

MINUTES  
THE ASHEVILLE CITY BOARD OF EDUCATION  
WORK SESSION OCTOBER 24, 2016, AND  
REGULAR MEETING NOVEMBER 7, 2016

The Asheville City Board of Education ("Board") held a work session at 4:00 p.m., on Monday, October 24, 2016, in the Media Center at Vance Elementary School, 98 Sulphur Springs Road, Asheville, North Carolina.

Members present were:

Peggy Dalman, Chairperson, presiding  
Matt Buys, Vice Chairperson  
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

CALL TO ORDER

Board Chair Dalman called the work session meeting to order at 4:05 p.m.

WORK SESSION

Carrie Allen presented to the Board a thorough overview of the data that has been compiled by the Elementary Growth Committee on the Balanced Calendar at Hall Fletcher Elementary School. Before proceeding, Ms. Allen reminded the Board of the administrative changes the district has gone through since the three-year pilot was implemented. Ms. Allen stated that she was able to locate some files that provided the committee with background information on the decision for the balanced calendar.

The presentation covered three main areas: Support for the balanced calendar, challenges with the balanced calendar and a data review.

Comments from Community Survey in support of the Balanced Calendar

Strengths:

- 92.1% were very satisfied with balanced calendar
- Good for students

- Chose the school based on the calendar, magnet theme and community involvement
- Student needed breaks through the year
- Summer breaks decreases summer lost
- Easy transition back to school
- Child did not feel burnt out
- Retain more information with shorter break
- Ready to get back in an academic mind set
- 85.1% prefer balance calendar over the traditional calendar
- 73.7% believes the balanced calendar increases student achievement
- 80% vs. 20% thinks Hall Fletcher should remain on the balanced calendar
- Support a stranger community involvement
- Received two meals a day (one survey)
- Farmer schedule

Superintendent Baldwin requested to know if the data pulled was in relation to specific students who attended bonus learning time, and whether or not their academic data contributed to the school's letter grade changing from a D in 2015 to a C last school year.

#### Challenges:

- Day care during intercession
- Only school on a balanced calendar for a small kids
- Not as many resource options
- Finding Daycare/programming during intercession/BLT weeks = expensive
- Only school on balanced calendar in small district - hard for parents who live with the two calendars. - challenge to schedule vacations/childcare
- BLT changed - not enough notice, scheduling another week of childcare
- Short summers - some kids did not have time to fully decompress.
- Not as many resource options for intercessions
- Wish early dismissals and teacher workdays lined up with traditional calendar
- 3 year pilot does not seem long enough to follow a cohort - needs to be five year pilot
- Traditional Calendar summers are too long
- Continued lack of commitment and support by ACS administration:
- Snow day makeup tacked onto an already short summer break.
- De-funding promised intercession support
- No commitment to balanced calendar at middle school or high school level.
- Lack of academic progress and the gap has not decreased.

#### Academic Achievement Data Cohort 2014-2016

- A review by data cohort for third grade to fifth grade that did not produce adequate increases in Math, English and Reading, Superintendent Baldwin told the group that

they should not base the data on proficiency but on academic growth. The balance calendar impacts growth specifically.

#### Finance for Bonus Learning

- 2014-15 \$47,551.98
- 2015-16 \$65,869.43

#### Transportation

##### Concerns:

- Staff who work at other schools had to come back to school early can't get or it's hard to get summer jobs
- HFE bus drivers do not get intersession breaks because they are assigned to traditional school routes.
- Inability for drivers to get summers Jobs

Ms. Allen reviewed the challenges associated with the balanced calendar and the district not being able to avoid overcrowding with the traditional calendar due to loss of instructional time between July and August.

#### Next Steps

- Meet with teachers and staff at Hall Fletcher on Thursday
- Meet with community on November 3
- Committee meeting to further discuss date and develop next steps

Ms. Allen reminded the board that the Growth Committee started with the balanced calendar at Hall Fletcher because of its impact across the district.

