

MINUTES
THE ASHEVILLE CITY BOARD OF EDUCATION
SPECIAL MEETING JANUARY 16, 2014

The Asheville City Board of Education ("Board") held a special meeting (mid-year retreat) at 8:00 a.m., on Thursday, January 16, 2014, in the Training Room #203 of the Asheville City Schools Administrative Offices, 85 Mountain Street, Asheville, North Carolina.

Members present were:

Jacquelyn Hallum, Chairperson, presiding
Matt Buys
Peggy Dalman
Leah Ferguson
Precious Folston

Comprising a quorum of the Board; also

Dr. Bobbie Short, Secretary/Interim Superintendent.

Guest Present:

Councilwoman, Gwen Wisler

CALL TO ORDER

Board Chair Hallum called the special meeting to order at 8:35 a.m. In her opening remarks, the Board chair welcomed Councilwoman and Liaison to Asheville City Board of Education, Gwen Wisler and a time of introduction followed.

Interim Superintendent, Dr. Short remarked that the retreat agenda will address areas that the Board had expressed to her last June when they hired her, and that was the budget and its direct correlation to the achievement gap. She acknowledged the Leadership Team, Directors and other Administrators who were in attendance for their role in compiling the data and the information that was about to be presented.

RETREAT PRESENTATIONS

Director for Testing and Accountability, Marsha Lipe reviewed with the Board, a two-page handout on the Achievement Gap showing the disparity between African American students and White students in grades 3-8 in reading, math and science for ACS and also the State.

The group became involved in a candid discussion about the achievement gap and alluded to a teaching culture that have proven to be unfavorable for African-American students and students who are economically disadvantaged. Ms. Lipe informed the Board of her plans that will include administrators, and they will visit other elementary schools across the state that have a similar make-up to Asheville in demographics so that they can learn what these other school districts are doing differently. In addition, she suggested that immediate action be taken at the K3 level to address the district's instructional practices.

Dr. Short remarked that the school district needs to own the data that was presented on the achievement gap. The chair and vice-chair concurred with Dr. Short's remark and also stated that the district's partnerships (i.e., afterschool programs) need to compliment what ACS holds to be right for all students. A board member suggested that greater emphasis be placed on holding individuals and groups accountable in making certain that the hindrances to learning is not due to racial bias.

Board Chair Hallum asked for clarification on whether the district is monitoring students at the K-2 level so that the gaps can be detected before they enter K-3.

Assistant Superintendent for Curriculum and Instructional Services, Kelvin Cyrus reviewed updated historical figures on the achievement gap data that he presented in 2012-13.

Chief Finance Officer, Donna Watson presented on update on the Budget for Asheville City Schools – How We Spend Our Money. The Board and the group were informed that the presentation will exclude funding for capital outlay, children with special needs, preschool, local grants and child nutrition.

Personnel, Programs/Initiatives and Select Professional Development Expenditures accounts for 80.5% of the district's budget (state, local and federal) combined. Ms. Watson walked the group through the different categories and the dollar amounts allotted to the different funds. In a discussion about the programs and initiatives, it was acknowledged by all that the district is not receiving the results that it would like from William Randolph School in comparison to other programs.

Dr. Short concluded the presentation by presenting 13 steps on how the district can improve academic success in Asheville City Schools:

1. Visit districts with similar populations who have closed the achievement gap
2. Place emphasis on K-3 reading
3. Redesign WRS program
4. Revive FX program
5. ADIVize the middle and high programs
6. Provide focused Professional Development (PD)
7. Consistent use of agreed-upon data sources to determine student success
8. Place emphasis on relevant use of instructional time
9. Develop strategies with community to reach children-birth to kindergarten
10. Personnel changes
11. After School Programs for all K-5 schools
12. Institutionalize "Student Success" strategies in place
13. Prioritize! Teachers are being asked to do too many things

Architect for the new Asheville Middle School, Chad Roberson of Clark Nexsen and Construction Manager at Risk, Beverly-Grant/Barnhill presented for consideration and approval, the Guaranteed Maximum Price (GMP) for AMS based on 60% of the Construction Document with a budget of \$35,093,844. Mr. Roberson made a clarification to the

presentation to say that the budget amount that is being presented is contingent on whether the project assumes the current schedule. If the project gets pushed out to six months, it will incur six months of escalation cost.

Chief Human Resources Officer, Director of Support Services, and Legal Counsel, Cynthia Grady informed the Board that the spreadsheet on the GMP budget for AMS is on the consent agenda for their approval during the open session portion of the Board of Education Meeting starting at 1:05 p.m.

CLOSED SESSION

At 1:25 p.m., Peggy Dalman made a motion to go into closed session, pursuant to N.C.G.S. § 143-318.11 (a)(1), (3) and (5) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-321, to discuss matters protected by the attorney-client privilege and to receive legal advice regarding the NCSBA Voucher Lawsuit. The motion was seconded by Precious Folston and carried.

