

MINUTES
THE ASHEVILLE CITY BOARD OF EDUCATION
SPECIAL CALLED MEETING DECEMBER 28, 2016

The Asheville City Board of Education ("Board") held a special meeting at 7:30 a.m., on Monday, December 28, 2016 in Training Room #203 of the Administrative Offices, 85 Mountain Street, Asheville, North Carolina.

Members present were: Peggy Dalman, Chairperson, presiding
Matt Buys (via telephone)
Leah Ferguson
Martha Geitner
Shaunda Sandford

Comprising a quorum of the Board; also

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

Staff present was: Charlie Glazener, Executive Director for Public Relations

Liaison from City Council: Ms. Gwen Wisler, Vice Mayor

CALL TO ORDER

Board Chair Peggy Dalman called the special meeting to order at 9:05 a.m.

Ms. Dalman stated that the purpose of the meeting was to consider several proposals regarding the Superintendent Search. The Board considered the following proposals:

I. Dream Builders – Mr. Kenston Griffin (via telephone)

The Board members received a written proposal from Dream Builders. Mr. Griffin reviewed the proposal of his company. He emphasized that the process belongs to the Board and Dream Builders would assist in identifying district needs, establishing a timeline and providing post-selection support for the new superintendent. He stated that the data should match the successful candidate. Dream Builders does not advertise and Mr. Griffin would support the District with a team of four employees that he would lead.

When asked about outside / community involvement in the final selection process, Mr. Griffin stated that he sees that process used more in higher education and that K-12 superintendent candidates are concerned about maintaining the confidentiality of their application. An open process also requires a longer timeline. He concluded by emphasizing that Dream Builders would work within the process chosen by the Board who must make the final decision.

II. Discussion Regarding Selection Process

Ms. Dalman asked Ms. Wisler to summarize the process used by UNCA to name its new Chancellor. Ms. Wisler stated that the committee consisted of approximately 20 members selected from the community, professors, students, and local leaders. That group made a recommendation to the system office regarding the final selection.

The Board discussed the pros and cons of an outside committee including the issues of inclusivity, community buy-in, the diversity of perspectives, additional time, additional expense, the difficulty of choosing among K-12 stakeholders, and the legal responsibility of the Board to make the final selection. Finally, the Board also discussed the fact the new Board members would take office April 1, 2017.

III. Presentation from North Carolina School Board's Association

Ms. Allison Schafer, Director of Policy / Legal Counsel, and Ms. Tanya Giovanni, Staff Attorney, joined the meeting to review NCSBA's proposal with the Board. Ms. Schafer reviewed their submissions and experience with over 150 superintendent searches in North Carolina. She also stated that NCSBA is part of a national network of state organizations conducting searches in other states. Ms. Schafer stated that the typical process takes 6 months

with 6 to 8 weeks of advertising. NCSBA usually sees 7 – 10 first round finalist and 2 – 4 final round finalists. The pool is likely to be ½ out-of-state and ½ in-state.

The Board asked Ms. Schafer about the pros and cons of an open process. Ms. Schafer confirmed that most candidates want a closed process and ACS is likely to lose good candidates if the names of finalists will be made public. She stressed that the process belongs to the Board and NCSBA will assist with the process selected. However, she stated that the Board, and not a third-party committee, should be the entity to screen applications, select finalists, conduct interviews, and make the final selection. If third-parties will have access to applications, the candidates must be notified in advance and the individuals reviewing applications must sign confidentiality agreements. She cautioned that the "perception" of any committee could be that the Board will honor their recommendation. The law states that only the Board can make the final decision.

Ms. Schafer and Ms. Giovanni left the meeting.

IV. General Discussion

The Board discussed the proposals submitted which also included a written proposal from Ray and Associates. The Board members compared the scope of services and prices from all proposals and were comfortable with the experience, services and price offered by NCSBA.

V. Action

By Motion made by Martha Geitner and seconded by Shaunda Sandford, the Board selected the proposal from NCSBA. Prior to the vote, Mr. Campbell stated that Mr. Buys was participating by telephone which is legal since the Board had a quorum physically present. Historically, individual board members have participated by phone on rare occasions and the

Board has permitted the practice. The Chair confirmed that there was no objection to Mr. Buys voting. The vote was unanimous.

ADJOURNMENT

Ms. Dalman stated that the Board would need to make final decision on a community committee by the next meeting on January 4, 2017. Upon the advice of Mr. Campbell, the Board agreed to re-notice the January 4, 2017 meeting and add the topic of superintendent search for open session. At 11:30 a.m., the special meeting was adjourned.

Peggy Dalman, Chairperson

Dr. Pamela Baldwin, Secretary/Superintendent