

MINUTES  
THE ASHEVILLE CITY BOARD OF EDUCATION  
WORK SESSION NOVEMBER 30, 2015, AND  
REGULAR MEETING DECEMBER 7, 2015

The Asheville City Board of Education ("Board") held a work session at 4:02 p.m., on Monday, November 30, 2015, in Training Room 203 of the Asheville City Schools Administrative Offices, 85 Mountain Street, Asheville, North Carolina.

Members present were:

Matt Buys, Vice Chairperson, presiding  
Peggy Dalman  
Martha Geitner  
Leah Ferguson (arrived approximately 4:30 pm)  
Shaunda Sandford

Comprising a quorum of the Board; also

Dr. Pamela Baldwin, Secretary/Superintendent  
Board Attorney, Chad Donnahoo (11/30)  
Board Attorney, Chris Campbell (12/7)

Media present:

Julie Ball, Asheville Citizen-Times

CALL TO ORDER

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

WORK SESSION

Jeanne Tyner, Director for Title 1, shared with the Board the support the district has received this year from the North Carolina Department of Public Instruction Statewide Western Services Support Team in connection with the three schools that have been identified as Focus and Low-Performing Schools. The two-member support team will customize their three levels of support to address the specific needs of the schools: Claxton

and Jones, the focus schools, and Hall Fletcher, the low-performing school. The Board was made aware that the current statuses of the schools are State Legislation (low-performing schools) and Federal Designations (focus schools).

- Low-Performing Schools receive a letter grade of “D” or “F” and did not meet growth, and their status is from year-to-year and is subject to state legislation.
- Focus Schools – if over a three-year average, the schools’ achievement gap remains higher in their largest subgroup than that of the state.

A review of the criteria for the focus schools to exit their designations was shared with the Board. In addition, Jones and Claxton Elementary Schools will remain in their designations for three consecutive school years, and will be looked at again at the end of the 2017-18 school year. They will have one year to put a plan in place.

The Board received an update on the progress of the Asheville High Accelerate (AHA) program that presently houses 14 students in an inclusion model at the high school. Included were how the program is sustained and the success that it has had with the current students placed in the program. Suggestions have been made to move the AHA program to another level - due in part to the program not being able to identify a number of students that could have benefited from a more structured classroom setting, but were not recommended for placement in AHA program based on the data that was compiled. The program’s Steering Committee and AHA staff concluded after several meetings, the need to expand the services of the AHA program starting January 2016. The program would maintain the current working inclusion model with six added students, implement a Day Treatment with the current AHA staff, and pursue a possible partnership with the Edington Center. The mission of the proposed expansion was also shared with the Board. Mrs. Davis responded to questions from members of the Board on staff concerns, strategies for intervention to the proposed changes, and the sustainability of the program. A brief overview on the direction of

the program for the spring was shared by Dr. Baldwin, and the assurance of the program's staff accountability going forward. Board members reiterated the purpose and intention of the program, which is to ensure that the students placed in the program return to the general high school population and that the staff be intentional about the entrance and exit criteria of the program.

Shaunda Sandford left the meeting at approximate 4:40 p.m.

Executive Director for Community Relations, Charlie Glazener took a few moments and thanked the Calendar Committee for attending the committee's three meetings, comprised of a teacher and parent from each school, Central Office Staff and Board liaison, Martha Geitner. A review the proposed draft 2016-2017 traditional, balanced and waiver calendars were presented to the Board. All three calendars will be on the December 7, 2015 regular Board meeting for their consideration and approval.

- July 20 will be the first day of school for the Balanced calendar
- August 29 for the Traditional Calendar; and August 24 for the waiver calendar.
- June 9, 2016 last day of school
- Director for Professional Development, Digital Learning and AIG, Jeremy Spielman, attended the meetings to ensure that the committee effectively, planned for Professional Development days
- The traditional calendar closely matches with Buncombe County Schools

The new school calendars have the district in compliance with state law. 185 days and 1025 hours. The Traditional Calendar=178/1,030; Balanced Calendar=180/1,042; The Board was reminded that if the district misses eight snow days, it would qualify a waiver, and the school year would start on August 24, 179/1,099.

