservation poster contest. Anjalo Fierro, who won first place in the 5th grade division will be going on to the regional competition.
- 3rd Grade: O'Malley Salinas (second place), Olivia Davis (third place)
- 4 Grade: Kylie Donaldson (second place), Jonathan Riegert (second place), Isabella Hughes (honorable mention)
- 5th Grade: Anjalo Fierro (first place), Hailey Pressley (2nd place), Tyler West (third place)
- **Andrews High School**
 - AHS Wrestling team has several regional qualifiers going to the Regional Wrestling Tournament in

- Allegany, NC on 2/10 and 2/11.
- AHS Foods I and ProStart II baked desserts for the community dessert theatre.
- AHS students are volunteering their time to serve at the dessert theatre.
- AHS Art students took home 8 blue ribbons at the district level art competition on 2/4/17 and will now advance to compete at the state level in the GFWC-NC annual Arts Festival next month.
- 80% of AHS seniors have been accepted to at least one college or university
- 62% of AHS seniors have been awarded at least one scholarship (institutional or outside)
- Boys Advanced PE class is up to 36 students. These boys are working hard every day to get bigger, stronger and faster.
- AHS boys basketball have finished the regular season with 10 wins. More wins than the past 2 seasons. (8-14 last season and 3-18 the year before).
- AHS varsity cheerleaders are attending a dance/technique clinic this weekend with the Western Carolina University dance team.
- Several of Mr. Barton's students volunteered with the December Shop with a Cop meals. We received a glowing letter from Mr. Al Lovingood on the student's diligence.
- **Andrews Middle School**
 - Joy Wood came in 1st and Marcia Patterson got 3rd for the county with Soil and Conservation essays.
 - A grant was obtained through the collaborative effort of Mrs. Rickett, Mrs. Alaina Ledford, and Ms. Higdon through the Community Foundation of WNC for \$5950.00. The funding is for Makey Makey STEM materials, Lego EV3 kits, and a school set of Wonder for a school wide book study.
- **Hiwassee Dam High School**
 - 25 units of blood collected at blood drive on 1/26, staff, students and community participated
 - Evan Dillard, Michael Lambert, Kenny Neal, and Aaron Oconnell have all placed for the regional wrestling tournament held at Alleghany HS this coming weekend.
 - Varsity Girls Basketball team has finished 1st in the LSMC.
- **Marble Elementary**
 - Through help from Title I and the use of school funds, our 5th grade is now 1:1 on Chromebooks in the classroom.
- **Martins Creek E/M**
 - Ms. Ruby Boehm, a 6th grader at MCS, recently finished 2nd in the county soil and water competition with her essay, which she wrote in Mr. Brooks' science class. Gracey Sneed, a 4th grader at MCS, finished first in the county among 4th graders with her poster about the importance of preserving our soil and clean water. Gracie created the poster in Mrs. Cheryl Aiken's class. Both students received ribbons and gift cards presented at the First Methodist Church in Murphy on February 6th. On January 26th, MCS held a science fair for all 4th and 5th graders. Judges were Mr. Ronnie Whitener, chemistry professor from Tri-County Community College, and two students from MIT. The MCS PTO provided over \$200 in science-based prizes for the winners. 4th grade winners: Kailey Rowland-1st, Gracey Sneed-2nd, Madison Munz-3rd; 5th grade winners: Christian Byers-1st, Aaliyah Lozano-2nd, Sarah Muniz, Maddox Hughes, & Sam Henry-3rd (tie).
 - The MCS PTO remains committed to providing all school supplies for all students in the 2017-2018 school year. On Saturday, February 25th, they will hold a hoedown and talent show from 10 till 4. There will be games, live music, dancing, pie eating contests, cake walks, prizes, a chili and cornbread cook-off, art contests, and more. Former MCS student, Chole Matheson, set up collection boxes for Ronald McDonald House at MCS as part of her senior exit project at TCEC. Parents and students can contribute needed items from the RMH wish list attached to the box and available online. The library at MCS is a recipient of a Modern Woodmen of America matching funds grant (\$500). The money raised will purchase new books for the library requested by students. Ms. Katelyn Truett, counselor, is starting up the Girls on the Run program at MCS! On February 16th, Debbie Ledford's first grade class will participate in World Wide Read Day. They will be both performers and audience for a special session of reader's theater, by Skyping with another first grade class in New Brunswick, Canada at Moncton Christian Academy!
- **Murphy Elementary School**
 - 5th Grade Google classrooms for Math and ELA are set up
 - Our first Literacy Night is scheduled for March 13

