

MINUTES  
THE ASHEVILLE CITY BOARD OF EDUCATION  
WORK SESSION AUGUST 29, 2016, AND  
REGULAR MEETING SEPTEMBER 12, 2016

The Asheville City Board of Education ("Board") held a work session at 4:00 p.m., on Monday, August 29, 2016, 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  
Shaunda Sandford

Comprising a quorum of the Board; also

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

Media present:

Julie Ball, Asheville Citizen-Times

Guests:

David Bailey, CEO & President of United Way, Asheville-Buncombe County

CALL TO ORDER

Board Chair Dalman called the work session to order at 4:00 p.m., and requested a brief time of introduction to include our guests from United Way and their representatives.

WORK SESSION

Mr. Bailey remarked on the partnership United Way has with Asheville City Schools and expressed his appreciation for the joint effort before turning the presentation over to Lance Edwards, Vice President for Community Investment. A brief overview on why United Way of Asheville and Buncombe County exists was shared with the Board. The presentation highlighted four of the organization's strategies as they relate to its mission and focus: Reduce the impact of poverty on students, their families, and the communities.

The Middle School Success program, one of the four strategies that were mentioned is managed by Laura Elliott, Middle School Success Director. The program's focus is to make successful middle school students, strong families, and engaged communities. A

review of facts and figures from across the nation and locally regarding poverty and graduation, and the likelihood ratios of their outcomes were mentioned. Three indicators (attendance, behavior, and core course grades) are used to determine when middle school students are starting to veer off the graduation track. Ms. Elliott expressed her gratitude to Superintendent, Dr. Pamela Baldwin and Board attorney, Chris Campbell for their support of one of the three strategies, the Early Warning and Response System, created by the Asheville-Buncombe Middle-Grade Network that was formed several years ago. It is expected to launch in January of 2017. Another of the strategies, Resource Coordinators, Shari Smith, resource officer at Asheville Middle Schools supervises that endeavor. Homework Diners, a new initiative after it is implemented, will provide nutritious meals, homework and tutoring, accesses to resources, community building, and parent engagement.

Mr. Edwards closed the presentation by reviewing the four investments of United Way to Buncombe County and Asheville City middle schools:

- Resource Coordinator
- In Real Life (IRL)
- Early Warning and Response System
- Homework Diner

Board Chair Dalman requested to know is there a matrix for measuring success? Ms. Elliott mentioned that principal April Dockery and her team have put together, a framework that represents the needs of the middle school. Dr. Baldwin shared that the matrix in the strategic plan for the whole child is the same one being used to track attendance and behavior.

Dr. McAllister apprised the Board about the State Board of Education revising of the Interscholastic Athletic Policy to allow middle school students to participate in athletics, not including football. A survey was conducted with 370 schools (charter and traditional schools) participating. Dr. McAllister explained that they were advised of the change weeks after the decision was made, and it included a grade-level change from grades 7-12 to grades 6-12. Each LEA will need to make the decision on whether to allow sixth graders to participate in athletics.

Dr. Baldwin informed the Board that all superintendents are having this conversation, and because the information was received late, a decision for the fall semester for the 2016-17 school year from LEA's has been delayed. Mention of the pros and cons and the findings by a committee made up of four doctors, and six national certified trainers will be taken into consideration. The decision on whether to allow sixth graders to participate will be determined by the Boards of Education. Dr. Baldwin stated that a proposal for the Board to review and consider was forthcoming in October, and expressed her intentions to collaborate more with Dr. Tony Baldwin to make certain that they are aligned. No action was taken by the Board on this matter.

Dr. McAllister informed the Board that the district has almost 4,600 kids enrolled as of Friday, August 26, 2015, not including the additional students who were enrolled earlier in

the day. Dr. Baldwin mentioned that a count of the ‘no shows’ was not available. A review of the enrollments at all grade levels for the week of August 22, 2016 was also shared with the Board. Mention of the district applying for a waiver was raised. Dr. McAllister reviewed the next steps for his department.

