

MINUTES
THE ASHEVILLE CITY BOARD OF EDUCATION
WORK SESSION JANUARY 30, 2017, AND
REGULAR MEETING FEBRUARY 6, 2017

The Asheville City Board of Education ("Board") held a work session at 4:00 p.m., on Monday, January 30, 2017, in the Media Center at Claxton Elementary School, 241 Merrimon Avenue, Asheville, North Carolina.

Members present were:

Peggy Dalman, Chairperson, presiding
Matt Buys, Vice Chairperson
Martha Geitner
Leah Ferguson (via phone on 1/30/17)
Shaunda Sandford (absent from the 6:30 pm Board meeting)

Comprising a quorum of the Board; also

Dr. Pamela Baldwin, Secretary/Superintendent
Board Attorney, Chris Campbell
Hannah Heltzel, Associate Attorney (1/30/17)

Media present:

Julie Ball, Asheville Citizen-Times

CALL TO ORDER

Board Chair Dalman called the work session meeting to order at 4:03 p.m., and thanked principal Derek Edwards and his staff for hosting the meeting at their school. She acknowledged the guests and also thanked them for attending. Everyone was reminded that all the work session meetings held at the different schools are opened to the public, and only the Board, leadership and the attorney will go into closed session.

WORK SESSION

Matt Menne, PTO Co-President at Isaac Dickson Elementary School presented a Fundraising Proposal Plan to have Solar Panels at the new Isaac Dickson Elementary School. He stated that the school was designed to have 600 Kw solar panels installed but the full funding has not been available to date. A group of Isaac Dickson parents came up with a proposal to raise \$200,000 to fill the funding gap on the project. The remaining funding would be through investors with whom Sundance has a relationship. The investors would own the system for the first 7 to 10 years and retain all benefits of that ownership for that period of time. Between these two sources, \$200,000 raised by the PTO and investors through Sundance the project would be fully funded and require no funds from Asheville City Schools.

Mr. Menne stated that the PTO's proposal is to partner with WNC Green Building Council (WNCGBC) who would lead the fundraising efforts. WNCGBC shares the priority on

learning opportunities for students, and has a program for contributors interested in renewal energy in our community. Isaac Dickson PTO will be assisting WNC Green Building Council in the fundraising efforts, but will be sensitive to not impacting other fund raising efforts.

In addition, the Board was made aware that the solar panel project has been shared with the Asheville City Schools Foundation by the PTO, and that the targeted audience during the campaign for the fundraising would likely not be those who are of an educational mind; and therefore, the possibility of conflicts in fund raising would be limited. Architect for the new Isaac Dickson School, John Legerton has given his support to the plan. Mr. Menne shared his expected outcome of the presentation with the Board.

Dave Holister with Sundance Power addressed the benefits of the solar panel project to Dickson, the district and the community, and stated that this type of community solar project was an established concept. Mr. Holister responded to questions pertaining to the project. Sam Ruark-Eastes from WNC Green Building Council provided a brief overview of the fundraising plan. In response to a question from the board regarding if the \$200,000 were not raised - what would happen to the funds? Mr. Ruark-Eastes stated that the agreement calls for those funds to then go towards other energy savings projects in the district.

Leah Ferguson suggested that the Board consider how board policy would support the project in terms of equity between all the schools.

Mr. Holister answered additional questions that were asked by the Board.

Board members, Martha Geitner and Shaunda Sandford expressed that they would like more time to think about the proposal. Board chair Dalman informed the gentlemen that the Board would get back to them by the end of the week. The Board took no action on the proposal that was presented.

Kim Dechant, Coordinator for Human Resources presented the Volunteer Program Proposal for the district. The Board was made aware that the Asheville City Schools Foundation had secured a ten-year federal grant through AmeriCorps, and it will end this school year. The initial conversation regarding the proposal happened last September between Superintendent Baldwin, the Foundation's executive director, Kate Pett, Julia Shuster and Ms. Dechant, to determine the next steps to address how the district will handle the cost of volunteers at the different schools. Some of the concerns facing the district included the possible impact on student achievement and training for the volunteers. The school system volunteer database reflected a high number of individuals who are willing to work with the district, including community volunteers whom the Foundation has pulled in. Read to succeed volunteers for the months of September and October provided 90 minutes of instruction time per student a week. A brief overview of the information that has been gathered from principals was shared with the Board, and the two recommended proposal options reflected input that was received from principals.

Ms. Ferguson remarked that a lot of the volunteers were some of the district's older educators who probably have no children in the system, but have so much to offer.