- OM will be competing on February 25 in Marion, NC
- A School Fundraiser raised \$800 in 2 weeks to help fight Leukemia
- Kindergarten raised money to help a fellow student who had a kidney transplant
- **Murphy High School**
 - Murphy High's INVEST program is off to a strong start -- ACT Online Prep, KeyTrain, tutoring, homework help, and club activities
 - We have 20 athletes participating in the NCHSAA 1A/2A indoor track meet. This is the most by any 1A team attending and the 4th most of 1A and 2A teams and the 17th most of all classifications in the state.
 - Emily Reid qualified for the state meet in swimming.
 - Health Science Education students taking Nursing Fundamentals and Health Science II will be attend the MedCaT Learning Lab on Feb 17, at WCU. MedCaT stands for Medical Careers and Technology and is sponsored through a grant Students attending are interested in healthcare careers and the learning labs are to give students more information about medical technology and different careers available.
 - The grant for our students is through Wake Forest School of Medicine, The Center for Native Health, MAHEC, Wake Forest University and Western Carolina.
 - The MHS Winter Formal, hosted by the English Department, was successful and thanks Linda May and Modern Woodman for "Matching Funds" to help purchase the supplies and resources needed in our department.
 - Modern Woodman donated a new US flag to the school.
 - There is a brand new athletic program starting with first scrimmage 2-23....Women's Soccer!
 - In Advanced Digital Media classes - WDOG (MHS weekly news program) has started back!! New semester- New kids, this is WDOG's 19th season!
 - Digital Media 3 students are also in full production phase of (2) videos: (1) Big Brother/Big Sister video and (2) Invest promotional video
 - Journalism is wrapping up the 2017 "Legacy" Yearbook and setting their eyes on "The Boomerang" and New "Feature" item on the new webpages.
- **Peachtree Elementary**
 - Kegan Storms won 1st place in the 3rd grade category of the soil and water conservation poster contest. His poster will go on to the state competition. Olivia Rhodes won 2nd place in the 4th grade category of the soil and water conservation poster contest. Both students received ribbons and gift certificates. Mrs. McMahan will also receive a \$50 check to be used in her STEM classroom.
 - We will have Junior Beta Club inductions on February 21st.
 - Kary McClure will receive the VFW Post 7620 Teacher of the Year Award on February 15th.
 - PES will host a Spring Fling/Literacy Night on March 3rd. All students will receive a leveled reader and parents will receive literacy training as well. This is also our biggest fundraiser of the year. Betty Beaver secured a matching funds grant through Modern Woodmen for \$1250 for the event. Funds will be used towards technology needs at PES.
 - 2nd grade hosted a Zaxby's night on February 7th.
- **Ranger E/M School**
 - Seventh grade students in language arts are asking and answering questions about food sustainability such as "How will we feed 9 billion people by 2050?" They planted 28 plants in a hydroponic garden. They are monitoring the growth, water Ph, phosphate and nitrogen amount. They are writing informative essays and developing through the Design Cycle --Google web sites.
 - REMS Softball Girls raised over \$2,000 to purchase a pitching machine for HDR Girls Softball Team.
 - We have 4 teachers currently seeking to get their National Boards Certification.
 - Ranger's 21st CCLC is completing the NASA STEM project. They will submit 2 videos of the Crew Exploration Vehicle to NASA.
 - Middle grade students have begun preparing for Science Olympiad.
 - Ranger STEM News
 - Our girls Robotics team, The Rockin' Robots competed in the First Lego League Robotics State Tournament in Greensboro. We nominated Gabrielle Gagnon for the State Coaches Award and she was chosen out of all the coaches represented in the tournament.