Mr. Glazener presented an overview of the Restructuring initiatives for the district, and walked the Board through the growth trend for elementary schools by 2018. The

projected enrollment for the middle school will likely surpass the new middle school's capacity of 900.

Dr. McAllister shared with the Board the out-of-district enrollment for elementary schools and what those numbers would represent for the district. A plan to conduct an overall of the enrollment process was shared with the Board.

An overview on the proposed plan to repurpose three of the district's facilities as possible options to accommodate the growth projection and address academic needs were discussed:

- Montford
- Hall Fletcher
- ACS Preschool

The feedback from the worksheets that were completed by stakeholder groups who attended the individual forums at different locations on the Restructuring Initiatives, including proposal from Claxton were shared with the Board. Mr. Glazener mentioned that the web page for the restructuring has been created, and the presentation will be posted December 1, 2015. In addition, the restructuring will be an agenda item on the January 14, 2016 mid-year board retreat. Dr. Baldwin informed the Board that the Leadership Team will be presenting two viable options received from the feedback for their review. Dr. Baldwin shared her desired outcome on the academic and instructional component to the restructure. The Board requested that the component be factored into the presentation on January 14, 2016. Chair Dalman expressed what the Board's role should be during the process.

Dr. McAllister presented to the Board for their consideration, the 2015-2016 NC Department of Public Instruction Facilities Needs Survey. Pursuant to G.S. 115C-521(a) for all school boards to submit their facilities needs assessment (long-range plans) to the State

Board of Education. A review of the steps required to complete the survey that is due to the Department of Public Instruction on January 8, 2016 was reviewed with the Board. An executed copy of the survey will be attached to these minutes.

Dr. McAllister shared with Board the district's proposal to have the athletic field at Jones Elementary Schools available to the students, and requested support to hold conversations with Parks and Recreation.

The Board reviewed their planned trip to Spartanburg, SC to attend a Professional Development on January 22, 2016.

The Board members had no questions on the policies listed below for first reading at the December 7, 2015 regular Board meeting for their consideration and approval.

Policy Code 2610, Board Attorney  
Policy Code 3460, Graduation Requirements  
Policy Code 7610, Defense of Board Employees

The Board had no questions or changes to the draft agenda for the December 7, 2016 regular board meeting.

#### CLOSED SESSION

At 6:27 p.m., Martha Geitner made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. §115C-319-321; and to prevent the disclosure of privileged or confidential student information pursuant to 20 U.S.C. 1232g (FERPA) and G.S. §115C-402(e). The motion was seconded by Matt Buys and carried.

At 6:37 p.m., the Board returned to open session.

MEETING RECESSED

At 6:38 the work session meeting was adjourned and will reconvene on Monday, December 7, 2015 at 5:30 p.m. for a closed session 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.

CLOSED SESSION

At 5:30 p.m., Leah Ferguson 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 Matt Buys and carried.

At 5:45 p.m., Leah Ferguson made a motion to return to open. The motion was seconded by Matt Buys and carried.

The Board of Education held an open discussion about teacher morale.

CLOSED SESSION

At 6:00 p.m., Martha Geitner made a motion to return to closed session, pursuant to Section 143-318.11 (a) (3) to discuss matters protected by the attorney-client privilege. The motion was seconded by Leah Ferguson and carried.

At 6:25 p.m., the Board returned to open session.

CALL TO ORDER

Chairperson Dalman called the Board meeting to order at 6:34 p.m.

### PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by Vance Elementary School fifth graders, Della Fowler and Imani Bellamy.