The Board had no questions for Ms. Dechant.

Executive Director for Human Resources, Joyce Graves presented the Personnel Report for the district, and highlighted the areas that reflected changes when compared to the previous year report. A decrease in the employment count from 701 in 2016 to 687 in 2017 was attributed to open positions that were not filled, but the duties were allocated out to other staff members. The increase of new employees for the 2016-17 school year compared to 2015-16 was attributed to Ms. Dechant's recruiting efforts. Since July 1, 2016, the district recruited twenty-one substitutes, thirteen of which are certified. Another positive for the report was an increase with first-year teachers compared to the previous year.

Dr. Mark Dickerson reviewed the 2017 recruitment strategies for the district that will take place between March and May.

Chris Campbell reviewed a newly created Magnet School four-step enrollment plan process for in-district and out-of-district students, and it states the responsibility of district administration to reserve classroom seats to meet the legal requirements of racial balance and serving In-District late enrollees for each school year. In addition, a review of Policy Code 4150, School Assignment was reviewed. The updated policy defines the differences with in-district and out-of-district students, and the criteria for assignment decisions for all students.

Mr. Campbell recommended that Policy Code 4150 be added to the February 6 meeting agenda for first reading; in addition, he informed the Board that there will be other policies regarding school assignment that will be presented to them for first reading.

Executive Director for Finance, Charlotte Sullivan presented the district's Surplus Property Sold or Exchanged Report for the capital year 2016. A summary of and the disposal methods used were reviewed with the Board. No action was required from the Board.

Board Chair Dalman presented an update on the Superintendent Search Process.

- Community Advisory Team (CAT) of thirteen members has been formed, and they will be making recommendations to the Board with the search process.
- The team consists of a principal, classified staff, support staff, secondary and elementary teachers, central office staff, Foundation parent, Housing Authority recommendation, three PTO representatives, and also representatives from City Council and the county.
- The process on how the team was formed was attributed to Board member, Shaunda Sandford. Creating a balance of the team that included race, gender, and having district connections were done intentionally during the selection process.
- The team will be asked to commit to three mandatory meetings and will have four goals, which will be shared with them at the February 3rd meeting.
 - the team will be making recommendations for the structure and process at public forums.
 - review results of the public forums and surveys (staff/community) and make recommendations to the Board on the leadership characteristics.
 - review redacted applications
 - make recommendations to the Board on who to interview on the first round and the interview question
- They will promote the surveys (community and staff) and public forums

- Peggy Dalman, Matt Buys and Leah Ferguson will leave the Board at the end of March and Shaunda Sandford and Martha Geitner, along with the three new Board members will make the decision to hire the next superintendent.
- The goal is to have the new superintendent by the end of May 2017
- Dr. Kenston Griffin with Dream Builders Communications will be facilitating the meetings with the Community Advisory Team, and Allison Schafer of the North Carolina School Boards Association will handle the other aspects to the search process.

Dr. Baldwin presented the Resolution on K-3 Class Size Ratio for the Board to consider and adopt at the February 6, 2017 regular Board meeting. A review of the problematic concerns that the K-3 Class Size poses for the 2017-18 budget school year was presented.

A tweaked version of the resolution to remove sections that were not applicable to Asheville City Schools will be presented and if adopted by the Board, a signed copy will be attached to the minutes.

No public comment.

Dr. Baldwin reviewed the February 6, 2017 draft regular meeting agenda. The following changes were made:

- Policy Code 4150, School Assignments will be added for first reading
- Curriculum feature will be presented by Teacher of the Year for Asheville Middle Schools
- Superintendent Search update to be added

Board Chair Dalman reviewed the scheduled four public forums for the superintendent search process.

CLOSED SESSION

At 6:24 p.m., Leah Ferguson made a motion to go into closed session, pursuant to Section 143-318.11 (a)(3) 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 6:40 p.m., Matt Buys made a motion to return to open session. The motion was seconded by Martha Geitner and carried.

MEETING RECESSED

At 6:40 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, February 6, 2017 for a closed session, followed by the regular meeting at 6:30 p.m. in the Board Room.

CLOSED SESSION

At 5:30 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 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 closed session recessed and reconvened at 6:30 p.m.

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 Matt Buys.