- We have 2 teams, a varsity and Junior varsity prepared to compete in their 3rd Science Olympiad tournament on March 18th. We have 4 student (peer) coaches that come to help - Rangers last year graduates who are now 8th graders at HD.
- We also have teams preparing for the STAC-E tournament. Teams will enter Robotics, hobbies and special interest, and entrepreneurship.
- We have completed the mid-year Benchmark and we were able to receive EVAAS training from Ms. Leslie Ledford to do a comparison of EVAAS and mid-year Benchmark Scores.
- mClass results were just shared with the DATA Team and the team is developing strategies.
- Successful Fundraiser Night at Rib Country for Ranger's PTA - They were able to raise \$285.00.
- **Tri-County Early College**
 - Trish Mathews and Alissa Cheek presented on Teacher-Powered Schools at RTI International Spring Networking Event February 6 & 7.
 - TCEC kicked off its school-wide project entitled "Shark Tank." Students will be developing a prototype and business plan for a product which will be designed to improve a current local, state, national, or global challenge. Parent Information Nights for rising 9th and 10th graders interested in attending Tri-County Early College next school year will be held February 20 and 23. Parents and students must attend one of these sessions in order to obtain an application.
 - Congratulations to Lucy Crayton and Sage Sorensen for their impressive first-year finishes at the Regional Swimming Competition.
 - Good Luck to freshmen Sydney Bolyard as she competes at the State Indoor Track meet this weekend.
- Lastly, Dr. Conley asked the Board Chair, Ms. Wanda Arrowood, if she would announce the Valedictorian, Salutatorian, and Vocational Honor students. Ms. Arrowood announced as follows:
 - **Andrews High School**
 - **Valedictorian:** David Soto
 - **Salutatorian:** Megan Yonce
 - **Vocational Honor:** David Soto
 - **Hiwassee Dan High School**
 - **Valedictorian:** Maci Sena
 - **Salutatorian:** Alysha Floyd
 - **Vocational Honor:** Maci Sena
 - **Murphy High School**
 - **Valedictorian:** Isaac Mock
 - **Salutatorian:** Grant Lindsay
 - **Career & Technical Honor:** Isaac Mock
 - **Tri-County Early College**
 - **Valedictorian:** Ivy Collins
 - **Salutatorian:** Skyler Bolyard
- Mr. Paul Brown read the motion to adjourn to break and closed session. The motion is approved.
- A motion was made to return to open session. The motion is approved.
- When the Board returned to open session, the following actions were taken:
- **The Board approved the following Resignation**

<i>Name</i>	<i>Position & Assignment,</i>	<i>Type of Request</i>	<i>Effective Date</i>
James Vaught	Teacher, AMS	Resignation	02/10/2017
- **The Board approved the following Leaves of Absence:**

<i>Name</i>
Kayla Lopp
Karen Hogsed
Angie West
- **The Board approved the following hiring recommendations**

<i>Name</i>	<i>Additional Duty Assignment</i>	<i>Effective Date</i>
Jacqueline Egli	Interim Teacher, MES	02/10/2017
James Mason	Maintenance, District	02/10/2017
Cynthia Waldroup	21 st CCLC Site Director, MES	01/31/2017

- **The Board approved the following substitute teacher:** Brandon Deitz
- **School Nutrition Substitutes:** Amy Cavallari and Misty Matthews
- **21st CCLC Substitute/Tutor:** Christina Rayburn
- **The Board approved the following Helping Hands Volunteers**