Executive Director for Publication Relations, Charlie Glazener provided the Board with several district updates before his presentation of the new communication’s system.

The district changed from SchoolMessenger to Blackboard in July, and a review of the system’s many features included a mobile app for Asheville City Schools. The new system is cost-effective and provides a better interface with Powerschool. Implementation took place in July, and principals and school staff participated in a training session from July 18 through August 5. Notification about the new system was sent to parents with a letter from Superintendent Baldwin. The Asheville City Schools’ app can generate a report that will allow the communication’s department to track the number of downloads daily, and notifies them on what media sources the messages from the district are received on. Families and staff will be able to locate district information easily on their smart phones. A sample of what the report looks like was shared with the Board. In addition, they were made aware that the IT Department had to address a glitch with the new system that was preventing Yahoo, Hotmail and Gmail email accounts of parents receiving messages from their child’s school.

Mr. Glazener concluded his presentation with a review of the pending actions to be taken by his department with the new system.

Board Chair Dalman requested that the Board be included on the list for messages from the schools. The Board had no questions for Mr. Glazener.

Superintendent Baldwin reviewed the 6:30 p.m. regular board meeting agenda for September 12, 2016.

### CLOSED SESSION

At 5:15 p.m., Leah Ferguson made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1) and (3) of the General Statutes of North Carolina to prevent the disclosure of privileged or confidential student information pursuant to 20 U.S.C. 123g (FERPA) and G.S. §115C-402(e); and to discuss matters protected by the attorney-client privilege. The motion was seconded by Matt Buys and carried.

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

### ANNOUNCEMENTS

Dr. Baldwin reviewed the following announcements with the Board:

- District Community Events (5:15 pm – 6:15 pm)  
- August 30: Klondyke Apartments

- August 31: Livingston/Erskine-Walton Apartments
- Tea & Talk with Superintendent (7:30 am – 8:45 am)
  - September 1: Hall Fletcher Elementary School
  - September 8: Asheville High School
- Monday, September 5, 2016 - Labor Day Holiday
- Monday, September 12, 2016
  - Closed Session at 5:30 p.m. (Training Room)
  - Regular Board Meeting at 6:30 p.m. (Board Room)

The Board reviewed their school assignments.

### MEETING RECESSED

At 6:00 p.m., the work session adjourned and will reconvene on Monday, September 12, 2016 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 5:25 p.m., Martha Geitner made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1) and (3) of the General Statutes of North Carolina to prevent the disclosure of privileged or confidential student information pursuant to 20 U.S.C. 123g (FERPA) and G.S. §115C-402(e); and to discuss matters protected by the attorney-client privilege. The motion was seconded by Matt Buys 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 6:30 p.m.

### PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by Executive Director for Public Relations/Communications, Charlie Glazener.

### CONSENT ITEMS

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

- A. Minutes
  1. Open Session
  2. Closed Session
- B. Driver Education Fee Waiver Policy
- C. Asheville High School Discretionary Admission / Releases for 2016-2017

- D. SILSA Discretionary Admission for 20116-2017
- E. Resolution Approving New Treasurers for Hall Fletcher Elementary School, Vance Elementary School, and Asheville Middle School

### SUPERINTENDENT'S REPORT

Superintendent Baldwin shared the following district information/events:

- Dr. Baldwin expressed her appreciation to the staff for a great start of the new school year; in addition, a special thank you was extended to the Police Department, administrators and staff for their support of the back to school community events held at the community centers.
- Tea & Talks with the Superintendent at 7:30 am – 8:45am
  - September 14 – ACS Preschool
  - September 15 – Jones Elementary School
  - October 3 - SILSA
- The following district updates were shared:
  - Accountability Test Scores were released on September 1
  - Upcoming District Community Forums in the Board Room at 5:15 pm – 6:15 pm, and a survey will be conducted to determine topic ideas.
- The audience was updated the board's change to their monthly work sessions to be held in the schools. The September 26 meeting will be held at Hall Fletcher Elementary School at 4:00 p.m.