#### **Montford Campus Update**

Jeremy Spielman shared some of the highlights of the draft flyer for the Montford Campus, and the components and values that will represent the school when it opens with 7 and 8 grades for the 2017-2018 school year. In addition, the school's three selling points:

- Skills practice that will make the school unique
- Mindset approach in the learning environment
- Develop an application process with a balance for heterogeneous group

Dr. McAllister shared that the Montford Campus will adopt the name – Montford North Star Academy as the school's official name, and their Moto will be – Connect. Collaborate. Connect. Other updates addressed the working progress towards the vision and mission of the school, and the Trademark process will take months to a year.

The next steps for the school will include:

- Conversations with parents and stakeholder groups
- Community meetings ( schedule will start in November through the winter break)

Superintendent Baldwin provided a brief overview on the district's next steps approach to racial equity.

1. Teacher and learning frameworks that are aligned with North Carolina Standards and best practice for students
2. Partnership with Asheville City Schools Foundation through the Center for Participatory Change (CPC). The training took place in September.
3. Partnership with Public School Forum
4. Partnership with Integrated Comprehensive Systems (ICS) to conduct:
  - Seminar on November 8, 2016 with the Board, community stakeholders, city council, principals, clergy
  - Three-day Institute (March 1-3)
  - Three-Day Summer Retreat and will invite partnerships within region 8.

The four cornerstones for ICS:

1. Focus on Equity
2. Alignment with staff and student
3. Transform Teaching and Learning
4. Leveraging funding and policy

Dr. Baldwin expressed her wish that the Board will adopt a Racial Equity Policy, and Ms. Geitner shared her support for the partnership with ICS.

Charlie Glazener thanked the twenty-four calendar committee members, including Board member, Martha Geitner who served as liaison to the Board for their hard work and dedication in creating the proposed 2017-2018 balanced and traditional calendar. The committee also created a second traditional calendar in case the district qualifies for a waiver and school can start earlier. The traditional calendars will start on August 28 (traditional calendar with a waiver starts on August 22<sup>nd</sup>). The balanced calendar starts on July 19<sup>th</sup> – all calendars show the last day of school as June 8, 2018. Mr. Glazener reminded the Board that the balanced calendar for Hall Fletcher Elementary School is being reviewed because the pilot will end with the current school year.

- Spring Break matches with Buncombe County Schools
- Five work days before the school year starts
- Eight Early Release days
- Day and half for Teacher-Conference Day
- August 22, 2017 – Full Professional Development Day, also matches with the Balanced Calendar
- Day before Thanksgiving, Annual Leave Day
- Winter Break –December 21 and will be a full two-day
- August 21, 2017 – Optional Work Day

The district would need to miss 8 snow days or more in order to qualify for a waiver.

It was the consensus of the Board that all three calendars be approved without a second reading. The calendars will be posted on the district's web page as drafts until they are approved at the November 7, 2016 meeting.

Mr. Glazener reviewed a proposed Inclement Matrix Weather chart for this school year to be shared with staff and family. It was the consensus of the Board that the Inclement Matrix Weather be shared with staff and families.

#### Public Comment

- Melissa Essig addressed the Board regarding discussions about the balanced calendar, and not to expect an equal response to when asking two questions on whether a balanced calendar is a good thing or should Hall Fletcher alone be on a balanced calendar.
- John Brigman addressed the Board regarding looking at the system when dealing with racial equity.
- Angel Howell addressed the Board regarding Hall Fletcher Balanced Calendar. After thanking the Board, Ms. Howell told the Board that the balanced calendar was a good model, and the leadership should find a way to make it work.

Dr. Baldwin remarked on Ms. Howell's comment, to say the district leadership is trying to create a system that is not people-dependent and therefore, it will not matter who the leadership is, but to ensure the district has a system that works for children.

Leah Ferguson initiated a discussion among the members for participation on how to engage the community as a Board, establish a process so that they can be evaluated individually and as a Board, and then decide on next steps.

The members were in favor of an evaluation process of the Board by stakeholders, but they were not ready to conduct a full conversation on the topic. A question of the process was mentioned, stakeholders would need to have a better understanding of the Board's role, the pros and cons of the process, and investigating other models, the Board's perception within community, and the challenges of not being an elected board, were questions raised.

Engaging a committee to look into different options as the next step was suggested. The Board concluded that they would continue the conversation on Monday, November 7, 2016. Ms. Ferguson shared that having a process would prove to be beneficial for new board members.