*Application**Renewal Date*

<i>Name</i>	<i>School</i>	<i>Activity</i>	
Kenney Clark	AMS/AHS	Coach, Shooting Team	02/09/2018
Adam Cross	AMS/AHS	Coach, Shooting Team	02/09/2018
Denise Cross	AMS/AHS	Coach, Shooting Team	02/09/2018
Josh Garrett	AMS/AHS	Coach, Shooting Team	02/09/2018
Michael Matheson	AMS/AHS	Coach, Shooting Team	02/09/2018
Sean Matthews	AMS/AHS	Coach, Shooting Team	02/09/2018
Bobby Neal	AMS/AHS	Coach, Shooting Team	02/09/2018
Scott Stalcup	AMS/AHS	Coach, Shooting Team	02/09/2018
Brandon West	AMS/AHS	Coach, Shooting Team	02/09/2018
Roger West	AMS/AHS	Coach, Shooting Team	02/09/2018
Steven West	AMS/AHS	Coach, Shooting Team	02/09/2018
John Cook	AMS	FCA	02/09/2018
Pamela Cook	AMS	FCA	09/09/2018
Brandon Deitz	AMS	Coach	02/09/2018
Sarah Dunn	AMS	Coach	02/09/2018
Alan Morgan	AMS	FCA	02/09/2018
Stacey Smith	AMS	Coach	02/09/2018
Carlos Ramos	HDHS	Track & Field	02/09/2018
Thomas Taylor	HDEMS	Coach	02/09/2018
Stephen O'Bryon	MHS	Coach	02/09/2018
John Rayburn	MHS/MMS	Coach	02/09/2018
Richard Curry	MHS	Coach	02/09/2018
Andrew Skogen	MHS	Coach	02/09/2018
Larry Rumfelt	MHS	Coach	02/09/2018
Brian Mundy	REMS/HD	Coach	02/09/2018

- Ms. Arrowood announced the Board would meet March 1, 2017 beginning at noon for a Budget Workshop. She next announced the next regular Board of Education meeting will be held Thursday, March 9, 2017 beginning at 6 pm at Central Office.
- It was announced the Financial Planning Subcommittee & Policy Subcommittee would meet on March 2, 2017 at Central Office with the Financial Planning meeting to begin at 4 pm and the Policy meeting following immediately after.
- There being no further business to discuss, the meeting adjourned at 7:57 pm.

A. ELIGIBILITY

To be eligible for a one-time merit-based bonus, an employee must meet the requirements established below.

This policy is applicable only to the 2016/2017 school year.

1. Position Requirements

State funds are provided only for state-funded employees who are school administrators, central office employees, or non-certified employees. Teachers and instructional personnel paid on the teacher salary schedule are not eligible.

2. Performance Requirements

In order to receive the Merit-Based Bonus in 2016-17 a qualifying state paid employee must have at least five years of experience in the Cherokee County School system and have received an at-standard evaluation or above on their most recent evaluation. Employees who received a below standard or received a letter of reprimand will not be eligible.

B. AMOUNT OF BONUS

The superintendent shall ensure that the total amount of funds awarded do not exceed the amount of funds provided by the state for the purpose of providing merit-based bonuses. Bonuses shall be allocated as follows:

A qualifying state paid employee with 5-9 years of satisfactory evaluations and an at-standard or above on their most recent evaluation will receive a minimum \$250.

A qualifying state paid employee with 10-19 years of satisfactory evaluations and an at-standard or above on their most recent evaluation will receive a minimum bonus of \$500.

A qualifying state paid employee with 20-29 years of satisfactory evaluations and an at-standard or above on their most recent evaluation will receive a minimum bonus of \$750.

A qualifying state paid employee with 30+ years of satisfactory evaluations and an at-standard or above on their most recent evaluation will receive a minimum bonus of \$1000.

Any bus driver regardless of years of service with a satisfactory evaluation is eligible to receive \$250.

An employee is only entitled to one bonus; that bonus being the highest for which they qualify for.

An employee who has received an unsatisfactory evaluation or letter of reprimand in the past 5 years will be ineligible for the Merit-Based Bonus.

A School Based Administrator that led a school receiving an “A” rating on the School Performance Grade for 2015-16 will receive \$3000.00

A School Based Administrator that led a school receiving a “B” rating on the School Performance Grade for 2015- 16 will receive \$1500.00

A Principal that led a school which qualified as “Exceeding Growth” on the School Performance Grade for 2015 -16 will receive \$1500.00

An Assistant Principal of a school which qualified as “Exceeding Growth” on the School Performance Grade for 2015-16 will receive \$500.00

A Principal that leads a school with a qualifying graduation rate above the state average will receive \$1500.00

An Assistant Principal that lead a school with a qualifying graduation rate above the state average will receive \$500.00

Legal References: Session Law 2016-94

Adopted: November 17, 2016