

MINUTES
THE ASHEVILLE CITY BOARD OF EDUCATION MEETING
AUGUST 31, 2015

The Asheville City Board of Education ("Board") held a regular meeting beginning at 4:00 p.m. on Monday, August 31, 2015, at the Administrative Offices, Training Room #203 of Asheville City Schools, 85 Mountain Street, Asheville, North Carolina.

Members present were:

Peggy Dalman, Chairperson, presiding
Matt Buys
Martha Geitner
Leah Ferguson
Shaunda Sandford

Comprising a quorum of the Board; also

Dr. Pamela M. Baldwin, Secretary/Superintendent.
Board Attorney, Chad Donnahoo

Media present:

Julie Ball, Asheville Citizen-Times

Guest:

Councilwoman, Gwen Wisler

CALL TO ORDER

Chairperson Dalman called the work session to order at 4:03 p.m.

WORK SESSION

Superintendent Baldwin shared principles observed from the Excellence Through Book that the district's leadership are exploring as a means to tackle the structural changes needed to address the achievement gap issue and to promote educational equity for all students. The study book, the ACS Edition, is being used to facilitate the process.

The courageous undertaking will start with leadership and principals, and a review of several key points from chapter 1 was shared with the Board:

- working through the cycle of courage with transparency
- managing the perception that they are winners and losers as it relates to disadvantage students; and being able to articulate the meaning of excellence with equity
- understanding our core – what we feel the district needs as it aligns to our strategic plan
- Is our Iceberg Melting? – are there things the district can do to change the process to ensure that our students are successful?
- Refocus our attention on what matters – so that we can go from good to great
 - Standards
 - Student Engagement
 - Essentials of teaching and learning
 - Students

Chapter 1 also focuses on adult learning (professional development) and how to communicate the message. Chapter 2, Dr. Baldwin shared where they are with the book, and it included narrowing the goals with a brief review of the eight factors linked to measurable student outcomes. She also mentioned that the Board can assist with the change by communication and to ensure that everyone is on the same page when responding to questions. A resistance to when messages are being communicated was raised, and implementing new ways of communication remains a challenges.

Charlie Glazener presented the Restructuring Background and Next Steps to the Board after Dr. Baldwin reviewed the 6:30 p.m. regular meeting agenda.

Superintendent Baldwin reviewed the 6:30 p.m. regular Board meeting agenda items with the members. Matt Buys will make a statement to the audience during the meeting to address the driver's education issue and fees as requested by Board Chair Dalman.

Charlie Glazener presented the Restructuring process and shared that the district's leadership are being proactive by anticipating a huge growth of about 5,000 students by year

2020. The district saw an increase of 16% in enrollment count for 2015-16 school year, and as of day nine, the total enrollment number is 4,400.

A review of the restructuring groundwork and options that were presented and discussed at the Board's mid-year retreat last January to prepare for the anticipated increase student count by 2020 was revisited, and a recap of some actions already taken and those implemented for the 2015-16 school year.

Options reviewed: Preschool site become Asheville Primary School – serving pre-K through grade 2 by 2018-19; create a new pre-K through 5 elementary school at the Randolph/Montfort side which will open in 2017-18; and have HFE grow by one grade per year with addition of a 7th grade in 2016-17, reaching a full pre-K year-round in 2017-18.

The Board chair requested that no decision be made before first conducting some sort of public forum.

CLOSED SESSION

At 5:17 p.m., Martha Geitner 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 to discuss matters protected by the attorney-client privilege. The motion was seconded by Leah Ferguson and carried

At 5:55 p.m., Matt Buys made a motion to return to open session. The motion was seconded by Martha Geitner and carried.

OPEN SESSION

Superintendent Baldwin reviewed the announcements listed the work session agenda with the Board.

RECESSED

The meeting recessed at 6:05 p.m. and resumed at 6:30 p.m. in the Board room.

CALL TO ORDER

Chairperson Dalman called the Board meeting to order at 6:30 p.m.

PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by four students from Asheville High School and SILSA.

