

MINUTES
THE ASHEVILLE CITY BOARD OF EDUCATION
WORKSESSION JANUARY 28, 2013 AND
REGULAR MEETING FEBRUARY 4, 2013

The Asheville City Board of Education ("Board") held a work session at 4:00 p.m., on Monday, January 28, 2013, in the Media Center of The William Randolph School, 90 Montford Avenue, Asheville, North Carolina.

Members present were:

Gene Bell, Chairman, presiding
Peggy Dalman
Precious Folston
Jacquelyn Hallum
Al Whitesides

Comprising a quorum of the Board; also

Allen H. Johnson, Secretary/Superintendent.

CALL TO ORDER

Chairman Bell called the work session to order at 4:03 p.m.

WORKSESSION

School Success Coordinator, Tanya Presha presented the Asheville City Schools Dropout Demographics for the 2011-12 school year.

- A comparison of the dropout report for previous years showed for the first time, an increase in African American female dropouts.
- The district continues to see a decrease in grades 11 and 12 dropout rates. Since 2006, the dropout for 10th grade students has not shown much improvement. Ms. Presha mentioned that she addressed her concerns with both Carol Ray and Greg Townsend, principals for Asheville High School and SILSA. Board members pointed out that age 16 appears to be key factor and it should be taken into consideration. Over the years, the district has seen great improvement with the 9th grade dropout numbers to which Ms. Presha attributes to the resources that were put in place at the state and district levels. Since it was implemented and with the

occasional tweaking, the FX program has proven to be very positive. The total dropout count fell to 35 students compared to 39 for the 2010-2011 school year.

- In her review of the reason codes section of the student dropout report, Ms. Presha also included the explanations associated with the codes as requested by the Board when she presented the 2010-2011 report last school year.

At the request of Superintendent Johnson, a more detailed explanation was presented on the reason code 'MOVE' and how it can impact the school district. Jacquelyn Hallum requested to know if there is a pregnancy code to which Ms. Presha answered yes!

- SILSA had two male dropouts
- A review of all the groups by grade showed the student dropout count for the 2011-2012 school year to be 37.

Ms. Presha expressed her satisfaction with the decrease in the number of reason codes that were mentioned in the 2011-2012 report and praised the district for doing a better job in looking at interventions based upon the child and the situation.

- An overview of the other school districts' dropout rates were reviewed, and how they compare with Asheville City Schools. Overall, the district has seen a steady decline since 2007.
 - Asheville City Schools - 37 (2.92%). The lowest rate in 15 years.
 - NC - 3.01%

Ms. Presha shared with the Board that she has assembled a team comprised of different departments to assist her in carrying out her newly assigned duty as Records Auditor. The Audit Team will conduct audits on two schools each school year to make certain that they are in compliance on both the district and state levels. The outcomes from the audits that were conducted last year were reviewed with the Board. Based upon the findings from the audits, school administrators were required to submit action plans at the request of the Leadership Team.

Also included in the presentation were updates on the following:

- A review of the many community collaboration initiatives

- College & Career Day which will coincide with the College & Career Fair at the Asheville Mall. Volunteers will be needed. The event is set for September, but a date is not yet available.

Interim Director for Student Services, Mary Margaret Sullivan presented the 2011-12 Asheville City Schools Crime and Discipline Report.

- Asheville City Schools is below the State in Crime and Discipline incidents
- Zero occurrences of acts that would define the district as a dangerous school were reported
- Two schools reported Zero incidents: Ira B. Jones & Vance Elementary Schools
- A review of the different offenses broken down by schools was examined
- Questions concerning the formula used in determining the different acts for the cumulative yearly percentage were raised. The reporting was based on acts per 1000 students which in many instances, generated a higher percentage for Asheville City Schools because the school district is smaller.
- A review of the Trend Data for the district showed a decrease in Possession of a Weapon and Possession of a Controlled Substance. A review of the Trends in NC was also reviewed.
- ACS Suspensions and Expulsions - (910) Short-Term Suspensions and (8) Long-Term Suspensions and (0) Expulsions. Board member, Peggy Dalman requested to know the number of students included.