CONSENT ITEMS

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

- A. Minutes
 - 1. Special Meeting Minutes: January 9, 2017 and January 19, 2017
- B. 2016-2017 Discretionary Admissions of AHS/SILSA
- C. Approval of 3rd Grade Reading Teacher Bonus from Local Funds
- D. Budget Amendments (0210-0212)

SUPERINTENDENT'S REPORT

Superintendent Baldwin announced that AdvancEd North Carolina Council on Accreditation and School Improvement (SACS CASI) took action on January 13, 2017 to change the Accreditation Status of Asheville City Schools from Accredited/Advised to Accredited/Accredited. The change was due to the significant progress the district has made in addressing the improvement Priorities.

Superintendent Baldwin announced that the school district's leadership will be taking their next step to ensure racial equity in all schools. The board, leadership, principals, city council representatives, and two nominated parents and students from all schools will participate in a three-day Leadership Training (March 1-3) at A-B Technical Community Campus with Professors Drs. Elise Frattura and Colleen Capper of Integrated Comprehensive Systems. The training will cover their four cornerstones:

- Focus on Equity
- Alignment with Staff and Students
- Transform Teaching and Learning
- Leveraging Funding and Policy

Superintendent Baldwin provided an update on the new Montford North Star Academy School:

- Four teaching positions currently posted as well as an Innovation Coordinator position. Interviews will in start in a couple of weeks.
- Montford North Star Academy will host an Information Night February 23rd from 5:30-6:30pm at the Montford campus for interested families. (The leadership team and board are invited to attend.)
- Principal, Shannon Baggett will be meeting with 5th graders and attending PTO meetings over the next 3 weeks to deliver information.
- Application/Registration/Information packets will be mailed home to every current ACS 5th grade family on Feb. 15th. Completed forms can be turned into 5th grade counselors who will forward them to Shannon Baggett.
- New to ACS families may pick up Application/Registration/Info packets from Sonya Leonard in the Magnet School Enrollment office.
- Mrs. Baggett is currently working on defining community partnerships.
- One additional elective may be added depending upon student interest and staffing.
- A beautification day will be set sometime in late March early April to give some curb appeal.
- Some interior painting is being done now, and new office furniture is being ordered.

Superintendent Baldwin provided an update the Asheville Primary School:

- We have broad plans for all known facility needs.
- Dr. Meskil is actively exploring teacher training options.
- A teacher-position has been posted and has started to receive inquiries.
- There has been consistent parent interest as well.
- Dr. Meskil and Ms. Allen and I are traveling to Charlotte on 2/7 to visit two well-established Magnet Montessori elementary schools that are part of CMS.

Superintendent Baldwin made the following district-wide announcements:

1. K-5 Magnet School Program Enrollment
 - Open Enrollment for In District Students (February 6 – March 20)
 - Open Enrollment for Out of District Students (March 13 – March 20)
2. Progress Report Cards will be available on:
 - February 17 – Balanced Calendar
 - February 21 – Traditional Calendar

CURRICULUM FEATURE

The curriculum feature highlighted Asheville Middle School Teacher of the Year, Kate Dalton in a short video clip interacting with her students.

GOOD NEWS

Executive Director for Public Relations and Communications, Charlie Glazener presented the following good new items:

- Four Asheville High Students named as Scholastic Art Regional Winners.
 1. Helen Ham, AHS, one award
 2. Gillian Maurer, SILSA, seven awards
 3. Arianna Profit, SILSA, one award
 4. Sophia Sherar, SILSA, two awards
- Dropout Statistic for the 2016 showed a significant decrease (1.99%) from 2015 (42) students to 2016 (28 students). The Board and Dr. Baldwin thanked Tanya Presha, Student Success Coordinator for her diligence and hard work.
- Thirty students were selected from Asheville High Band for the WNC All-District Band. Fifteen were eligible for NC All-State Band. Band Teacher, Emily Talley made a few remarks and the students who were present, introduced themselves.
- Teachers received third-grade reading bonus:
 1. Virginia Duquet, Hall Fletcher Elementary School
 2. Kelly Hillier, Vance Elementary School
 3. Susan Engstrom, Vance Elementary School
 4. Rhonda Sizemore, Isaac Dickson Elementary School
- Following teachers received AP Test Bonus:

