

ASHEVILLE CITY BOARD OF EDUCATION REGULAR MEETING  
5:00 p.m. - Regular - Administrative Offices - Board Room  
**Monday, September 20, 2021**

**BE IT REMEMBERED:** That the Asheville City Board of Education met in a regularly called session on September 20, 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; Ashley-Michelle Thublin, Executive Director of Communications; Dillon Huffman, Communication Specialist; Laura Parks, Director of Secondary Education; Marta Alacala-Williams, Executive Director of Equity and Family Engagement; Nathan Haugaard, IT Help Desk Specialist; Walter Dove, Safety Officer; Kimberly Jones, Administrative Assistant.

**CALL TO ORDER**

The meeting was called to order at 5:05 p.m. by the Board Chair, James C. Carter.

**APPROVAL OF AGENDA**

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

**PLEDGE OF ALLEGIANCE:**

Ms. Hussey, Third Grade Class from Lucy S. Herring Elementary School

**ACTION ITEM**

[Policy 2310](#): Public Participation at Board Meetings

Jackie McHargue made a motion to approve [Policy 2310](#): Public Participation at Board Meetings. Martha Geitner seconded the motion. The motion passed unanimously.

**PUBLIC COMMENTS**

The following names were called to make a public comment:

**Virtual**

Robert Kun  
Wren Levy

## CONSENT ITEMS

- Work Session Minutes August 9, 2021
- Closed Session Minutes August 9, 2021
- Regular Meeting Minutes August 9, 2021
- Special Called Work Session Minutes August 19, 2021
- Special Called Work Session Minutes August 20, 2021
- Change to current [AIG plan](#) due to COVID
- Student Releases to Buncombe County 2021-2022
- [B. Allen Construction](#)
- Policies Second/Final Read:
  - [1510/4200/7270](#), School Safety
  - [1610/7800](#), Professional and Staff Development
  - [1710/4020/7230](#), Discrimination and Harassment Prohibited by Federal Law
  - [2440](#), Policy Review and Evaluation
  - [3300](#), School Calendar and Time for Learning
  - [3460](#), Graduation Requirements
  - [3610](#), Counseling Program
  - [3620](#), Extracurricular Activities and Student Organizations
  - [4040/7310](#), Staff Student Relations
  - [4125](#), Homeless Students
  - [4240/7312](#), Child Abuse and Related Threats to Child Safety
  - [4335](#), Criminal Behavior
  - [4400](#), Attendance
  - [7232](#), Discrimination and Harassment in the Workplace
  - [7510](#), Leave
  - [7720](#), Employee Political Activities
  - [8310](#), Annual Independent Audit
  - [8341](#), Limited Claim Settlement
  - [4302-P](#), Rules for Use of Seclusion, Restraint and Isolation in Schools
  - [7438](#), Dual Employment as Bus Drivers

*Policy 7438 will be reviewed again for a second read at the October 4th Meeting.*
- Minor Changes:
  - [1310/4002](#), Parental Involvement
  - [3102](#), Online Instruction
  - [3230/7330](#), Copyright Compliance
  - [3470/4305](#), Alternative Learning Programs/Schools
  - [3640/5130](#), Student Voter Registration and Preregistration
  - [4050](#), Children of Military Families
  - [4270/6145](#), Concussion and Head Injury
  - [4700](#), Student Records
  - [7100](#), Recruitment and Selection of Personnel

- [7130](#), Licensure
- [7430](#), Substitute Teachers
- [9020](#), Facility Design

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

**ACTION ITEMS**

1. Personnel Report No. 2  
Martha Geitner made a motion to approve Personnel Report No. 2. Jackie McHargue seconded the motion. The motion passed unanimously.
2. [Face Coverings](#)  
Jackie McHargue made a motion to approve [Face Coverings](#). Peyton O’Conner seconded the motion. The motion passed unanimously.

**Special Presentation**

High School Diploma Presented to the Family of Mr. Kevin Wooten Shaunda Sandford Jackson, Board Member  
*This presentation will be rescheduled for a later date.*

**Good News**

Ashley-Michelle Thublin, Executive Director of Communication presented to Lisa Mills, Asheville Middle School, The Tracy Lee Calhoun Bus Driver Award.

**SUPERINTENDENT’S REPORT**

- **Student Services**
  - The student services department has submitted our district mental health and SEL plan. We will have our introductory mental health, SEL, and restorative practice training on the 24th, keeping the implementation momentum strong.
  - The mental health team is working to establish reset rooms in two elementary schools to replicate the good work happening in both Middle Schools. This is the space utilized to facilitate restorative circles with students, staff, families, and community members.
  - School counselors are working with students and are continuing to use the SEL second step curriculum in grades 6-8. We have the digital license now and will be able to support the students in person and virtually if/when necessary. They are also running some very impactful restorative circles in the Middle Schools which have supported the district's initiative to decrease unnecessary and inequitable suspensions.
  - School social workers are busy working to make sure that all students have their basic needs met so that they can access the curriculum. The resource HUB at the Middle School has been utilized by students and families since day one; they have given mattresses, laundry detergent, pampers, notebooks, calculators, shoes, eyeglass vouchers, food, etc. to many of our families. They are also preparing for the Thanksgiving Holiday by collecting donations and will drop off Holiday food boxes to families who need support.