### CONSENT ITEMS

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

- A. Open Session Minutes: work session on October 26, 2015; and regular meeting on November 2, 2015
- B. Closed Session: September 28, 2015; October 5, 2015; October 26, 2015; and November 30, 2015
- C. Budget Amendments
- D. Resolution Approving School Treasurer for Hall Fletcher Elementary School

### SUPERINTENDENT'S REPORT

Superintendent Baldwin shared the following district information:

1. Tea & Talk with the Superintendent (Elementary and Secondary parents)  
Thursdays at 7:30 am – 9:00 (January – March)
  - January:*
  - 21 – Isaac Dickson Elementary
  - 28 – Asheville Middle School
  - February:*
  - 04 – Vance Elementary
  - 11 – Jones Elementary
  - 25 – Claxton Elementary
  - March:*
  - 03 – Hall Fletcher Elementary
  - 10 – Asheville High School and SILSA
2. Upcoming Community Forums (Board Room at 5:15-6:15 pm)
  - Forum 1: Scheduling, January 13
  - Forum 2: Early Childhood, February 11
  - Forum 3: Academic Achievement, March 10
  - Forum 4: Whole Child, April 19
3. Dr. Baldwin expressed her appreciation to everyone who attended and participated in the community forums on Restructuring.

### CURRICULUM FEATURE

Vance Elementary Art Teacher, Robbie Lipe along with two of her fifth graders, Imani Bellamy Della Fowler present and demonstrated what it means to integrate art into the curriculum.

### GOOD NEWS

Hall Fletcher Elementary School teacher, Yetta Williams, was one of five winners to receive the **2015 ASCORE Award** by UNC Asheville Center for Diversity Education. The program's Executive Director, Deborah Miles, shared briefly the significance of the 20<sup>th</sup> anniversary of the organization, and the critical role ASCORE played in our community and school district many years ago.

Hall Fletcher Elementary School bus driver, Sandra Moore received the **Tracy Lea Calhoun Bus Driver Award** presented by Ms. Kay Thorp of Asheville Oil Company. Director of Transportation, Sue Tripp shared remarks that were made by principal, Gordon Grant and Assistant Principal, Jan Thomas.

The Asheville Middle School Football Team was recognized for their undefeated season. They are going beyond the reach and win the Super Bowl Game. Mr. Michael Holton, Head Coach and assistant Mike Watkins were acknowledged by the audience.

The **Williams-Baldwin Teacher Campus** is a partnership between Eblen Charities, the State Employees Credit Union Foundation, Buncombe County Government, Asheville City Schools, and Buncombe County Schools, and they will soon construct 24 apartments that will become available to new teachers of Buncombe County and Asheville City Schools for the 2016-2017. The campus will be located off Lee Creek Road in the Erwin District. This wonderful initiative is named in honor of four former Buncombe County Schools' educators: Roy and Wanda Williams; Roy Eugene Baldwin; and Rosa Lee Case Baldwin. Chief Executive Officer for Eblen Charities, Bill Murdock is our lead planner.

### PUBLIC COMMENT

No public comment.

### 2015 COMPREHENSIVE FINANCIAL REPORT

Chief Financial Officer Donna Watson presented to the Board the Comprehensive Annual Financial Report (CAFR) for the fiscal year ending June 30, 2015, performed by audit firm, Dixon Hughes Goodman. They were reminded that Asheville City Schools is



required yearly by the state and federal regulations, to be audited by an independent certified public accountant.

Kendra Ferguson, Engagement for Director of Dixon Hughes Goodman, L.L.P. presented for review, the Compliance Report and at the end his presentation, requested to know if the Board had any questions. Ms. Ferguson encouraged the Board to review the comparative details.

#### CONSIDERATION AND APPROVAL OF 2016-2017 DISTRICT CALENDARS

Executive Director for Community Relations, Charlie Glazener presented the three proposed 2016-2017 calendars

#### CONSIDERATION AND APPROVAL OF 2016-2017 TRADITIONAL CALENDARS

Matt Buys made a motion to approve the proposed 2016-2017 Traditional and Waiver Calendars as presented by Charlie Glazener. The motion was seconded by Shaunda Sandford and carried.