BOARD CHAIR UPDATE

Board Chair Dalman informed the audience of the changes to the monthly meetings. That will help to capitalize on the big issues that are important to parents, students and staff.

1. Restructure of School Board Visits. Each board has adopted one or two schools which they will visit and also rotate each semester. In addition, they will accompany the Leadership Team on selected days and do Data Walks through a school. The audience and viewers were encouraged to contact any Board members if they had questions regarding a school.
2. The reading of the Guiding principles, the new mission and vision statements will be projected on the screen instead of Board members taking turns to read them aloud.
3. New agenda item – Superintendent Baldwin will present a Superintendent Report starting with this meeting. The report will highlight important happenings in the district.
4. Highlights of Teachers of the Year will replace the curriculum feature, presented monthly by schools. Tonight's meeting will feature the 2014-15 Teachers of the year.

CONSENT ITEMS

Martha Geitner made a motion to approve the consent items listed below. The motion was seconded by Leah Ferguson.

Ms. Buys expressed his concerns on the handling of the budget by legislators, and specifically, the uncertainty regarding the direction of driver's education for the 2015-16 school year. Asheville City Schools has reached a compromise and will assess a \$50 fee. The Board is aware that the fee could prove challenging for some families, but they are hopeful that the budget will pass soon.

Following Mr. Buys remarks, the motion to approve the consent items was pass unanimously.

- A. Closed Session Minutes: August 3, 2016
- B. Open Session Minutes: August 3, 2015; Special Meeting Minutes, August 20, 2015
- C. Discretionary Admission / Releases for 2015-2016
- D. Policy Code 4110-Immunization and Health Requirements for School Admission
- E. Drivers Education Contract Extension for Fiscal Year 2015-16 Fees

SUPERINTENDENT'S REPORT

- Dr. Baldwin introduced Dr. Mark Dickerson, the new to H/R Director
- IRA Jones, Alumni Class from 1966– Mass Garden
- Partnership with UNC-Asheville
- Superintendent's Student Advisory Council for 2015-16
- District tardies – decreasing the number
- System-wide Restructuring with a focus on the whole child
- Thank you to everyone who participated in the district's first A Call to Action event
- Book study by the district's leadership- Excellence Through Equity
- Day 9 off to a good start – students are engaged and happy

SCHOOL DISTRICT FEATURE

Charlie Glazener shared the following good news:

A video featuring the 2014-2015 Teacher of The Year, engaging students in their classrooms; but before the video was shown, he read the names of the 2015-2016 Teachers of the Year. Asheville City Schools has long been known for our strong **Advanced Placement (AP)** curriculum and teaching. Last year was no exception as AHS racked up 91 scholars and SILSA, 22. The list included four National AP Scholars from AHS, which requires at least a score of 4 on eight exams over a high school career. Those scholars: Kaya Hedt, Emma Lenderman, Owen Ruth and Anne Worth (all are now in college). SILSA National AP Scholar: Caroline Hopkins (UNC-CH).

The 2014-15 school year was a milestone year for Asheville High's student athletes and coaches as the Cougars finished 6th in the State among 3-A schools for the **Wells Fargo Cup**. Accomplishments: Women's Tennis –State Runner-Up; Football, Men's Tennis and Women's Soccer –3rd round of playoffs; Men's Soccer, Basketball and Baseball also earned points in play-offs; Individual Sports ----Indoor Track Team, state runner-up and Top 10 state finishes in Women's Indoor Track, Women's Swimming and Diving and Men's Cross Country and Outdoor Track. Congratulations to all!

Two 2015 AHS graduates, Amanda Valdes and Mariah Lee, have become the first recipients of the **UNC Asheville's new AVID for Higher Education Scholarship** and have just enrolled in the university with all costs covered. Both students spent four years in our AVID (Advancement Via Individual Determination) college readiness program. UNC Asheville is the first four-year institution in North Carolina to offer the program. Both AVID programs provide academic support and mentoring to students from disadvantaged socio-economic backgrounds and students whose families lack college experience. Jerome Hughes is the extraordinary leader of our AVID program at AHS.

