

ASHEVILLE CITY BOARD OF EDUCATION REGULAR MEETING

5:00 p.m. - Regular - Administrative Offices - Board Room

**Monday, November 8, 2021**

**BE IT REMEMBERED:** That the Asheville City Board of Education met in a regularly called session on November 8, 2021, at 5:00 p.m. at 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

Jackie McHargue, Vice Chair

Martha Geitner, Member

Peyton O'Conner, Member

Shaunda Sandford, Member

Staff Members Present:

Dr. Gene Freeman, Superintendent; Dr. Mark Dickerson, Assistant Superintendent of Human Resources; 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; Nathan Haugaard, Technology Specialist; Marta Alcala-Williams, Executive Director of Equity and Family Engagement; Carrie Buchanan, Principal HFE, Kristy Coats, Facilities Liaison; April Dockery, Executive Director of Crisis Management and Operations; Walter Dove, Safety Officer; Kimberly Jones, Administrative Assistant.

**CALL TO ORDER**

The meeting was called to order at 5:01 p.m. by the Board Chair, James C. Carter.

**APPROVAL OF AGENDA**

James C. Carter made a motion to amend the agenda to move the ESSERS - Title I Update before public comment. Martha Geitner approved the motion to amend the agenda. Peyton O'Conner seconded the motion. The motion passed unanimously.

**PLEDGE OF ALLEGIANCE:**

Ms. Rea, First Grade Class from Hall Fletcher Elementary School

**ESSERS - Title I Update:** Sarah Cain, Director of Elementary Education and Federal Programs; Georgia Harvey, Executive Director of Finance shared the following information:

- Economically Disadvantage Data
- Free/Reduced Lunch Application Process
- ESSER Retention Incentive Proposal

ESSER Retention Incentive Considerations

- Data & Background

- State Trends
- Staff Survey Results
- ACS Retention
- Current ACS Vacancies
- Feedback from Staff
- Retention Incentive Proposal
  - Retention Staff Survey
  - Retention Incentive Option 1
  - Retention Incentive Option 2
  - Retention Incentive Option 3
  - Retention Staff Survey Feedback
- Next Steps

## **PUBLIC COMMENTS**

The following names were called to make a public comment:

### **Virtual**

Lisa Gayle Hall

### **In-Person**

Daniel Withrow

Sandi Abernathy

Susanna Cerrato

Sharon Burton

Pepi Acebo

Matthew Leggat

Dusty Fox

Stacey Uria

Monique Pinelli

Amy Sheeler

Lindsay Furst

## **CONSENT ITEMS**

- Work Session Minutes October 4, 2021
- Closed Session Minutes October 4, 2021
- Regular Meeting Minutes October 11, 2021
- Special Called Work Session Minutes October 19, 2021
- Special Called Closed Session Minutes October 22, 2021
- Special Called Work Session Minutes October 25, 2021
- Finance Audit - FY 2021
- [Face Coverings](#)
- Policy Second/Final Read-6000 Series
- [6000-Support Services](#)

- [6100-Goals of Student Health Services](#)
- [6120-Student Health Services](#)
- [6125 Administering Medicines to Students](#)
- [6140 Student Wellness](#)
- [6140-P Student Wellness](#)
- [4270/6145 Concussion and Head Injury](#)
- [6200-Goals of Student Food Services](#)
- [6210-Organization of School Nutrition Services](#)
- [6220 Operation of School Nutrition Services](#)
- [6220-P Operation of School Nutrition](#)
- [6225-Free and Reduced Price Meal Benefits](#)
- [6230-Nutritional Standards for Food Selection](#)
- [6306-School Bus Idling](#)
- [6306-P School Bus Idling Procedure](#)
- [6310 Organization of Student Transportation Services](#)
- [6325 Parking Areas for Students](#)
- [6330 Insurance for Student Transportation Services](#)
- [6340 Transportation Service Vehicle Contracts](#)
- [6400 Goals of the Purchasing Function](#)
- [6410 Organization of the Purchasing Function](#)
- [6420 Contracts with the Board](#)
- [6421 Preaudit and Disbursement Certifications](#)
- [6425 Continuing Contracts](#)
- [6430 State Purchasing Requirements for Equipment, Materials and Supplies](#)
- [6442 Vendor Lists](#)
- [6450 Purchase of Services](#)
- [6500 Goals of Equipment, Materials and Supplies Services](#)
- [6510 Organization of Equipment, Materials and Supplies Services](#)
- [6520 Use of Equipment, Materials and Supplies](#)
- [6521 Personal Use of Equipment, Materials and Supplies](#)
- [6522 Use of Equipment, Materials and Supplies by Non-School Groups](#)
- [6523 Use of Computers](#)
- [6524 Network Security](#)
- [6530 Resource Conservation](#)
- [6540 Hazardous Materials](#)
- [6550 Vandalism](#)
- [6560 Disposal of Surplus Property](#)

Peyton O’Conner made a motion to approve the Consent Items. Martha Geitner seconded the motion. The motion passed unanimously.

#### **ACTION ITEMS**

1. [Resolution in Support of LGBTQIA+ Youth and their Families](#)

Geroge Sieburg made a motion to approve the [Resolution in Support of LGBTQIA+ Youth and their Families](#). Peyton O’Conner seconded the motion. The motion passed unanimously.