#### CONSIDERATION AND APPROVAL OF 2016-2017 BALANCED CALENDARS

Shaunda Sandford made a motion to approve the proposed 2016-2017 Balanced Calendar as presented by Charlie Glazener. The motion was seconded by Matt Buys and carried.

#### CONSIDERATION AND APPROVAL OF ASHEVILLE CITY SCHOOLS – SCHOOL IMPROVEMENT PLANS

Leah Ferguson made a motion to approve the Asheville City Schools – School Improvement Plans for the schools listed below as presented by Executive Director for

Teaching and Learning, April Dockery. The plans were approved subject to their Safety Component completion. The motion was seconded Martha Geitner and carried.

1. School of Inquiry Life and Sciences at Asheville
2. Asheville High School
3. Asheville Middle School
4. Vance Elementary School
5. Ira B. Jones Elementary School
6. Claxton Elementary School
7. Hall Fletcher Elementary School
8. Isaac Dickson Elementary School
9. Asheville City Schools Preschool

#### FIRST READING OF BOARD POLICIES

Matt Buys made a motion to approve the first reading of Policy Code 2610, Board Attorney presented by Laura Davis. The motion was seconded by Shaunda Sandford and carried.

Martha Geitner made a motion to approve the first reading of Policy Code 3410, Graduation Requirements presented by Laura Davis. The motion was seconded by Leah Ferguson and carried.

Shaunda Sandford made a motion to approve the first reading of Policy Code 7610, Defense of Board Employees presented by Laura Davis. The motion was seconded by Matt Buys and carried.

#### EMPLOYMENT OF PERSONNEL

Martha Geitner made a motion to approve the following recommendations presented by Executive Director for Human Resources/High School. The motion was seconded by Matt Buys and carried.

December 7, 2015  
For Approval by the Board of Education

Recommendation for Administrative Contract:

School of Inquiry and Life Sciences

Donna Lanahan	1/4/16	Dean of Students / Lead Teacher
---------------	--------	---------------------------------

Recommendations for Temporary Teacher Contracts:

Asheville Middle School

Sybil Jefferson	11/16/15	Exceptional Children Teacher
-----------------	----------	------------------------------

Ira B. Jones Elementary School

Melissa Clark	11/17/15	Grade 5 Teacher
---------------	----------	-----------------

Isaac Dickson Elementary School

Karissa Saville	11/16/15 - EOY	Interim Grade 3 Teacher
-----------------	----------------	-------------------------

Recommendations for Classified:

Asheville Middle School

Margaret Blackwell	12/1/15	Administrative Assistant to Principal
--------------------	---------	--

Hosie Brown	11/16/15	Custodian (50%)
-------------	----------	-----------------

Hall Fletcher Elementary School

Alana Baker	11/30/15	Exceptional Children Teacher Assistant
-------------	----------	---

Emily Bassinger	1/4/16	Data Manager 1
-----------------	--------	----------------

Levette McDaniel	11/30/15	Behavioral Teacher Assistant
------------------	----------	------------------------------

Ira B. Jones Elementary School

Joel Edwards	12/3/15	Teacher Assistant
--------------	---------	-------------------

Dusty Fox	11/30/15	Teacher Assistant / Focus School
-----------	----------	----------------------------------

Support

Vance Elementary School

Sonia Hughes	12/9/15	Custodian
--------------	---------	-----------

Recommendation for Contractual Agreements:Asheville City Schools Systemwide

Julia Lehr	12/7/15 - 6/18/16	Exceptional Children Teacher Assistant Duties
Donna Misyko	11/16/15 - 6/18/16	Exceptional Children Duties
Anthony Morrison	11/9/15 - 6/18/16	Exceptional Children Teacher Assistant Duties
Drew Parsley	11/30/15 - until position filled	Custodial Duties