<ul style="list-style-type: none"> ○ Loretta Booher ○ Lawrence Burke ○ Polk Deters ○ Sarah Duffer ○ Michael Flowe ○ Heidi Freeman ○ Claudia Haun ○ John Moody ○ Eugene Murphy 	<ul style="list-style-type: none"> ○ William Ringer ○ Elizabeth Rogers ○ William Ross ○ Amanda Schoonover ○ Howard Shephard ○ Kristina Shriver ○ William Smith ○ Jennifer Thomas ○ Bill Van Cleve
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- Teachers receive CTE Test Bonus
 1. Robert Chilmonik
 2. Robyn Luliano
 3. Michael Luther
 4. Tiger Norman
 5. Nancy Oliver
- Career and Technical Education Director, Lana Bradley provided an at-a-glance overview of the CTE program in honor of February is CTE month, highlight the programs over fifty elective courses in grades 6-12. Mrs. Bradley who will retire from the district on March 1, 2017, received a standing ovation.
- Asheville City School bus driver, Lisa Mill, Bus #640 for Hall Fletcher, Vance and Asheville Middle School was award the Tracy Lee Calhoun Memorial Award. Sue Tripp, Transportation Coordinator presented the award.

- The Communications Division wins the Blue-Ribbon Wards from the North Carolina Public Relations Association for the 2015-2016 school year.
- Lucy Saunders Herring was acknowledged in honor Black History month.

PUBLIC COMMENT

Board Chair Dalman read the guidelines for public comments.

- John Brigman addressed the Board on the following:
 - Everyone, including the Board should attend the City Council Meetings, and that they are 37 applications. A decision will be made on February 28 on who the three new members will be.
 - After reciting a portion of Thomas Jefferson quote - "We hold these truths to be self-evident: that all men are created equal, that they are endowed by their Creator with certain inalienable rights, among these are life, liberty, and the pursuit of happiness," and then concluded by stating, educated people are more productive and lead more productive lives, and the district have a moral obligation to educate our kids.

Board Chair Dalman remarked on Mr. Brigman's comment and stated the appointing of new Board members is the responsibility of City Council.

- Rhonda Sizemore addressed the Board and shared a letter that she sent to state legislators regarding the Third-Grade Bonuses. Ms. Sizemore stated that though she was honored to be among the top 25% to have received the bonus, she was not in favor of any merit pay system for teachers. Ms. Sizemore was applauded for her passionate letter.

SUPERINTENDENT SEARCH UPDATES

Board Chair Dalman presented an update on the Superintendent Search.

1. New Community Advisory Team with 13 members consisting of:
 - Principal, Sarah Cain, Jones Elementary School
 - Classified staff – Shenekia McDaniels, Asheville City School Preschool
 - Two teachers: Polk Deters, SILSA and Libby Kyles, Isaac Dickson
 - Support staff, Jesse Pitts, Asheville Middle School (counselor)
 - Central Office, Dr. Mark Dickerson, Human Resources
 - Asheville City Schools Foundation, William Irby (Board member)
 - Asheville Housing Authority, India Pearson (received three nominations)
 - PTO Representatives: Melissa Essig Cole, Claxton, Alan Kirkpatrick, Dickson and Thomas Priester, Hall Fletcher
 - Asheville City, Vice-Mayor, Gwen Wisler (School Board Liaison)
 - County, Al Whitesides, Buncombe County Commissioners
2. The CAT roles and responsibilities:
 - First meeting was held on Friday, February 3 (5:00-6:30 pm). Training session that included confidentiality and setting up for the public forums for the superintendent search.

- The CAT will review results from the surveys (staff/community) and the forums and will make recommendations to the Board on the Leadership Characteristics that are desirable in the new superintendent.
 - The CAT will review redacted applications and make recommendations to the board on who to interview on the first round of interviews. In addition, the CAT will be making recommendations to the Board on presentation topics for the candidates which will be a part of the interview process; as well as questions.
 - Board Chair Dalman stated the CAT would serve as an advisory team only and they that they will be making recommendations to the Board. State statute clearly states that the hiring of a superintendent is the legal responsibility of the School Board, and therefore, the decision will be made by the Board.
3. The interviewing process will be conducted after the three new Board members are sworn in on April 3, 2017. Board Chair, Peggy Dalman, and Leah Ferguson and Vice Chair, Matt Buys will be going off the Board effective April 1, 2017. Martha Geitner and Shaunda Sandford will be the remaining members.
 4. Another responsibility of the CAT will be to promote the forums and surveys
 5. The purpose for the CAT reviewing redacted applications is for confidentiality purposes.
 6. The number of applicants was not made available, and March 13, 2017 will be the cut-off date for applications.
 7. Survey responses: Community (over 300) Staff (over 250). Four public forums have been scheduled.

ACTION ITEMS

Leah Ferguson made a motion to approve the Community Advisory Team (CAT) of thirteen members as presented by Board Chair Dalman. The motion was seconded by Martha Geitner and carried. The motion passed unanimously.