Executive Director for Finance, Charlotte Sullivan and Assistant Finance, Sarah Banks presented the 2016-2017 Budget for the district. Ms. Sullivan gave credit to Donna Watson for laying the ground work and Ms. Banks for the revisions, and proceeded to state that the budget was created with three focuses in mind: Vision, Investment and Focus, which aligns to the strategic plan.

#### Highlights of the budget presentation:

- Increase in retirement matching rate from 15.32% to 16.33%.

- Increase in annual employer hospitalization premiums from \$5,471 to \$5,659 per employee.
- Merit Pay, one-time bonus passed by the General Assembly. The amount has not been determined and will be awarded in January 2017.
- Top tier of the local salary supplement will increase from 10% to 16% starting with this fiscal year.
- Part of a projected 2-year plan, the top tier of 20+ years will increase for FY 17 with the rest of the tiers to increase in FY 18, if funding allows.
- Decrease in class size for K3 for the 2017-18 school year.

The Fiscal Year 2017 Budget Resolution will be presented to the Board at the November 7, 2016 regular meeting for their consideration

Dr. Baldwin reviewed the November 7, 2016 regular meeting at 6:30 p.m.

Matt Buys made a motion to amend the agenda and move the work session announcement before the closed session. The motion was seconded by Martha Geitner and carried.

#### Announcements

- Community Forum: Early Childhood Tuesday, October 25 (7:00-8:00 pm) Board Room
- Tea & Talk with Superintendent Baldwin (7:30-8:45 am) Asheville Middle School on Friday, November 4<sup>th</sup>
- Regular Board Meeting Monday, November 7, 2016 at 6:30 pm, Administrative Offices – Board Room

Ms. Dalman thanked everyone for attending the work session.

#### CLOSED SESSION

At 6:11 p.m., Matt Buys made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1) of the General Statutes of North Carolina to prevent the disclosure of privileged or confidential personnel information pursuant G.S. 115C-319. The motion was seconded by Martha Geitner and carried.

At 6:35 p.m., Leah Ferguson made a motion to return to open session. The motion was seconded by Martha Geitner and carried.

#### MEETING RECESSED

At 6:35 p.m., Board Chair Dalman announced in open session that the work session was recessed and would reconvene at the Administrative Offices of Asheville City Schools in Training Room #203, 85 Mountain Street, Asheville, NC at 5:30 p.m. on Monday, November 7, 2016 for a closed session, followed by the regular meeting at 6:30 p.m. in the Board Room.

### CLOSED SESSION

At 5:32 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 personnel information pursuant to G.S. §115C-319; and to discuss matters protected by the attorney-client privilege. The motion was seconded by Shaunda Sandford and carried.

At 5:52 p.m., the Board returned to open session.

The Board discussed changing the November 28, 2016 work session date at Isaac Dickson Elementary School. The Board decided to hold both the work session (4 pm) and a regular meeting (6:30 pm) on December 5, 2016 at Isaac Dickson.

The Board reviewed the format of the meetings, with a consideration of conducting just one monthly meeting.

The Board discussed their travel and departure time for the North Carolina School Boards Annual conference in Greensboro, North Carolina on November 15-18, 2016.

The meeting recessed at 6:15 p.m. and resumed at 6:30 p.m. for the regular meeting in the Board Room of the Administrative Offices.

### CALL TO ORDER

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

### PLEDGE OF ALLEGIANCE

Executive Director for Public Relations/Communications, Charlie Glazener led the pledge of allegiance.

### CONSENT ITEMS

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

- A. Minutes
  - 1. Closed Session – September 26, 2016 and October 3, 2016
  - 2. Open Session, regular meeting minutes for October 3, 2016
- B. Approval of Board Policy Code 6420, Contracts With The Board
- C. Approval of Board Policy Code 9030, Facility Construction
- D. Approval of Board Policy Code 9120, Bidding for Construction Work
- E. Approval of Board Policy Code 9130, Supervision of Construction Contracts
- F. Approval of Asheville High School Field Trip Request to Mexico (4/08/17-4/16/17)

## SUPERINTENDENT'S REPORT

Superintendent Baldwin expressed her appreciation to all the parents that joined her at the Tea & Talk sessions at all nine schools, and said she enjoyed the experience, staff and making their schools conducive for the sessions. In addition, she thanked the Parent Advisory Council Committee for their wonderful opened dialogue at their first meeting on October 19, 2016 about their schools, and Mr. Glazener for presenting the district's 2016 Asheville City Schools Report Card from the Strategic plan. Next meeting will be on January 18, 2017 at the Administrative Offices.

