

ASHEVILLE CITY BOARD OF EDUCATION

12:00 p.m. - Work Session - via Zoom

Monday, February 1, 2021

BE IT REMEMBERED: That the Asheville City Board of Education met in a regularly called session on February 1, 2021, at 12:00 p.m. via Zoom, where and when the following business was transacted.

The following Board members were present via Zoom:

Shaunda Sandford, Board Chair

Martha Geitner, Vice Chair

Joyce Brown, Member

Patricia Griffin, Member

James Carter, Member

Staff Members Present:

Dr. Gene Freeman, Superintendent; Dr. Mark Dickerson, Assistant Superintendent of Human Resources; Shane Cassida, Assistant Superintendent of Auxiliary Services; Dillon Huffman, Communication Specialist; Georgia Harvey, Chief Finance Officer; Melissa Hedt, Chief Accountability Officer; Kidada Wynn, Executive Director of Student Services; Laura Parks, Director of Secondary Education; Matt Whiteside, Director of Instructional Technology and Media; Chris Campbell, Attorney; Kimberly Jones, Administrative Assistant

CALL TO ORDER

Shaunda Sandford, Board Chair, called the session to order at 12:07 PM.

APPROVAL OF AGENDA

Shaunda Sandford made a motion to approve the agenda. Martha Geitner approved the motion. James Carter seconded the motion. The motion passed unanimously:

Shaunda Sandford, Board Chair - yes

Martha Geitner, Vice Chair - yes

Joyce Brown, Member - yes

Patricia Griffin, Member - yes

James Carter, Member - yes

INFORMATION AGENDA

- [HIL - Finance Consultants: 2020-2021 ACS Budget Projections](#): Hank Hurd and Kathy Isenhour, HIL Consultants presented the following information from a request to review the current 2020-2021 Budget Projections and analysis of the previous two years. The information shared:
 - 2019-2020 Budget Review - Local Current Expense Budget
 - 2019-2020 Budget Review - Other Specific Revenue Fund Budget (Fund 8)
 - 2021-2021 Budget Projections - Local Current Expense Budget

- 2021-2022 Budget Projections - Other Specific Revenue Fund Budget
- Observations and Recommendations
- Budget Amendments/ Finance Updates: Georgia Harvey, Chief Finance Officer shared recorded adjustments to SPSF allocations through NCDPI allotment revision #039 and line item transfers. Line-Item Transfer per Student Services. Also, to record amendment #1 submitted to NCDPI for educational Tech-Competitive.
- [Image Solutions - New Contract](#): Georgia Harvey, Chief Finance Officer shared that the contract was reviewed again by the attorney and made some changes after the approval. The new contract is presented for approval.

Information: Ms. Harvey addressed the article about ACS finances that came from the Mountain Xpress posted on January 29, 2021. The article addressed \$3 million that has been allocated to cover our budget. ACS does not plan to use the full \$3 million, but we did have to allow those funds to cover and balance the budget presented. If the funds were used it would leave us in a smaller amount in our fund balance going forward. She also mentioned ACS has no formal fund balance policy. There are many school districts (LEA) that don't have a fund balance policy. We do, however, follow the guidelines from the NC Department of State Treasurer - Local Government Commission that municipalities carry a minimum of 8% fund balance as compared to the yearly budget. The general fund balance at the end of June was our overall fund balance.

Thanks to Daniel Withrow for his comments in the article about supplements. The supplement that ACS teachers receive is significantly lower than other areas like Charlotte-Mecklenburg, Wake County, and Durham County. All three regions have lower housing and healthcare costs than Asheville has. We have not talked about reducing the salaries of staff or lowering the local supplements.

Regarding Asheville Primary information, there have been multiple town hall meetings open to the public to share information from ACS that included stakeholders from Buncombe County, the City of Asheville, community members, and the business community. There were great communication and questions. Finance information is available on the ACS website.

- [Beginning Teacher Support Program Plan 2021](#): Dr. Kim Dechant, Director of Recruitment and Induction shared the updates to the Beginning Teacher Support Program Plan for the 2021 school year for approval. The following highlighted bullets have been revised:
 - **Limit non-instructional duty assignments (Assignments during the school day):** Administrators will be advised to consider limiting non-instructional duties when assigning duties to beginning teachers.
 - **North Carolina Evaluation System Expectations:**
 - A formal process for conducting observations and a summative evaluation will take place for all beginning teachers (BTs) in years 1, 2, and 3.
 - All teachers, principals, and peer evaluations and a summative evaluation on all BTs.
 - Within the first two weeks of a teacher's first day of work every school year, the teacher will receive a rubric for evaluation of North Carolina teachers, the evaluation policy, and the schedule for completing all components of the evaluation process.

- Three administrative observations (observations must last 45 minutes or entire class period, first observation must have a pre-conference and all must have a post-conference within 10 days), one peer observation, one summative evaluation annually.
 - The peer observation will not be completed by the Beginning Teacher's mentor.
 - Monitored Growth Plans and Directed Growth Plans must be implemented when necessitated by ratings.
 - For BT1s and BT2s, at least two observations must be conducted in the first semester of the school year, and if practicable, at least one of those observations shall be within the first grading period.
 - For BT1s and BT2s, at least one of the three annual administrative observations must be conducted by the principal.
- **Monitoring of Support System**
 - Completion of the graduate survey by the Beginning Teacher (BT) and the employer survey by the principal of the school during the BT's first year of teaching as part of the requirements to measure the performance of Educator Preparation Programs (EPPs) stated in GS 115C-269.35. The surveys must be completed at the end of the first year of teaching.