Superintendent Johnson apprised everyone concerning the recent changes in State law regarding Long-Term Suspended students and the impact that it will have on the report going forward. Ms. Grady also added that the district will first seek alternative education for the students.

Board members requested that Ms. Sullivan provide them with additional data on the number of students that were suspended for both short-term and long-term in comparison to the 2010-2011 school year.

Director for Asheville City Schools Preschool Laurie McDanel presented the Board with binders in preparation for the Federal Early Head Start Monitoring interviews. Ms. McDanel told the Board that the team leader for the Early Head Start Review Team has not contacted her. However, the team is expected to arrive on February 11, 2013 and remain

through February 15, 2015. Chairman Bell was informed that all the Board members will not be required to attend, but it is expected that he must.

Chief Finance Officer, Donna Watson presented to the Board the required annual reporting of the Asheville City Schools Surplus Items Sold or Exchanged for the previous fiscal calendar year. The Board had no questions concerning the five transaction items on the list that was presented for their information only. No action was required.

Cynthia Grady reviewed with the Board the recommended changes to the Board's Administrative Procedure for Policy Code 3621-P – School Sponsored Extra-Class Activities. The main changes to the procedure are outlined in the new paragraph “c” to specify that even during a semester, after the first grading period, if a D or F grade is received, tutoring should start immediately. The Board was also informed that Interim Director of Student Services, Mary Margaret Sullivan is in the process of updating the Board Policy 3621 to ensure that the policy and the procedure are consistent. The Board requested that Superintendent Johnson address the changes that were made to the procedure with the coaches at the high school.

Executive Director for Public Relations/Communications Charlie Glazener reviewed a draft presentation on Marketing Strategies for the Asheville City Schools District. He remarked that he received inputs from Peggy Dalman and Cynthia Grady.

CLOSED SESSION

At 5:45 p.m., Al Whitesides made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1) and (3) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-321, and discuss matters protected by the attorney-client privilege. The motion was seconded by Precious Folston and carried.

The closed session ended at 6:00 p.m.

ANNOUNCEMENTS

- March 5, 2013 Meeting with Buncombe County Board of Commissioners
- NSBA Conference – San Diego (April 13-15, 2013)

MEETING RECESSED

At 6:00 p.m., Chairman Bell announced in open session that the meeting was recessed and would reconvene at Claxton Elementary School, 241 Merrimon Avenue, Asheville, North Carolina, 12:00 noon on February 4, December 3, 2013 for lunch and presentations, followed by a closed session at 5:30 p.m. in Training Room 203 of the Asheville City Schools Administrative Offices, 85 Mountain Street, Asheville, North Carolina, followed by the regular meeting at 6:30 p.m. in the Board Room.

SPECIAL DINNER

Members of the Board, Superintendent Johnson, the Leadership Team and Interim Assistant Principal and Site Administrator, Dewayne Tillman assembled in the William Randolph School cafeteria where they enjoyed a delicious meal prepared by Mark Rosenstein and his culinary staff of GO AIR.

LUNCH AND PRESENTATION

At 12:00 p.m., members of the Board, Superintendent Johnson and the Leadership Team assembled at Claxton Elementary School. The group began their visit first by utilizing the new and improved security procedure at the school's entrance and then proceeded to the media center for a working lunch. Regina Blount's kindergarten class, and with help from assistant teacher Tom Godleski, provided the group with Valentine's necklaces.

Principal Kim Dechant introduced her new Information Technology Facilitator, Kimberly Eggett who reviewed the highlighted upgrades to equipments, including the use of iPads for teachers in grades K-3. The school has also greatly expanded its use of social media tools to include: Facebook, Twitter, Pinterest, Podcasts and PTO and teacher blogs.

Music teacher, Brook Butler presented a review of Claxton's A+ Arts program, which uses deep-level integration in classrooms to address the whole student approach, so that a variety of skills and talents are recognized and developed in each student. Mr. Butler also mentioned the wealth of community support through programs like TAPAS. "I'm good at this!" is a phrase heard often spoken by students.

