

ASHEVILLE CITY BOARD OF EDUCATION  
10:00 a.m. - Work Session - Administrative Offices - Board Room  
**Thursday, April 21, 2022**

**BE IT REMEMBERED:** that the Asheville City Board of Education met in a special called session on April 21, 2022, at 10:00 a.m.the Administrative Office - Board Room at 85 Mountain Street, Asheville, North Carolina, where and when the following business was transacted.

The following Board members were present:

James C. Carter, Board Chair  
Martha Geitner, Member  
Geroge Sieburg, Member  
Peyton O'Conner, Member  
Shaunda Sandford, Member

Staff Members Present:

Dr. Gene Freeman, Superintendent; Dr. Mark Dickerson, Assistant Superintendent of Human Resources; Dr. Kim Dechant, Director of Recruitment and Induction; Georgia Harvey, Executive Director of Finance; Ashley-Michelle Thublin, Executive Director of Communications; Dillon Huffman, Communication Specialist; Sarah Cain, Director of Elementary Education and Federal Programs; Laura Parks, Director of Secondary Education; Kristy Coats, Facilities Director; Marta Alcala-Williams, Executive Director of Equity and Family Engagement; Tanya Presha, Academic and Program Support Coordinator; Ian Nelson, Director of Testing and Accountability; Dr. Ivry Cheeks, Director of CTE; Dr. Paula Dowd, Director of EC; Paige Bode, K-5 Math and Science Facilitator and District AIG Coordinator; Chris Campbell, Attorney; Kimberly Jones, Administrative Assistant.

### **CALL TO ORDER**

James C. Carter, Board Chair, called the session to order at 10:08 a.m.

### **APPROVAL OF AGENDA**

James C. Carter made a motion to approve the agenda. Martha Geitner approved the motion. George Sieburg seconded the motion. The motion passed unanimously.

### **INFORMATION AGENDA**

- [Budget Updates](#): Dr. Freeman; Georgia Harvey, Executive Director of Finance shared budget updates that included the following information:
  - Budget
    - Salary & Bonus
    - State Retirement & Health rates
  - Budget Information for Buncombe County Commissioners
    - Teacher Attrition
    - Teacher pay history (4-6 years)

- What are primary expense drivers (other than salaries/benefits)?
  - Staffing breakdown and associated cost
  - Increased salary cost next year
  - Fund Balance
  - What is the student capacity of the schools vs. enrollment rates at the schools?
  - How much have enrollment rates decreased?
  - Have charter schools and/or homeschooling numbers increased?
- Requesting BOE Direction for FY23 Budget
  - FY23 Local Budget Savings
  - Budget - FY 22 (Revenue) and FY23 (Projected)
- [Human Resources Updates](#): Dr. Freeman; Dr. Dickerson, Assistant Superintendent of Human Resources shared updates that included the following:
  - Employee Data by Sites as of 4/20/22
  - Employee Demographics Data as of 4/20/22
  - Current Vacancies - by School, Maintenance, and District
  - Retention Data July 1, 2021, to April 20, 2022
  - ACS Beginning Teachers
  - Upcoming Recruitment Events

#### **CLOSED SESSION**

James C. Carter, Board Chair made a motion to adjourn the meeting and go into a closed session at 11:36 a.m. Martha Geitner approved the motion. George Sieburg seconded the motion. The motion passed unanimously.

**The Chair will entertain a motion for the Board of Education to enter into a 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.**

James C. Carter, Board Chair made a motion to adjourn the meeting and go into open session at 12:39 p.m.

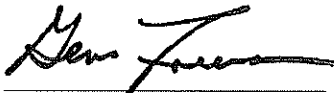
[Asheville City Schools Road to Our Strategic Plan](#): The Administration along with the Asheville City Board of Education began planning the strategic plan. The following were discussed:

- Purpose of a Strategic Plan
- Beginning the Strategic Planning Process
- State Alignment
- Tools to Measure Progress towards Goals
- School Alignment & NCSTAR
- NCStar

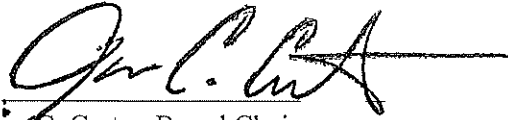
- Who will be involved in developing the strategic plan?
- Breakout Groups on Three Proposed Priorities
  - Priority 1: Eliminate Racial Disparities and Inequities in Achievement and Opportunities
  - Priority 2: Positively grow student outcomes (for ALL and centering black and brown students)
  - Priority 3: (Support, Maintain, Develop) safe, effective, and efficient operations
- What Did Your Breakout Group Discuss About the Three Priorities?
- Communications Plan
  - Guiding Principles for Communications
  - Communication Vehicles Selected
  - Measurable Objectives of Communications Plan
  - Whole Group Discussion

#### **ADJOURNMENT**

Martha Geitner made a motion to adjourn the meeting at 2:36 p.m. George Sieburg seconded the motion. The motion passed unanimously.



Dr. Gene Freeman, Superintendent



James C. Carter, Board Chair