### CURRICULUM FEATURE

The curriculum feature highlighted the district's 2015-16 nine Teachers of the Year. The video clip of the teachers interacting with their students was also shown at the banquet.

### GOOD NEWS

SILSA English teacher, Ariel Robinson was named the district's 2015-16 Teacher of the Year. Ms. Robinson was chosen from among nine individual school teachers of the year based on the following criteria: experience, continuing education, participation in school-based activities, participation in community activities, innovative approach in curricular areas, portfolio presentation and a 20-minute interview. "Ms. Robinson is the rarest of individual," SILSA principal, Dr. David Robinson wrote to the selection committee. "She is knowledgeable and experienced, yet never complacent and always looking for how she might improve her practice." Teachers of the Year from the other eight schools were recognized at the event: Leslie Blaich, Isaac Dickson; Katie Dalton, AMS; Penny Tax, Claxton; Sarah Gillespie, Hall Fletcher; Norma Hawes, Vance; Jennifer Warren, Ira B. Jones; Holly Sutter, AHS and Lynn Bennett, ACS Preschool.

This summer, a number of Asheville High and SILSA athletic teams were involved in community service projects all across our city. Athletic Director, Coach Lance Abernathy shared some of the good work that was done by the student athletes:

- Football -- Cougar Make a Difference Day--one group did a Habitat project, another served at Manna Food Bank
- Girls Cross Country—undertook a Manna Food Bank project
- Varsity Cheerleaders— volunteered time at the free haircuts day, led by girls basketball coach, Maria Young
- Boys basketball—also hosted a summer camp
- Soccer--hosted a youth soccer event at AHS

The Asheville High School and SILSA Speech and Debate Team won the School of Excellence Award this summer at the National Speech and Debate Association Championship in Salt Lake City. The award is presented to the top twenty debate teams in the nation. The team also won several individual awards at the event.

- Isaac Pohl-Zaretsky – Finalist in House Congressional Debate
- Elizabeth Propst – Finalist in House Congressional Debate
- Ethan Heilig – Semifinalist in House Congressional Debate

The team was also well represented by David Mathews in International Extemporaneous Speaking and Extemporaneous Commentary as well as Mira Carlinnia in Program Oral Interpretation, Poetry Interpretation and Prose Interpretation.

Melissa Hedt, Teaching and Learning Coordinator provided an update on the district's five summer programs that were held, serving over 500 students:

- Asheville City Schools Summer Program at all the school sites
- Kindergarten Jump Start/Kindergarten - 120 students were served.
- Summer Reading Camp – part of the Read to Succeed Legislation. Over 120 students were served
- Middle School Magic – Intervention and Enrichment Program for middle school students. Over 100 students were served.
- Cougar Step Up – for rising six graders. 135 students were served.

The staff was applauded from the Board and audience.

Mr. Glazener concluded his good news with a day-10 count update for the new school year, 110 more students than the previous school year.

### PUBLIC COMMENTS

Board Chair Dalman reviewed the guidelines for public comment.

- Melissa Essig stated that she wanted to go on record saying that the new school year was off to a great start. Last year was tumultuous.

Board Chair Dalman reminded the audience that public comment will be an agenda item at the work session meetings held at the different schools.

### FIRST READING OF BOARD POLICIES

Board Attorney, Chris Campbell informed the Board that no actions were required on the following policies listed on the action item agenda for first reading:

***Policy Code 4137-Admission of Foreign/Exchange Students***

The Board does not have a current administrative change to the policy. Unless there was a need to take immediate action, the policy will be on the next work session agenda for discussion and consideration.

***Policy Code 9030 – Facility Construction***

The district has a current policy which authorizes the superintendent to approve certain change orders, and the Board is in compliance. Counsel to the Board will present an entire set of construction policies for the Board to discuss and consider.