In addition to her presentation, Ms. Dechant presented good news from the current school year: a dynamic staff retreat, the continued implementation of Olweus anti-bullying program, a successful International Dinner, the school's annual Storytelling Festival, and a PTO-driven community outreach program at Pisgah View Apartments.

The final presentation was a review of the new Foundations program for grades K-2. Underway for just 4 weeks, the initiative focuses on building foundations for reading in both whole class and intervention formats. The teachers at Claxton have enthusiastically accepted this new challenge and use resources like "Mama Echo" and "baby echo" and code words to engage the students. The group witnessed this first-hand when they observed Robin Adams and her second grade students performing a Foundations lesson. They were impressed with both the teacher's enthusiasm and each and every student's participation and engagement.

The Board's visit to Claxton Elementary School concluded with a stop at Candace Wells' 4th grade classroom, where students were immersed in a social studies research project using online resources to explore our state's nickname, the "Tar Heel State".

The visit covered a lot of ground and the group was impressed by what we saw and heard at the district's Arts and Humanities Magnet School.

MEETING RECESSED

At 1:35 p.m., Gene Bell announced that the meeting was recessed and would reconvene for a closed session at 5:30 p.m. in Training Room 203, and then a continuation of the regular meeting at 6:30 p.m. in the Board Room.

CLOSED SESSION

At 5:35 p.m., Jacquelyn Hallum made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1) and (5) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-321. The motion was seconded by Peggy Dalman and carried.

The closed session ended at 6:19 p.m.

The Board received an update on the Bountiful Charter School meeting with Superintendent Johnson and Chief Finance Officer, Donna Watson.

CALL TO ORDER

Chairman Bell called the meeting to order at 6:35 p.m.

PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by Claxton Elementary School student Sam Thornburgh.

Peggy Dalman presented information on the visit to Claxton Elementary School.

ASHEVILLE CITY SCHOOLS MISSION STATEMENT

Precious Folston led the reading of the Mission Statement for Asheville City Schools.

CONSENT ITEMS

Chairman Bell announced that there will be an amendment to the consent items on the agenda and that a motion for approval is needed. Item “E” 2012-2013 Revised Calendar was added to the consent items. Al Whitesides made a motion to approve the amended consent items to add item “E” 2012-2013 Revised Calendar. The motion was seconded by Precious Folston and carried

Precious Folston made a motion to approve the consent items including item E listed below. The motion was seconded by Peggy Dalman and carried.

- A. Minutes of the special meetings on December 6, 2012, January 17, 2013 and January 24, 2013
- B. Transfer of Students
- C. 2013-2014 School Calendar
- D. Budget Amendments
- E. 2012-2013 Revised Calendar

GOOD NEWS

Charlie U. Glazener, Executive Director of Community Relations/Communication announced that this past Holiday Season, Superintendent Allen Johnson, on behalf of Asheville City Board of Education, sent a beautiful greeting card to the Asheville City School staff, a number of our district’s partners and supporters. What made the card really special was the artwork of Hall Fletcher Elementary School 4th grader, Rebekah Wyrick, supported by the school’s talented art teacher, Elizabeth Garlington.

AMS science teacher, Alfonso Prince was awarded a competitive fellowship from the National Science Teachers Association (NSTA) and Dow. Founded in 1944 and

headquartered in Arlington, Virginia, NSTA is the largest organization in the world committed to promoting excellence and innovation in science teaching and learning for all. The current membership for NSTA is 60,000.

The North Carolina High School Athletic Association recently presented the Charlie Adams Distinguished Service Award at regional meetings across the state. AHS Athletic director, Rex Wells was one of the recipients. Awards are given to individuals with at least 10 years experience in education and athletics who are still active in the field and have regularly gone “above and beyond” the call of duty at both the local and the state level. Veteran athletic director Rex Wells, the citation read, has been involved with the NCHSAA in a number of capacities: conference president; participation in the North Carolina Athletic Directors Association, serving on the Board of Directors; and the NIAAA State Award of Merit. Coach Wells is now a National Board Certified Athletic Administrator.