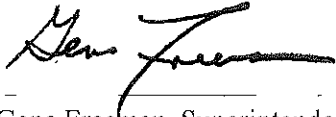
- Our McKenny-Vento Specialist and Youth in transition coordinator have been working very closely with housing to support our families maintain their housing and avoid eviction. They are also helping families secure jobs and supplemental services (food stamps, Medicaid, etc.) to ensure that their basic needs are being met.
- With the support of April Dockery, our athletes have been very fortunate to stay safe and follow protocol when COVID becomes a concern. The Athletic Directors are working very closely together to make sure that all student-athletes are getting what they need to be successful. For example, our Middle School Reynolds game will be played at the High School because of the expected number of fans. This is a testament to how well we are working together as ONE!! Cougar Pride!
- **Exceptional Children's Department**
  - Opening a new classroom at Jones Elementary to support K-3 low incidence students on the Autism Spectrum. The classroom will focus on TEACCH and Applied Behavior Analysis Methodology.
  - Securing 'supervision' to move forward with building district capacity for Registered Behavior Technicians to support students on the autism spectrum at all grade levels, as well as, students who are displaying significant emotional/behavioral needs during the school day.
- **Human Resource**
  - Our next large career fair will be the Career Fair at the NC Expo Center on Tuesday, October 12, from 11 AM until 4 PM. We are continuing to hold our pop-up career fairs at the Central Office. Our next career fair at CO will be on Tuesday, November 9, from 3 PM until 6 PM. "Our goal is to provide the community with monthly access to applying for the jobs we have posted in a face-to-face setting--whether we have one person attending or twenty. Our goal is equitable access."
  - Black Educators Excellence cohort is underway, and the first gathering will be on October 7 @ 5:30 PM and the first academic session will be on Saturday, October 9, from 9 until 2 in the Board Room.
- **Finance**
  - Finance continues to wait on STATE to approve an education budget.
  - Auditors have completed the FY21 review onsite and are working on the final audit report Financial consultants plan to report to BOE at October work session status of ACS finance outlook
- **Curriculum & Instruction**
  - Focusing on **core instruction** through an increased presence in classrooms, ensuring staff has the resources necessary for effective instruction, and professional development for teachers.
  - Mapping who is in classrooms to ensure equitable support at all schools [C&I Classroom support 2021-2022](#).
  - We are excited to see our students engage in Bridges to Mathematics Number Corners - this prioritized time allows them to experience hands-on learning in math. After last year's remote learning, this has been a positive shift for all students.
  - English, Science, and Social Studies teachers at Asheville High School and SILSA are doing Professional Development in Reading
  - Apprenticeship with a focus on developing student's academic identity, engagement, subject-area knowledge, and disciplinary literacy. This is a grant-funded initiative that

includes both the training costs and stipends for the staff involved.

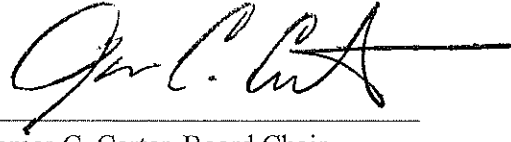
- New Reveal Math Curriculum in Grades 6-8 implementation is going well at Asheville Middle School and Montford North Star Academy.
- Read and Write for Google, a tool on Chromebooks that supports engagement with text, is being used heavily by students with over 35,000 clicks this year. Training for staff is scheduled for September 23rd.
- All campuses have the technology required should we need to transition to remote instruction.
- **Assessments**
  - All K-3 students have completed their beginning of year mCLASS assessments to gather data around foundational literacy skills.
  - Third Graders have finished their Beginning of Grade Reading Assessment.
  - Students in grades 6-10 have completed the STAR assessment in Reading and Math to get BOY Benchmark data. Teachers will be using this data to support instruction in their classrooms.
- **Crisis Management**
  - We will continue to monitor the impact of COVID-19 within our district and share weekly updates with our stakeholders. Closely supporting school administration and staff as needs arise due to COVID-19 cases within their school.
  - Two new COVID Trackers will start next week. One will be placed at the high school campus and the other will be split between AMS and MNSA. Both will support K-12 schools until we are able to hire one for each school.
  - District Safety Council is meeting monthly to continue to ensure that our schools are as safe as possible. This council is made of representation of each school and community agency representation such as the Asheville Police Department and Asheville Fire Department. This team is led by Walter Dove.
  - Crisis Flight Teams are in the process of defining roles and making adjustments with new team leadership. These teams are critical in times of crisis and we are fortunate to have established teams with staff from each school. Team leads are Jesse Pitt (AMS), Laura Alexander (HFE), and KayLee Prochilo (AHS).
  - Working with Mission Hospital to train school staff on the use of "Stop the Bleed" kits.
  - Transportation continues to work hard to fill its vacant positions. We also continue to seek sub-bus drivers.
  - The Transportation Department is also working to adjust routes and will be monitoring the ridership audit in the upcoming weeks.
  - Crisis Prevention Training (CPI) is being held for staff three times in October, this training will be open to all ACS staff. We will continue to work with the school administration to address this need and we are thankful for our partnership with C&I, especially EC.

**ADJOURNMENT**

Martha Geitner made a motion to adjourn the meeting at 5:32 p.m. Jackie McHargue seconded the motion. The motion passed unanimously.



Dr. Gene Freeman, Superintendent



James C. Carter, Board Chair