Dr. Decant would like to share that out of 44 BTs in years 1, 2, and 3, and 27% are male teachers and 20% are teachers of color. ACS is making great strides in diversifying our teaching staff.

- **Data Center Refresh:** Matt Whiteside, Director of Instructional Technology and Media, presented the contract to purchase a refresh of hardware to replace hardware that is 12 years old. We need to purchase four data center servers and 44 terabytes of storage for our network. We have a pre-vetted convenience contract from the state to use for this purchase. The total cost is \$137,872.95.
- **Student Chromebook purchase for next year:** Matt Whiteside, Director of Instructional Technology and Media, presented the Chromebook Purchase Recommendation for approval.
- **Student Releases to Buncombe County 2020-2021:** Melissa Hedt, Chief Accountability Officer; presented for approval a list of students who live within the Asheville City Schools District who have requested a release from Asheville City Schools to attend school in the Buncombe County School District. Enrollment starts today February 1st and will continue until March 5th. The enrollment team has done a lot of work in partnership with the Housing Authority to help families. One of the multiple ways to connect with families is by telephone.
- **Renaming of Vance Elementary School:** Shane Cassida, Assistant Superintendent of Auxiliary Services, and Ruletta Hughes, Principal at Vance Elementary School shared the recommendation for the new name of Vance Elementary School. The name recommended is Lucy S. Herring Elementary School. Mrs. Hughes shared additional information that went into account when the committee met for the recommendation to choose the new name. Ms. Herring was a principal in Buncombe County Schools and for Asheville City Schools. One of the students on the committee felt that naming the school after her would be a great honor to do something right after the school was taken from her during desegregation.

- **Update on PODS:** Kidada Wynn, Executive Director of Student Services, and Laura Parks, Director of Secondary Education shared the following data analysis for PODS:
 - 13 Sites
 - 29 PODS
 - 290 Students
 - Student and Staff demographics of 198 PODS Participants
 - Attendance
 - Behavior
 - Course Performance

Mrs. Wynn thanked Laura Parks, Director of Secondary for gathering the data and sharing it. Dr. Freeman thanked Shuanda Sandford for her work on the Housing Authority part of PODS, and he thanked Kidada Wynn. He also thanked David Nash from the Housing Authority for putting Wi-Fi Service in the Southside Housing Developments and other community partners who helped: Buncombe County, City of Asheville, Dogwood Trust, Asheville City Schools Foundation. We have to make a change for the outcomes of all students.

- **Update on Asheville Primary School:** Dr. Freeman; Melissa Hedt, Chief Accountability Officer, stated we are moving forward with the Montessori placement and the Pre-K classes. The district leadership has been working with Tima Williams, APS Principal; Susanna Smith, PreSchool Program Director; Polly Bolding, Enrollment and Engagement Coordinator, APS; and Carrie Buchanan, Interim Principal, HFE to plan for the Montessori transition from the APS campus to the HFE campus. Students in the lower elementary and upper elementary programs will be located on the HFE campus. In addition to those currently enrolled students, we will be adding 15 kindergarteners and 13 Pre-K. These new students are siblings of older students and staff member's children. We currently have 656 students enrolled in K-5 on the Westside that includes APS, HFE, and Vance. If we were to split those students into two campuses that would give us 325 students on two campuses that would leave room for an additional 300-400 new students on the west side.
- **Update on Pre-K:** Dr. Freeman; Melissa Hedt, Chief Accountability Officer, The district leadership is working with Susanna Smith, PreSchool Program Director, Polly Bolding, Enrollment and Engagement Coordinator, APS, and community partners to relocate the Pre-K classrooms. We are **NOT REDUCING OUR PRE-K OFFERINGS**. We are planning to expand by at least one classroom in the 2021-2022 school year. We are also working to relocate some of our Pre-K classrooms into the public housing communities. The Auxiliary Department is accessing our facilities across the district to determine where we have space to move some of the Pre-K classrooms. We would like to keep the classrooms in pairs. Having Pre-K classrooms in our Elementary Schools is a huge asset with transitioning students from Pre-K to Kindergarten. Having Pre-K for a full day in public housing for children who need it the most helps to have access in their communities without eliminating barriers like transportation.

The Chair will entertain a motion for the Board of Education to enter into closed session pursuant to G.S. 143-318.11 for the following purposes:

- Under subsection (a)(1) to prevent the disclosure of privileged and confidential personnel information pursuant to G.S. 115C-319-321;
- Under subsection (a) (3) to discuss matters protected by the attorney-client privilege.

ADJOURNMENT

Shaunda Sandford made a motion to adjourn the meeting and go into a closed session at 1:45 p.m. James Carter approved the motion. Joyce Brown seconded the motion. The motion passed unanimously:

Shaunda Sandford, Board Chair - yes

Martha Geitner, Vice Chair - yes

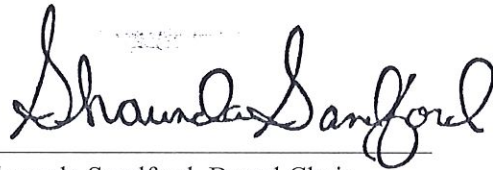
Joyce Brown, Member - yes

Patricia Griffin, Member - yes

James Carter, Member - yes



Dr. Gene Freeman, Superintendent



Shaunda Sandford, Board Chair