Superintendent Baldwin's district announcements included:

- Academic Achievement Forum on November 17, 2016 (5:15-6:15pm) in the Board Room
- Asheville High School Band trip to Hawaii on November 22-29, 2016
- Thanksgiving Holiday Break (November 23-November 25)

## CURRICULUM FEATURE

The curriculum feature highlighted Asheville City Schools Preschool Teacher of the Year, Lynn Bennett in a short video clip interacting with her students.

## GOOD NEWS

Congratulations to our **AHS Childcare Center!** This wonderful facility located on the ground floor of the upper CTE building received 0 demerits and a classification of **Superior** on October 18 from the NC Department of Environment and Natural Resources Division of Environmental Health. Our little cougars are in such great hands not to mention the learning that is occurring for our Early Childhood Education AHS and SILSA students. Congratulations to our long time leaders there, Laura Westbrook and Gina Woody.

The Mountain Xpress featured a cover story by local reporter Virginia Daffron on the Bond Referendum coming up for vote tomorrow. In the lead paragraph, she revealed that our very own **Speech & Debate Team** had sponsored the event. This event was entirely student-organized and -led, with concessions support from our parent booster club. "Here is a direct result of the good we are doing in the 'real' world and our community, said AHS veteran teacher and debate team coach Will Smith. "It strikes me as a stark contrast with the divisive rhetoric that is dominating the rest of this election season." Members from the Debate Team were present and shared some highlights about their team and concluded with introducing their parents that were also in attendance.

**Hill Street Baptist Church** Pastor Keith Ogden, **Missional Ministry Program** donated \$1000 to Isaac Dixon Elementary School to help with the cost of hot-meals for underprivileged children. Pamela Camp, Anna Maria Jackson and Cafeteria Manger, Pearl Lee were acknowledged for organizing the event. Principal, Brad Johnson accepted this kind donation.



**ACS Principal of the Year**, Dr. David Robinson, who is in his second year of leading the School of Inquiry and Life Sciences Asheville. Dr. Robinson began his teaching career in 2002 as a 7<sup>th</sup> grade math teacher in Madison Middle School in our next door county. He also coached football and girls' basketball for five years. In 2010 he assumed the role of principal of Madison Early College, before joining us summer before last at SILSA. His selection reflects his dedication to every high school student he serves, old fashioned hard work, excellent academic test scores and an infectious positive attitude that he brings to school each and every day. Please welcome Principal of the Year, Dr. David Robinson.

Michael Holton has long been a gem in Asheville City Schools. Visits to his classrooms over the years at Hall Fletcher and Asheville Middle School reveal an outstanding teacher who knows how to inspire and educate his students. Michael now serves as the Dean of Students at Asheville Middle School, which keeps him super busy but he still has time to do one of the things I believe he enjoys most coaching our young student-athletes. Michael, come tell us about recent successes with **Cougar Sports**.

On October 6, five students represented the Career Technical Education (CTE) Department of Asheville City Schools at the **Regional Student Leadership Academy**. Raleigh Cury, Elizabeth Flowe, MacKenzie Flowe, Amaya Kinch, and Imani Mosley. They joined 175 students from five WNC Counties to receive training in business etiquette and other essential, workplace skills. Business partner, The Biltmore Company hosted the event at Lioncrest. The students took turns to share their experiences.

The 3rd annual **Asheville High Powderpuff Football Game** was held on October 11 at Asheville High stadium, and the proceeds went United Way campaign. The AHS faculty beat the senior girls by one point, and a team of moms lost to the junior girls by a touchdown. The faculty team was coached by Dr. Sherry Poole and the moms, by Jesse Warren. Carrie Buchanan coached the student teams. This event featured a large posse of cheerleaders, coached by Pamela Washington and teacher, Larry Burke as the primary planner for the event, which included live music performed by members of the Asheville High bands. Bottom line: \$1,000+ was raised for United Way.

