

MINUTES  
THE ASHEVILLE CITY BOARD OF EDUCATION  
SPECIAL MEETING JANUARY 14, 2016

The Asheville City Board of Education ("Board") held a special meeting (mid-year retreat) at 8:30 a.m., on Thursday, January 14, 2016, in the Board Room of the Asheville City Schools Administrative Offices, 85 Mountain Street, Asheville, North Carolina.

Members present were:

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

Comprising a quorum of the Board; also

Dr. Pamela Baldwin, Secretary/Superintendent.  
Chris Campbell, Board Attorney

CALL TO ORDER

Board Chair called the special meeting (mid-year retreat) to order at 8:40 a.m. and welcomed everyone to the meeting, and proceeded to review the agenda and the purpose of the retreat.

RETREAT PRESENTATIONS

Dr. McAllister using a PowerPoint presentation shared with the Board, the modified Magnet School Enrollment process prepared by Student Support Services. The program kicked off the 2016-17 enrollment process with hosting two-Magnet School Information Nights on January 12 and 19. Coordinator for the Magnet Program, Erica Parsley provided potential families with an overview of the enrollment process.

The parents were guided through a rotation process throughout different meeting spaces at the Administrative Offices, so they could interact with their child's prospective principal of the five magnet schools. The changes to the enrollment process would include an Open-House Fair at the housing communities to provide families with the opportunity to enroll their children on-site.

The Board remarked on the school assignment process, and requested that the leadership makes certain that each magnet school mirrors diversity. In addition, it was the recommendation of the board that a section of Board Policy Code 4150, School Assignments be reworded. Dr. McAllister informed the Board that he would not review the last slide of his presentation with the Board, but would have his department make the recommended changes to the policy.

#### CLOSED SESSION

At 9:00 a.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 discuss matters protected by the attorney-client privilege. The motion was seconded by Leah Ferguson and carried.

At 10:25 a.m., Leah Ferguson made a motion to return to open session. The motion was seconded by Matt Buys and carried.

#### CONSENT ITEMS

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

- Policy Code 2610, Board Attorney
- Policy Code 3460, Graduation Requirements

- Policy Code 7610, Defense of Board Employees
- North Carolina City Schools Consortium Agreement
- Approval of Copier Lease Contract and Copier Donations

EMPLOYMENT OF PERSONNEL

Leah Ferguson made a motion to approve the personnel list recommendations as presented in closed session. The motion was seconded by Matt Buys and carried.

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For Approval by the Board of Education

Recommendations for Temporary Teacher Contracts:

Claxton Elementary School

Amy Brown	1/5/16	Media Coordinator
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Recommendations for Classified:

Asheville City Schools Systemwide

Charles Parsley	1/4/16	Head Custodian
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Vance Elementary School

Alice Crosson	1/4/16	Teacher Assistant
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Georgia Olsen	1/4/16	Teacher Assistant
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Recommendation for Contractual Agreements:

Asheville City Schools Systemwide

Chuck Aldridge	1/4/16 - 6/30/16	Exceptional Children Teacher Services
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Helen Coxe-Andrews	9/21/15 - 12/18/15	Speech Language Pathologist Services
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Julia Lehr	12/7/15 - 6/18/16	Exceptional Children Duties
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Olga Pader	12/14/15 - 6/15/16	Speech Language Pathologist Services
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Asheville High School

Anastasia Fink	12/14/15 - 1/15/16	Extra Substitute Services
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Alice Houck	1/4/16 - 1/19/16	Extra Substitute Services
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Asheville Middle School

Samantha McIntosh	1/4/16 - EOY	Extra Substitute Services
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Claxton Elementary School

Annemarie Webster	1/4/16 - 1/12/16	Extra Substitute Services
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Ira B. Jones Elementary School

Nancy Morgan	12/10/15 - 6/30/16	Reading Curriculum Support
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Vance Elementary School

Jennifer Perry	1/4/16 - EOY	Extra Substitute Services
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Substitutes:

Rhonda Alamour  
 Alysha Buchanan  
 Sarah Cook  
 Danielle Davis  
 Vicki Hall  
 Victoria Kuehn  
 Jerlene Lutz  
 Joan Peditto  
 Millie Tice  
 Kenneth Vallario  
 Martha Vollmerhausen

### BOARD DISCUSSION ON TEACHER AND STAFF MORALE

The board discussed ways they can improve morale with teachers and staff. Members of the Leadership Team contributed to the discussion, citing that teachers feel overwhelmed because they do not have sufficient time to perform their duties, changes in curriculum, salary, an inadequate amount of textbooks, planning time turns to meetings, not being able to gain tenure, not getting salary increases when they acquire a master's degree, where some of the reasons mentioned. The Board was cautioned that it is not only the teachers who are experiencing low morale, but the district staff, everyone who works within the school system. Small salary increases and low base salaries were shared as some of the contributing factors.

The Teaching and Learning department mentioned several positive steps the department has already taken to support teachers, especially K-5 teachers. CFO, Donna Watson suggested ways that the Board could begin to address issues relating to salaries, but also stated that the district was not in a position to do an immediate fix. The Communications Department mentioned retooling some of the district's events to have a more inclusive audience.

The Board chair requested that the open communication policy be revisited and to consider crafting new verbiage, because the board wants teachers and staff to know that their voice and concerns matters. The goal is to make certain that all employees feel valued and respected. Several ideas were raised to enhance morale among teachers and staff.

### RECESSED

At 12:30 p.m., the Board recessed for lunch and meeting resumed at its scheduled time.

### BOARD PROFESSIONAL DEVELOPMENT

The Board and Leadership Team participated in a Professional Development session by Kenston Griffin, Motivational Speaker and Trainer with Dream Builders Communication. The session was about communication and effective teams.

Shaunda Sandford left the special meeting (retreat) at 2:20 p.m.

The session adjourned at 2:30 p.m.

Leah Ferguson left the special meeting (retreat) at 2:40 p.m.

The Board resumed the meeting at 2:45 p.m. and Board Chair Dalman requested that the discussion on restructuring be tabled for the work session on Monday, January 25, 2016 for a full board attendance.

### ANNOUNCEMENT

Superintendent Baldwin reviewed the following announcements/events taking place in January:

- 16 – the 35<sup>th</sup> Annual Dr. Martin Luther King Prayer Breakfast at the Crowne Plaza starting at 8:30 am
- 18 – Holiday, Dr. Martin Luther King
- 19 – Magnet School Information Night – ACS Preschool starting (5:30-6:45 pm)
- 22 – Board Professional Development Day (Spartanburg, SC)
- 25 - Board Work Session (4pm)

### ADJOURNMENT

The special meeting (mid-year retreat) was adjourned at 3:05 p.m.

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Peggy Dalman, Chairperson

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Dr. Pamela Baldwin, Secretary/Superintendent