Two AHS apprentices and their mentors: Matthew Pate at Biltmore Estate in Culinary and Nick Ulrey at GE Aviation in Machining. Both are having great experiences. GE Aviation: Kenny Allen; and Brian Hour, chef at the Stable Café on the Biltmore Estate for mentor Cole Pate.

Matthew Pate was later recognized because his mentor from the Biltmore Estate arrived later.

The City of Asheville pauses every January to celebrate the life and legacy of Dr. Martin Luther King, Jr. Board member, Jacquelyn Hallum and Ms. Oralene Simmons introduced and acknowledged the students who received achievements for the 2013 MLK Youth Awards at the Annual Martin Luther King, Jr. Breakfast held on January 19, 2013.

Asheville High School Band Director, Will Talley addressed the Board concerning the band's participation in the Inaugural Festival and Parade as well as the award of Honorary Band Member certificates to Asheville Citizen-Times reporter Casey Blake and photographer, Erin Brethauer. Mr. Talley also informed the Board and the audience of the passing of one of the band member parent, Aimee Buchanan.

On Saturday, November 17, 2012, Hall Fletcher Elementary music teacher, Melody McGarrahan led her stylish and syncopated student musicians through the streets of Asheville during the Annual Holiday Parade. The band is on their way to earning a First Place Ribbon and \$250 prize for best non-profit group. Principal Gordon Grant said, "We appreciate Ms. McGarrahan, the students, and the staff and parents who made this happen, and especially Melody's passion and drive to excel and take her students with her!"

PUBLIC COMMENT

No public comment

SPECIAL PRESENTATION – SAFE SCHOOLS UPDATE

Director of Instructional Technology and Media, Matt Whiteside and Director for Maintenance and Property, Don Sims shared with the Board and the audience the district's response to the findings following a recent evaluation that was conducted on each of the schools' physical security. According to Mr. Whiteside, the presentation was an outgrowth from the District's Safety and Security Council led by Safe Schools Coordinator, Michele Lemell. The main changes will be the installation of a smart system to control entry ways into five school buildings. The Board was informed that a similar system is installed at Claxton Elementary School and Asheville City Schools Preschool. The five schools will be:

1. Dickson Elementary School
2. Hall Fletcher Elementary
3. Vance Elementary School
4. Asheville Middle School
5. William Randolph School

The Net 2 Access Control is a computerized system that controls when the doors will open and close. The system sits on the computer network and allows for easy access from any location in the building was one of the reasons why it was selected. The staff will be provided with swipe cards. The audience was informed that this particular device was not an appropriate solution for Jones Elementary School. Other physical security upgrades were performed at that facility such as keypad panels, upgrades to the PA system. A further review of the campus to determine what is appropriate is being conducted. The contract for the new system is still in the negotiation phase and he anticipates signing off on the contract if not by the end of week, then the next week.

Mr. Whiteside asked the Board if they had any questions on the new system that will be installed in the five schools.

Questions

1. Vice-Chairman Whitesides requested to know what security device will be installed at Asheville High School.
2. Superintendent Johnson also requested to know the advantages of installing keypads on doors.
3. Chairman Bell in referencing the Board's school visit to Claxton today– wanted to know if what they encountered when they arrived at the school before gaining entrance into the building, if that will be norm in going forward with all the schools once the new system device is installed.

Answers

1. Due to the size of the campus, over the years, video surveillance cameras were installed and that movements are being monitored.
2. The numerical keypads are coded and only the individuals who were given the code can gain entrance into the building. Also, the pass codes can be changed at anytime.
3. Mr. Sims added that the new system will have a picture feature installed.

Superintendent Johnson shared that the added security is a priority for the schools and thanked Mr. Whiteside and Mr. Sims.

RECOMMENDATION FOR APPROVAL OF BALANCED CALENDAR PILOT

Superintendent Johnson, the Board and the audience applauded Mr. Cyrus for his diligence and commitment to promoting of the Year-Round Calendar for the Asheville City Schools' district.