Asheville High School

Debbie Short	11/9/15 - 6/9/16	CTE Coordinator Services
Elaine Sutton	1/1/16 - 6/10/16	AP Exam Coordinator Assistant
Ashley Tetrault	12/1/15 - 5/30/16	Marching Band Colorguard Instructor

Asheville Middle School

Jan Thomas	11/3/15 - 11/30/15	Data Manager II Duties
------------	--------------------	------------------------

Recommendation for Contractual Agreements Continued:Claxton Elementary School

Tania Boggia	9/1/15 - TBD	Administrative Assistant
Rachel Hale	10/15/15 - 6/30/16	Parent Volunteer Coordinator
Nicole Siegel	11/5/15 - until employee returns	Secretary/Treasurer Duties

Hall Fletcher Elementary School

Levette McDaniel	10/29/15 - 11/24/15	Behavioral Teacher Assistant
Betsy Rhodes	11/9/15 - 6/30/16	Tutoring

Isaac Dickson Elementary School

Jessica Bachar	12/15/15 - 6/9/15	Tutoring
Paul Holt	11/9/15 - 6/10/16	Bright IDEAS/Recreation Leader

Volunteer Coach Stipends:

Nathaniel Barton	8/1/15 - 11/14/15	Head JV Field Hockey Coach Asheville High School
Kimberly Burke	11/2/15 - 2/27/16	Assistant Mens Basketball Coach Asheville High School
Whitney Cooper	11/10/15 - 2/20/16	Assistant Varsity Swimming Coach Asheville High School
Richard Gabriel, Jr.	2/29/16 - 5/28/16	Head Varsity Softball Coach Asheville high School
Sarah Goldman	11/2/15 - 2/27/16	JV Womens Basketball Coach Asheville High School
Robert Hagaman	11/1/15 - 2/28/16	Assistant Wrestling Coach Asheville Middle School
James Love	11/16/15 - 2/27/16	Assistant Varsity Girls Basketball Coach Asheville High School
James Love	11/16/15 - 2/27/16	JV Girls Basketball Coach Asheville High School
Christine McGee	11/2/15 - 2/20/16	Head Swimming Coach Asheville High School
Rahkeem Morgan	8/1/15 - 12/12/15	Assistant Varsity Football Coach Asheville High School

Samantha Spencer	11/10/15 - 2/20/16	Diving Coach Asheville High School
Chris Stroup	2/29/16 - 5/28/16	Head Mens Track Coach Asheville High School
Michael Thorpe	8/1/15 - 10/31/15	Assistant Volleyball Coach Asheville Middle School
Caleb Whitaker	9/7/15 - 11/30/15	Head JV Mens Soccer Coach Asheville High School
Paschel White, Jr.	8/1/15 - 10/31/15	Assistant Football Coach Asheville Middle School
William Williams	8/1/15 - 10/31/15	Assistant Football Coach Asheville Middle School

Substitutes:

Mark Casson  
 Abigail Craft  
 Juliann Davis  
 Cora Dellinger  
 Anne Ferguson  
 Samantha McIntosh  
 Rebecca McMillan  
 Lynn Millar  
 Misty Miller  
 Jennifer Perry  
 Robin Pulsifer  
 Nicole Salzbach  
 Bradley Warfield

### NEXT BOARD MEETINGS

- January 14, 2016 – Mid-Year Retreat (Board Room) 8:30 – 5:00 pm
- January 22, 2016 - Board Profession Development, Spartanburg, S.C.
- January 25, 2016 – Work Session
- February 1, 2016 – Regular Board Meeting

### ANNOUNCEMENTS

Dr. Baldwin made the following announcements:

1. Winter Break: December 21-January 1, 2016
2. Tea with the Superintendent: January 21, 2016 – Isaac Dickson Elementary School

### ADJOURNMENT

The Board meeting was adjourned at 7:44 p.m.

---

Peggy Dalman, Chairperson

---

Dr. Pamela Baldwin, Superintendent /Secretary