Board Chair Dalman read the updated version of the Resolution on K-3 Class Size Ratio that was presented at the January 30, 2017 work session. She emphasized the importance that timing is of the essence for a decision to be made by the General Assembly so that the district can know how to budget for the new school year.

Matt Buys made a motion to adopt the Resolution on K-3 Class Size Ratio as presented by Board Chair Dalman. The motion was seconded by Martha Geitner. The motion passed unanimously. A signed copy of the resolution is attached to the minutes, and as requested by the North Carolina School Boards Association, signed copies of the resolution will be sent to local House and Senate members, North Carolina School Boards Association, and House/Senate members.

Leah Ferguson made a motion to approve the five policies for first reading as presented by Chris Campbell dealing with school assignment for the district magnet school program. The motion was seconded by Martha Geitner and Carried.

1. Policy Code 4115, Behavior Standards of Out-of-District & Transfer Students

2. Policy Code 4120, Domicile or Residence Requirements
3. Policy Code 4130, Discretionary Admission of Out-of-District Students
4. Policy Code 4135, Tuition for Out-of-District Students
5. Policy Code 4150, School Assignment

EMPLOYMENT OF PERSONNEL

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

February 6, 2017

For Approval by the Board of Education

Recommendation for Interim Administrative Contract:

Bobbie Short	1/3/17 - 3/28/17	Interim Assistant Superintendent
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Recommendation for Administrative Contract:

Shannon Baggett	1/3/17 - 6/30/19	Principal Montford North Star Academy
Lauren Evans	2/20/17 - 6/30/19	Assistant Principal Vance Elementary School

Recommendation for Temporary Teacher Contracts:

Asheville High School

Josephine Deaver	1/3/17	Apparel Teacher
William Hillier	1/23/17	CTE Business Teacher
Yaqin Ye	12/5/16	Chinese Teacher

Asheville Middle School

Yvonne Bourque	12/2/16	Science Teacher
Robin Pulsifer	2/17/17	Math Teacher

Claxton Elementary School

Shannon Morgan	1/3/17	Grade 2 Teacher
Anthony Oakes	2/1/17	Grade 2 Teacher

Hall Fletcher Elementary School

Michael Bartlett	1/3/17	Grade 2 Teacher
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Ira B. Jones Elementary School

Emily Hollander	1/3/17	Grade 4 Teacher
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Recommendation for Classified:

Asheville City Schools Systemwide

Ashley King	1/10/17	Human Resource Specialist
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Asheville City Preschool

Devin Browning	2/1/17	Data Manager 1
Xavier Rodriguez	1/3/17	Teacher Assistant

Asheville High School

Wendy Everett	1/3/17	Exceptional Children Teacher Assistant
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Claxton Elementary School

Nick Crowder	1/4/17	Math Tutor
Ralph Hagewood	12/14/16	Custodian
Hilary Shuler	1/3/17	Media Assistant and Technology Contact
Elizabeth Stambaugh	12/12/16	Teacher Assistant

Hall Fletcher Elementary School

Brian Barber	1/3/17	Exceptional Children Teacher Assistant
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Ira B. Jones Elementary School

Sydney Beckner	1/9/17	Teacher Assistant
Anthony Chavez	1/19/17	Teacher Assistant

Vance Elementary School

Karen Jones-Jeter	1/30/17	Teacher Assistant
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Substitutes:

James Anderson
 Brian Arnold
 Joanna Best
 James Cassara
 Patty Crye
 Damishia Earle
 Brian Frederick
 Gwen Frederick
 Chunna Liang
 Kendra Orians
 Michael Holm
 Stacie Holm
 Victoria Kuehn
 Desmond McAfee
 Vickie Schenter
 Krista Stearns
 Brittany Stroud
 Chloe Zeitounian

FUTURE BOARD MEETINGS

February 27: Work Session (4:00 pm) Jones Elementary School, Media Center

March 6: Regular Board Meeting (6:30 pm) Administrative Offices-Board Room

ANNOUNCEMENTS

Public Forums for Superintendent search:

- Wednesday, February 8 (5:15-6:30 pm) Hall Fletcher Elementary School
- Thursday, February 9 (5:15-6:30 pm) Montford North Star Academy
- Wednesday, February 15 (5:15-6:30 pm) Board Room
- Thursday, February 16 (5:15-6:30 pm) Asheville Primary School (Preschool)

ADJOURNMENT

The Board meeting adjourned at 7:40 p.m.

Peggy Dalman, Chairperson

Dr. Pamela Baldwin, Superintendent /Secretary