Mr. Cyrus took a few minutes and provided an overview of the eight month process that the district followed to investigate a balanced instructional calendar for Asheville City Schools, one of the outgrowths of the planning of the new strategic plan for 2012-2015.

Superintendent Johnson shared with the Board that based on staff surveys, the information presented and received by Mr. Cyrus, and with the dialogue between administrators and the Board in trying to find innovative ways to address the needs of some of the district's most needy children, and that Hall Fletcher Elementary School is a school with the highest Free and Reduce Lunch population. The staff survey showed that 95% wanted some form of change, with 75% lending support of some type of all year-round school. The staff at Hall Fletcher has expressed their excitement with the proposal of a balanced calendar pilot together with a 9X3 model at their school for the 2014-15 school year. The purpose of the program is to improve student achievement and to reduce the achievement gap. The Board was reminded that ACAE had also encouraged the district to look into some form of year-round school as an option to help reduce the achievement gap.

The scope of the proposed pilot for Hall Fletcher Elementary School:

- Will be implemented in the 2014-15 School year
- 9X3 Calendar with an Afterschool Program

- Intercessions will be developed by a group of teachers at Hall Fletcher, administrators from Central Services and partners that were mentioned earlier in Mr. Cyrus' overview.

Mr. Johnson asked the following educators to address The Asheville City Board of Education and to speak to the balanced calendar pilot at Hall Fletcher Elementary School.

- Kate Pett, Director for the Asheville City Schools Foundation
 - The ACS Foundation Board of Directors supports a balanced calendar
 - The program must have quality intercessions in order for it to be effective
 - Only caution – planning the program will be a key component. The program will require dedicated staff time to develop a quality, out-of-the box program that has well defined outcomes. Will need sufficient funding for it to be successful
 - In order to determine the success of the program – ample time about five years will be needed
 - The program must have excellent outreach to the community
 - The ACS Foundation will be happy to assist with the funding. They will be supportive and will help to secure needed resources
 - The program must include additional opportunities for Professional Development
 - Sync the program with grades at other schools
- Virginia Duquet – Teacher at Hall Fletcher Elementary School
 - Commended the Board for soldiering along despite some oppositions
 - The districts' mission is not to please all people all the time
 - The program will not work without quality intercessions. It will require time, money and resources
 - Thanks for the support of the Board
- Dr. Gordon Grant, Principal for Hall Fletcher Elementary School
 - Has lots of energy for the program
 - The school will take a leap of faith in the unknown – not relying on data. The staff at Hall Fletcher is willing to make that jump. Please allow them the opportunity
 - Confident that the district will see good things from the program

Board member, Precious Folston thanked the speakers for their leadership.

Chairman Bell asked for a motion to approve the Balanced Calendar Pilot at Hall Fletcher Elementary School. Peggy Dalman made a motion to approve the Balanced

Calendar Pilot for Hall Fletcher Elementary School. The motion was seconded by Precious Folston and carried.

Vice-Chairman Whitesides requested to know what would be the cost to implement the program. Superintendent Johnson responded to say the intercessions will cost the district somewhere around \$50,000.00 per year.

EMPLOYMENT OF PERSONNEL

Peggy Dalman made a motion to approve the following personnel recommendations as presented by Cynthia Grady. The motion was seconded by Al Whitesides and carried.

For Approval by the Board of Education Recommendation for Administrative Contracts:

Dewayne Tillman	1/22/13 – 6/30/13	Interim Assistant Principal / Site Administrator at William Randolph School
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Recommendation for Temporary Post Retirement Contract

Charles Aldridge	1/14/13 –	Interim Director Exceptional Children Until Position Filled Asheville City Schools Systemwide
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Recommendation for Temporary Contract

Apollos Kimbrough	1/14/13 – EOY	CTE / Business Education Teacher Asheville Middle School
Jessica Jackson	1/1/13 – EOY	Grade 4 Teacher Ira B. Jones Elementary School
Cynthia Jones	1/22/13 – EOY	CTE / Health Occupations Teacher Asheville High School
Jennifer McIntosh	1/1/13 – EOY	Grade 1 Teacher Ira B. Jones Elementary School
Christopher Randall	1/3/13 – EOY	Industrial Arts / Furniture Teacher Asheville High School