**EMPLOYMENT OF PERSONNEL**

Leah Ferguson made a motion to approve the following personnel recommendations as presented by Executive Director of Human Resources, Joyce Graves. The motion was seconded by Matt Buys and carried.

September 12, 2016

For Approval by the Board of Education

**Recommendations for Administrative Contracts:**

Asheville High School

Robert Dinsdale, Jr.	8/22/16	Assistant Principal
----------------------	---------	---------------------

Asheville City Schools Systemwide

Jane Broda	9/6/16	Child Nutrition Director
------------	--------	--------------------------

**Recommendations for 1 Year Teacher Contracts:**

Asheville City Preschool

Megan Wiseman	8/22/16	Preschool Teacher
---------------	---------	-------------------

Asheville High School

Rhonda Alamour	8/22/16	English Teacher
Neil Clement	8/22/16	English Teacher
Sharon Flowe	8/22/16	Science Teacher
Ashley Grant	8/22/16	EC Teacher
Alesia Hollis	8/22/16	EC Teacher
Randall Johnson	8/22/16	Day Treatment Teacher
Jordan Phillips	8/22/16	Health and PE Teacher
Richard Slack	7/1/16	Senior MCJROTC

Asheville High School Continued

William Wallace	8/22/16	Math Teacher
Allison Weaver	8/22/16	Media Coordinator
Jessica Williams	8/22/16	Social Studies Teacher

Asheville Middle School

Savanah Forsythe	8/22/16	Science Teacher
Melissa Garrett-Hall	8/22/16	Science Teacher
Joseph Hooten	8/22/16	Social Studies Teacher
Scott Johnston	8/22/16	Math Teacher
Morgan Parton	8/22/16	EC Teacher
Elaina Portugal	8/22/16	Social Studies Teacher
Joanne Robert	8/22/16	Math Teacher
Geoffrey Roberts	8/22/16	EC Teacher
Mary Stewart	8/22/16	Day Treatment Teacher
Kendall Strasser	8/22/16	Math Teacher
Andrea Treolo	8/22/16	Language Arts Teacher
Ashley Ward	8/22/16	Math Teacher

Claxton Elementary

Lindsay Barta	8/22/16	Grade 1 Teacher
Daniel Black	8/22/16	Grade 1 Teacher
Lindsay Fox	8/22/16	Kindergarten Teacher
Kathleen Martin	8/22/16	Grade 5 Teacher
Paula Olson	8/22/16	Art Teacher
Michaela Rogers	8/23/16	K-2 Nurturing Specialist
Mary Tasker	8/22/16	EC Teacher
Kate Trefzger	8/22/16	Grade 2 Teacher
Anne Marie Webster	8/22/16	Grade 3 Teacher
Greta Wells	8/22/16	Grade 4 Teacher

Hall Fletcher Elementary School

Erica Adelman	7/13/16	Grade 2 Teacher
Jessica Boyles	7/13/16	Grade 4 Teacher
Katie Cannington	7/13/16	Grade 2 Teacher
Jessica Franklin	7/13/16	Grade 5 Teacher
Marcela Garza	7/13/16	Spanish Teacher
Mary Sprinkle	7/13/16	Grade K/1 Teacher
Rebecca Turner	9/12/16	EC Teacher



Recommendations for 1 Year Teacher Contracts continued:Ira B. Jones Elementary School

Whitney Black	8/22/16	Grade 1 Teacher
Thomas Callahan	8/25/16	PE Teacher
Susanna Cerrato	8/22/16	Grade 3 Teacher
Cara Dancy	8/22/16	Grade 5 Teacher
Mackenzie Eysen	8/22/16	EC Teacher
Dusty Fox	8/22/16	Grade 4 Teacher
Margaret Imhoff	8/22/16	Grade 2 Teacher
Kathleen Moore	8/22/16	Grade 3 Teacher
Gretchen Ross	8/22/16	Grade 5 Teacher
Shannon Thompson	8/22/16	Grade 3 Teacher

