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
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
George 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.

Dr. Gene Freeman, Superintendent

James C. Carter, Board Chair