Asheville City Schools Preschool Director, Dr. Dawn Meskil shared updates on the **Spring Racial Equity PhotoVoice Project**. The school received a grant from the Asheville City Schools Foundation.

In Real Life Director, Brian Randall and Development Director for Asheville City Schools Foundation, Nick Roberts provided a brief update on the program at Asheville Middle School.

Janette Broda, Director for Child Nutrition presented what Farm the School looks like in Asheville City Schools. A review of the program's three components: Education, School Gardens and Procurement.

Erin Hill, Student Engagement and Digital Communications introduced the members of the Superintendent Student Advisory Council.

## PUBLIC COMMENTS

Board Chair Dalman reviewed the guidelines for public comment prior to receiving any comments from the audience.

Barbara Baer addressed the Board on behalf of her son, an out of district student, and shared her concerns about Board Policy relating to out of district students.

Charlie Glazener thanked the twenty-four calendar committee members, including Board member, Martha Geitner who served as liaison to the Board for their hard work and dedication in creating the proposed 2017-18 balanced and two traditional calendars, one with a waiver and one without. The district would need to miss 8 snow days in order to qualify for a waiver. The traditional calendars will start on August 28 and August 22, 2017, and the balanced calendar on July 19. Mr. Glazener reminded the Board that the balanced calendar for Hall Fletcher Elementary School is being reviewed because the pilot will end with the current school year.

## CONSIDERATION AND APPROVAL OF 2017-2018 TRADITIONAL CALENDARS

Leah Ferguson made a motion to approve the 2017-2018 Traditional and Early Start Calendars. The motion was seconded by Matt Buys and carried.

## CONSIDERATION AND APPROVAL OF 2017-2018 BALANCED CALENDARS

Martha Geitner made a motion to approve the 2017-2018 Balanced Calendar. The motion was seconded by Shaunda Sandford and carried.

## CONSIDERATION AND APPROVAL OF 2016-2017 BUDGET RESOLUTION

Following the presentation by Executive Director of Finance, Charlotte Sullivan and Assistant Finance Officer, Sarah Banks, Leah Ferguson made a motion to approve the 2016-2017 Budget Resolution as presented. The motion was seconded by Shaunda Sandford and carried. The Board had no questions for the ladies. A copy of the resolution is attached to the minutes.

## EMPLOYMENT OF PERSONNEL WITH AN ADDENDUM

Martha Geitner made a motion to approve the following personnel recommendations and the addendum as presented by Executive Director of Human Resources, Joyce Graves during closed session. The motion was seconded by Matt Buys and carried.

November 7, 2016

For Approval by the Board of Education

Recommendations for 1 Year Teacher Contracts:

Asheville City Preschool

Adriana Sparkman

10/20/16

Preschool Teacher

Recommendations for Temporary Teacher Contracts:

Tina Nadzan	11/1/16	Exceptional Children Teacher
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Recommendations for Classified:Asheville High School

Carol Montoya	10/26/16	Exceptional Children Teacher Assistant
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Caroline Turley	10/24/16	Vitrual Lab Assistant
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Norberto Serrano Ortiz	11/1/16	Child Nutrition Assistant
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Hall Fletcher Elementary School

Nina Knighten	10/17/16	Child Nutrition Assistant
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Ira B. Jones Elementary School

Robby Hampton	10/3/16	Custodian
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Michael Hurst	9/21/16	Teacher Assistant
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Vance Elementary School

Susan Walker	11/3/16	Child Nutrition Assistant
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Substitutes:

Mary Clinard

Nancy Hyatt

FUTURE BOARD MEETINGS

- The Board will hold a work session (4pm) and regular meeting (6:30pm) on December 5, 2016 at Isaac Dickson Elementary School.

Superintendent Baldwin congratulated Dr. Dawn Meskil on her successful dissertation.

ADJOURNMENT

The Board meeting adjourned at 7:56 p.m.

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Peggy Dalman, Chairperson

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Dr. Pamela Baldwin, Superintendent /Secretary

Approved by the Board on January 19, 2017