The City of Asheville Youth Leadership Academy (CAYLA) is one incredible success story in our community as we work together to build strong futures for these young men and women. It is now my pleasure to introduce Erika Germer, Workplace Development Program Coordinator for our great city and several of her students from the CAYLA Class of 2015-16.

AMS teachers Michael Holton and Marvin Smith were selected this past April to attend the **Bill and Melinda Gates Foundation's ECET2** event in Washington State (Elevating and Celebrating Effective Teachers and Teaching) this summer. All expenses paid.

Ashley White (AHS) and Sadiq Coleman (SILSA) were selected by the North Carolina Central University (NCCU) – School of Business to participate in their 2-week residential **Summer Youth Business and Entrepreneurship Academy (SYBEA) on the campus of NCCU!** This program is extremely competitive and is only open to 60 high-achieving minority students in rising 10th, 11th and 12th grades with a B average or higher.

As school ended last year on June 11, Vance Elementary 5th grade teacher, Brian Ballenger was presented the **Muddy Sneakers Teacher of the Year Award**. Muddy Sneakers is all about enriching the Standard Course of Study through experiential education in an outdoor setting where students connect with the land, become more active, and gain in self-confidence while improving science aptitude. They serve 5th grade students from Transylvania, Henderson, Buncombe, McDowell, and Polk Counties. Elizabeth Stockslager, our early childhood specialist and a teacher coach last year, tells us that Brian is a great science teacher with a knack for engaging all students.

Hall Fletcher 5th grade teacher (former music teacher) Melody Mcgarrahan and AHS Band teacher Emily Tally were chosen back in March as **Yale National Music Educators of Distinction**. Both were treated to all expenses paid trips to Yale in June to participate in a week long symposium to address national music education issues, joining 70 participants

from across the nation. They will close out Good News tonight with a brief report on their experience.

EMPLOYMENT OF PERSONNEL

Leah Ferguson made a motion to approve the following personnel recommendations as presented by Executive Director of Human Resources & High School, Laura Davis. The motion was seconded by Shaunda Sandford and carried.

August 31, 2015

For Approval by the Board of Education

Recommendations for 1 Year Teacher Contracts:

Asheville High School

Caroline Althof	8/14/15	Dance Teacher
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Asheville Middle School

Meagan Barnhard	8/14/15	Intensive Intervention Teacher
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Kerry Enloe	8/14/15	Exceptional Children Inclusion
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Claxton Elementary School

Kalen Quinn	8/14/15	Grade 4 Teacher
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Ira B. Jones Elementary School

Judith Kroft	8/14/15	Grade 4 Teacher
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Recommendations for Temporary Teacher Contracts:

Asheville High School

Chi Tang	8/14/15	Chinese Teacher
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Asheville Middle School

Brandon Raab	8/14/15	Grade 7 Science / Social Studies Teacher
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Leah Ryan	8/14/15	Physical Education Teacher / Health Teacher
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Mary Scerbin	8/14/15	Grade 7 Language Arts Teacher
<u>Claxton Elementary School</u>		
Ashley Lotter	8/14/15	Grade 4 Teacher
<u>Ira B. Jones Elementary School</u>		
Meghan Ewanyk	8/14/15	Grade 3 Teacher
<u>School of Inquiry and Life Sciences</u>		
Tera Smith	8/14/15	Math Teacher
<u>Recommendations for Classified:</u>		
<u>Asheville City Schools Systemwide</u>		
Erica Parsley	8/24/15	40% Human Resources Administrative Assistant / 60% Magnet School
<u>Asheville Middle School</u>		
Ashley Hicks	8/27/15	Administrative Assistant to Principal
Howard Owen	8/10/15	Custodian
<u>Ira B. Jones Elementary School</u>		
Melissa Abernathy	8/14/15	Teacher Assistant
Rebekah Horvath	8/26/15	Teacher Assistant
<u>Vance Elementary School</u>		
Ashley Davis	8/14/15	Interim Teacher Assistant
Katrina Dean	8/14/15	Teacher Assistant
Joshua Finkler	8/14/15	Teacher Assistant
Adriana Sparkman	8/14/15	Teacher Assistant