Marisel Vicente	1/14/13 – EOY	Spanish Teacher Asheville High School
Monyell Watkins	1/22/13 – EOY	CTE / Business Education Teacher Asheville Middle School

Recommendation for Classified Position

Emma Berger-Singer	1/8/13	Teacher Assistant Vance Elementary School
Billy Green	1/2/13	General Maintenance Maintenance Department
Tara Johnson	1/15/13 – EOY	Interim Teacher Assistant Hall Fletcher Elementary School
Steven Leight	1/22/13	Exceptional Children Teacher Assistant Asheville High School
Brian McCall	1/2/13	Technology Technician II / Central Office Asheville City Schools Systemwide
Tasha Mitchell	1/3/13	Media Assistant Asheville High School / School of Inquiry and Life Science
Allison Oliver	1/7/13	Administrative Assistant Maintenance Department

Recommendation for Contractual Agreements

Asheville City Preschool

Merion Presha	1/2/13 – 5/31/13	Teacher Assistant Duties
Angela Talford	1/22/13 – 6/30/13	Main Office Duties
<u>Asheville High School</u>		
Kimberly Burke	11/1/12 – 3/1/13	Basketball Coach
Julius Abee	12/4/12 – 1/14/13	Extra Substitute Services

Recommendation for Contractual Agreements Continued

Asheville City Schools Systemwide

Margie Arrowood	1/7/13 – 6/4/13	Training/Consulting Services
Elizabeth Blackmon	1/11/13 – 6/28/13	Clerical Testing Assistant
Theda Robinson	12/3/12 – 1/6/13	Administrative Assistant / Clerical Office Duties Maintenance Department

Asheville Middle School

Jack Bradley	2/1/13 – 5/31/13	Assistant Boys Track Coach (\$809.00/season)
Justin Buckley	2/1/13 – 5/31/13	Head Girls Soccer Coach
Tommy Gassaway	2/1/13 – 5/31/13	Head Baseball
Celia Melville	1/28/13 - 5/31/13	Tutor
Dolson Rice	2/1/13 – 5/31/13	Head Softball Coach
Carol-Smith-Hill	2/1/13 – 5/31/13	Head Girls Track Coach

Claxton Elementary School

Laura Beeler	12/13/12 – 4/10/13	Title I Interventionist
Gloria Gilliam	1/28/13 – 6/5/13	Part Time Instructional Assistant

Isaac Dickson Elementary School

Leslie Carrese	12/1/12 – 6/4/13	Bright Ideas Afterschool Program
Elizabeth Freeman	3/4/13 – 5/14/13	Tutor
Elizabeth McClure	3/4/13 – 5/14/13	Tutor

Recommendation for Contractual Agreements Continued
Isaac Dickson Elementary School

Cari Snodgrass	11/19/12 – 6/14/13	Bright Ideas Afterschool Program
Jackson Tambor	8/1/12 – 6/14/13	Bright Ideas Afterschool Program

Vance Elementary School

Kelley Lackey	1/17/13 – 6/1/13	Leveled Literacy Intervention Tutor
Taylor Hepler	12/4/12 – 6/30/13	Exceptional Children Contract Teacher

William Randolph School

Tony Magness	1/15/13 – 6/14/13	Exceptional Children Contract Teacher
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Substitutes:

Julius Abee
Patrick Allen
Elizabeth Bale
Silvia Bendersky
Chad Canupp
Pamela Fagan
Kelly Homolka
Walter Landsperger
Grady Mesimer
Katrina Roth
Catherine Templeton

Following the approval of the Personnel Report by the Board, Ms. Grady asked Assistant Principal for Asheville High School, Fletcher Comer and new Interim Assistant Principal and Site Administrator for William Randolph School to come to the podium where they were recognized and they spoke a few words.

ANNOUNCEMENTS

No announcements

ADJOURNMENT

The meeting was adjourned at 7:40 p.m.

Gene Bell, Chairman

Allen H. Johnson, Secretary/Superintendent