Isaac Dickson Elementary School

April Adsit	8/22/16	Grade 4 Teacher
Tenisea Higgins	8/22/16	Grade 5 Teacher
Robin Lindsay	8/22/16	Speech Language Pathologist
Karissa Saville	8/22/16	Grade 3 Teacher

School of Inquiry and Life Science

Christopher Gordon	8/22/16	EC Teacher
--------------------	---------	------------

Vance Elementary School

Marilyn Bliss	8/22/16	Grade 4 Teacher
Paul Garrity	8/22/16	Grade 3 Teacher
Kalene Hutchinson	8/22/16	Grade 3 Teacher

Recommendations for Temporary Teacher Contracts:Asheville High School

Siyue Zhou	8/22/16	Chinese Teacher
------------	---------	-----------------

Asheville Middle School

Janice Acquaviva	8/22/16	Interim Language Arts Teacher
Heather Deyo	8/22/16	CTE / Technology Instructor
Sawyer Johnston	8/22/16	Language Arts / Avid Teacher
Benjamin Sims	8/22/16	Math Teacher

Claxton Elementary School

Molly Peeples	8/22/16	Title 1 Interventionist
---------------	---------	-------------------------

Hall Fletcher Elementary School

Tiffany Brooks	7/13/16	Social Worker
----------------	---------	---------------

Meaghan Murphy	8/11/16	Grade 4 Teacher
<u>Ira B. Jones Elementary School</u>		
Kathleen Leppard	8/22/16	Grade 3 Teacher
<u>Isaac Dickson Elementary School</u>		
Nicole Bush	8/22/16	Interim Kindergarten Teacher
Blake DiMeglio	8/22/16	Interim Grade 2 Teacher
<u>School of Inquiry and Life Science</u>		
Shelly Nixon	8/22/16	Math Teacher

Recommendations for Classified:

<u>Asheville City Preschool</u>		
Juliana Proctor	8/22/16	Teacher Assistant
<u>Asheville City Schools Systemwide</u>		
Timothy Cooper	8/15/16	Lead Custodian
James Chambers	8/15/16	Groundskeeper Supervisor at Maintenance Department
Kathryn Perrotta	8/22/16	Homeless Coordinator
<u>Ashville High School</u>		
Michelle Harrison	8/25/16	Child Nutrition Assistant
<u>Asheville Middle School</u>		
Derrick Beasley	8/15/16	Custodian
James Campbell III	8/2/16	Custodian
Amanda Rigsby	8/16/16	Administrative Assistant to Principal
Quantisha Watkins	8/24/16	Child Nutrition Assistant
William Williams	8/22/16	In School Suspension Assistant
<u>Claxton Elementary School</u>		
Betty Daniels	8/16/16	Custodian
Theresa Ryder	8/22/16	Teacher Assistant
<u>Hall Fletcher Elementary School</u>		
Anna Finklin	8/1/16	Custodian
Bambi Fiore	7/13/16	Teacher Assistant
Dorothy Harris	8/24/16	Child Nutrition Assistant
<u>Ira B. Jones Elementary School</u>		
Lloyd Brookshire	8/22/16	Teacher Assistant
Mark Crowder	8/31/16	Child Nutrition Assistant

Latasha Davis Nelson	9/2/16	Child Nutrition Assistant
Karen Doss	8/22/16	Teacher Assistant
Athena Elmore	8/24/16	Teacher Assistant
Mallory Martin	8/24/16	Teacher Assistant
Laura Provine	8/22/16	Teacher Assistant
 <u>Vance Elementary School</u>		
Lucina Hancock	8/23/16	Teacher Assistant
Stephanie Logan	8/15/16	Bookkeeper/Treasurer
Jennifer Perry	8/22/16	Teacher Assistant

Substitutes:

Brianna Colina - Elementary Day Treatment

ADJOURNMENT

The Board meeting was adjourned at 7:34 p.m.

---

Peggy Dalman, Chairperson

---

Dr. Pamela Baldwin, Superintendent /Secretary

Approved by the Board on October 3, 2016