The closed session ended at 2:00 p.m.

CONSENT ITEMS

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

- Minutes of Meetings
- 2014 Membership in City Schools Consortium
- Policy Code 1310-Parent Involvement
- Policy Code 3540-Comprehensive Health Education Program
- Policy Code 3560-Title I Parent Involvement
- Policy Code 7100-Recruitment and Selection of Personnel
- Approval of Asheville Middle School Guaranteed Maximum Price (GMP)
- Approval of Go-Kitchen Ready MOU Addendum
- Approval of Revised 2013-2014 School Calendar

EMPLOYMENT OF PERSONNEL

Leah Ferguson made a motion to approve the following recommendations as presented by Chief Human Resources/Director of Support Services and Legal Counsel, Cynthia Grady. The motion was seconded by Peggy Dalman and carried.

January 16, 2014

For Approval by the Board of Education

Recommendation for post-retirement contract:

Jeanne Tyner	1/1/14 - 6/30/14	Beginning Teacher Coordinator Asheville City Schools Systemwide
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Recommendation for temporary contract:

Garvin Deters	12/9/13 - EOY	Language Arts / Social Studies Teacher Asheville Middle School
Lauren Jones	1/2/14 - EOY	Exceptional Children Teacher William Randolph School

Recommendation for classified position:

Sarah Fowler	1/6/14	Payroll Specialist Asheville City Schools Systemwide
William Hines	12/5/13	Custodian Ira B. Jones Elementary School
Rochelle O'Rourke	1/22/14	6th Grade Administrative Assistant Asheville Middle School

Recommendation for contractual agreements:

Asheville City Preschool

Jennifer Morgan	1/2/14 - 1/31/14	Teacher Assistant Duties
Mary C. Rankin	1/2/14 - 1/31/14	Teacher Assistant Duties

Asheville City Schools Systemwide

Dayle Ambrus	12/6/13 - 6/15/14	Exceptional Children Teacher Assistant Duties
Crystal Dover	1/2/14 - 2/28/14	Speech Language Pathologist Services
Lisa Kayser	1/2/14 - 6/15/14	Speech Language Pathologist

Asheville High School

Steve Fridl	11/1/13 - 3/31/14	Head Wrestling Coach
Donna Galloway	1/6/14 - 6/20/14	CTE School Test Coordinator Services
Sally Graves	1/2/14 - 1/31/14	Assistant Principal Duties
Micah Pulleyn	11/1/13 - 3/31/14	Assistant Swim Coach
Samantha Stone	11/1/13 - 3/31/14	Diving Coach
Ashley Tetrault	1/2/14 - 4/30/14	Band Duties
Kristal Woods	11/1/13 - 5/14/14	JV Cheerleading

Asheville Middle School

Lucas Veale	10/20/13 - 1/31/14	Assistant Wrestling Coach
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Claxton Elementary School

Kathy Lane	1/3/14 - 6/15/14	Exceptional Children Teacher Duties
Daniel Polich	1/2/14 - 6/15/14	Kindergarten Teacher Assistant

Hall Fletcher Elementary School

Donna Miseyko	1/2/14 - 6/15/14	Exceptional Children Teacher Duties
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Ira B. Jones Elementary School

Cassady Burke	12/18/13 - 2/28/14	Teacher Assistant Duties
<u>Vance Elementary School</u>		
Diane Crawford	1/2/14 - 1/31/14	Speech Language Pathologist Services
Taylor Hepler	1/2/14 - 1/31/14	Exceptional Children Teacher Duties
<u>William Randolph School</u>		
Patricia Griffin	12/2/13 - 12/20/13	Administrator Duties

Substitutes:

Cassady Burke
Erin Gocinski
Rachel Grandis
Kimberly Hargis
Don Howland
Tara Johnson
Christian Macleod
Aaron Ostwald
Trey Perry
Gerald Proctor
Kristina Rathburn
Katherine Robbins
Deborah Royse

MEETING RECESSED

At 1:55 p.m., Board Chair Hallum announced in open session that the meeting was recessed and would reconvene following the presentation from Hazard, Young, Attea & Associates on the Superintendent Profile Report in the Board Room.

BOARD OF EDUCATION DISCUSSION

Board Chair Hallum called the special meeting (retreat) back to order at 3:00 p.m. The Board reviewed their recommended changes to portions of the Leadership Profile and the Desired Characteristics with Dr. McCauley before finalizing the documents for posting to the HYA and ACS public sites. Following the discussion, the Board returned to closed session.

CLOSED SESSION

At 3:30 p.m., Peggy Dalman made a motion to go into closed session pursuant to Sections 143-318.11 (a)(1) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-321 of the General Statutes of North Carolina. The motion was seconded by Precious Folston and carried.

ADJOURNMENT

The special meeting (mid-year retreat) was adjourned at 5:03 p.m.

Jacquelyn Hallum, Chairperson

Dr. Bobbie Short, Secretary/Interim Superintendent