Recommendation for Contractual Agreements:Asheville City Schools Systemwide

Chuck Aldridge	8/10/15 - 6/30/16	Exceptional Children Teacher Services
Sandra Bruns	8/17/15 - 10/31/15	Occupational Therapist Services
Elisha Lewis	7/1/15 - 8/30/15	Technical Support

Asheville High School

Victoria Willingham	8/3/15 - 8/7/15	Woodwind Technician
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Claxton Elementary School

Rachel Hale	8/13/15 - 10/2/15	Parent Volunteer
Kathy Lane	7/1/15 - 8/3/15	Teacher Assistant / Kindergarten Jumpstart
Kathy Lane	8/19/15 - 6/10/16	Tutoring
Molly Peeples	8/19/15 - 6/10/16	Tutoring

Isaac Dickson Elementary School

Angela DiGiamberardino	8/20/15 - 6/10/16	Bright IDEAS / Recreation Leader
Patrick Frame	8/20/15 - 6/8/16	Bright IDEAS / Recreation Leader
Amy Monroe	8/20/15 - 6/10/16	Bright IDEAS / Assistant Director
Neal Perry	8/20/15 - 6/10/16	Bright IDEAS / Recreation Leader
Kari Polydoris	8/20/15 - 6/10/16	Bright IDEAS / Recreation Leader
Samara Ross - Halleck	8/20/15 - 6/10/16	Bright IDEAS / Recreation Leader

Recommendation for Contractual Agreements continued:

Amelia Rubin	8/20/15 - 6/10/16	Bright IDEAS / Recreation Leader
Jeremy White	8/20/15 - 6/10/16	Bright IDEAS / Recreation Leader

Substitutes:

Tania Boggia
 Alice Crosson
 Garvin Deters
 Alice Houck
 Ashley Newell
 Karissa Saville

Volunteer Coach Stipends:

Nathan Barton	8/1/15 - 11/14/15	Head JV Field Hockey Coach Asheville High School
Eugene Hammonds	8/1/15 - 12/12/15	Assistant Varsity Football Coach Asheville High School
Christine McGee	11/2/15 - 2/20/16	Head Swimming Coach Asheville High School
Rakeem Morgan	8/1/15 - 12/12/15	Assistant Varsity Football Coach Asheville High School
Erin Mosher	8/1/15 - 11/14/15	Head Varsity Women's Tennis Coach Asheville High School
William Silver	8/1/15 - 12/12/15	Assistant Varsity Football Coach
Chris Stroup	8/1/15 - 11/14/15	Head Varsity Men's Cross- Country Coach
Chris Stroup	11/15/15 - 2/27/16	Head Men's Indoor Track Coach
James Trombley	8/1/15 - 11/7/15	Head Varsity Women's Golf Coach
Brandon Whiteside	8/1/15 - 12/12/15	Assistant Varsity Football Coach
Mike Zboyovski	8/1/15 - 12/12/15	Assistant Varsity Football Coach

NEXT BOARD MEETINGS

- Monday, September 28, 2015 – Work Session
- Monday, October 5, 2015 – Regular Board Meeting

ANNOUNCEMENTS

Superintendent Baldwin made the following announcements:

1. No school on Monday, September 7 - Labor Day Holiday
2. Time for Tea with Superintendent, September 10 (8-9am) ACS Preschool
3. Intercession Week for Hall Fletcher (September 29 – October 2)
4. Parent Teacher Conference Day – No school on Friday, September 25
5. 2015-2016 Parent U Catalog - coming soon! District went from 17 Community Partners to 36.

ADJOURNMENT

The Board meeting was adjourned at 7:22 p.m.

Peggy Dalman, Chairperson

Dr. Pamela M. Baldwin, Secretary/Superintendent