2. Personnel Report No. 4

George Sieburg made a motion to approve Personnel Report No. 4. Martha Geitner seconded the motion. The motion passed unanimously.

3. [6523 Use of Computers](#) - Delete

Martha Geitner made a motion to approve the deletion of policy [6523 Use of Computers](#). Peyton O’Conner seconded the motion. The motion passed unanimously.

4. [ESSERS](#) - [Title I Update](#):

Peyton O’Conner made a motion to approve option three of the Retention Bonus. Shaunda Sandford seconded the motion. Martha Geitner opposed the motion. The motion passed 4-1. Peyton O’Conner made a motion to include with the approved Option three of the Retention Bonus Incentive an additional \$500.00 to line one Classified full-time Staff who work 30 hours or more for a total of \$3,500.00; to line two an additional \$1,000.00 to Certified full-time Staff who work 30 hours or more for a total of \$3,000.00. George Sieburg seconded the motion to add the additions to the approved option three. The motion passed unanimously.

## GOOD NEWS:

Ashley-Michelle Thublin, Executive Director of Communication presented:

- Mrs. Abby Mulchay, Asheville Middle School is the ACS 2021-2022 Teacher of Excellence.
- Ms. Eugenia Floyd, the NC State Teacher of the year, had the opportunity to tour both Ira B. Jones and the High School campuses during her Western NC Schools visit.
- The Asheville High School Theater Department performed a show in the art theater! Our students performed *Radium*, November 6-8, 2021. *Radium* is the story of 1920s factory workers and the complications they faced after being exposed to radium poisoning.
- [Claxton Elementary School](#) students ran up to 35 laps as part of their Fun Run! This fundraiser was to raise \$40,000 for cultural enrichment programs, field trip scholarships, teacher appreciation giveaways, books, and classroom supplies. According to Principal Mary Nichols, the Claxton Leaders exceeded their goal, collecting \$48,000!
- Groundhogs - Asheville High School’s student-run cafe is officially open!
- Asheville High School hosts a 2nd Round playoff game for football on November 12, 2021. The last time AHS hosted a playoff game for football was in 2014. The varsity football team will be playing Mallard Creek.

## SUPERINTENDENT’S REPORT

- **Human Resources**

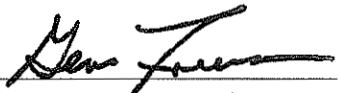
- *Call Me Mister* partnership with Western Carolina University. WCU is offering AHS/SILSA 1 to 2 scholarships for male students of color who are pursuing education as

a career. WCU will be joining Dr. Dechant each month at AHS/ SILSA to recruit for this scholarship(s).

- Future Teacher Recruitment at AHS/SILSA begins on Tuesday, November 16, from 11:30 in the cafeteria. The Human Resources Department has started a new recruitment initiative with our partnering universities. We are working collaboratively to recruit our high school students to pursue teaching as a career and being intentional in recruiting our students of color. We are also using this opportunity to recruit students for our Pathways2Teaching class at AHS/SILSA for the 2022-2023 school year.
- **Finance**
  - Georgia's team continues to analyze and provide budget feedback to the BOE.
- **C&I**
  - We are meeting with principals to prepare for data dives as well as facilitating data dives with each individual principal to dig into first-quarter academic and assessments, behavior, and attendance data. Planning for remote instruction during inclement weather.
  - Created a survey for staff feedback about ESSER bonuses.
  - Georgia's team continues to analyze and provide budget feedback to the BOE.
- **Maintenance**
  - Capital evaluation will be complete in January so we can begin 2022-2023 capital needs.
  - Kristy Coats met with the Jones parents and administration regarding the 3-5 playground. We are waiting on a revised quote.
  - Work on the Lucy S. Herring auditorium wall will begin the week of Thanksgiving.
  - The grounds crew is currently at Jones trimming bushes and mulching. They will be working at a school approximately every 2 weeks.
  - Roof repairs are happening across our campuses.
  - Preventative maintenance for chillers is being reviewed by attorneys and we will hopefully have this in place by the end of November.
- **EC**
  - Our Elementary and Middle EC teachers are implementing specially designed instruction through a variety of research-based programs to meet the academic and functional IEP goals of our students across a variety of settings. Social-Emotional curriculums are being utilized to support the varying needs of many of our students with IEPs.
  - Crisis Prevention Intervention (CPI) training is taking place for Asheville Middle School EC staff and several of the EC staff from AHS.
  - Students on the Occupational Course of Study Diploma pathway have started community-based training through a community opportunity at RiverLink at Carrier Park.
  - Our Job Coach and OCS staff are working to secure additional training opportunities that align with the student's transition goals.
  - This week is National School Psychologist week! Shout out to ours: Kelly Weller, Dr. Candrice Thul, Meg Deal, and Jeffrey Kilpatrick.

**ADJOURNMENT**

Martha Geitner made a motion to adjourn the meeting at 6:43 p.m. Peyton O'Conner seconded the motion. The motion passed unanimously.

  
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Dr. Gene Freeman, Superintendent

  
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James C. Carter, Board Chair