

MINUTES  
THE ASHEVILLE CITY BOARD OF EDUCATION  
WORKSESSION SEPTEMBER 24, 2012 AND  
REGULAR MEETING OCTOBER 1, 2012

The Asheville City Board of Education ("Board") held a work session at 4:00 p.m., on Monday, September 24, 2012, in Training Room 203 of the Asheville City Schools Administrative Offices, 85 Mountain Street, Asheville, North Carolina.

Members present were:

Peggy Dalman  
Precious Folston  
Jacquelyn Hallum

Members absent on September 24, 2012 were:

Gene Bell, Chairman  
Al Whitesides, Vice-Chairman

Comprising a quorum of the Board; also

Allen H. Johnson, Secretary/Superintendent.

CALL TO ORDER

Superintendent Johnson called the work session to order at 4:08 p.m.

WORKSESSION

Deborah Miles, Executive Director with the Center for Diversity Education at UNC-Asheville along with representatives from CAYLA and AVID, presented an update on the Asheville Summer Youth Leadership Conference that was held last June at UNC-Asheville.

The Asheville Student Commission on Racial Equality (ASCORE) sponsored the two-day conference in collaboration with the City of Asheville Youth Leadership Academy (CAYLA) and AVID Summer Bridge. The goal of ASCORE is to develop the next generation of leaders regardless of their socioeconomic status. The theme for the conference

was “Me 2 We” (Honor the Past, Challenge the Present, Change the Future), was comprised of middle and high school students from In Real Life, I Have a Dream Foundation, AVID Summer Bridge and CAYLA.

According to Erika Germer of CAYLA, the adults who were in attendance, remained on the sidelines throughout the conference. The CAYLA alumni students and former AVID students were responsible for not only generating the agenda for the two-day conference, but they also conducted the workshops on leadership and presented them to the students. The students also received some history on the ASCORE Program from Vice-Chairman, Al Whitesides.

ASCORE Co-Chair, Mamurah Blakely, Ms. Miles and the representatives from CAYLA and AVID briefly discussed ways and means in which they will need to acquire financial support in preparation for next year’s conference.

Superintendent Johnson informed the Board that the students who conducted the workshop will present a brief history of the ASCORE program during the Good News segment of the Board meeting on October 1, 2012 at 6:30 p.m.

Superintendent Johnson invited the Asheville City Association of Educators’ president and teacher at Asheville City Schools Preschool, Lisa Bruggeman to the work session for the purpose of engaging in an informal discussion and to exchange views related to the proposals on “Closing the Achievement Gap” that was presented to Asheville City Board of Education by the ACAE Board last May.

The discussion which was focused on year-round school was one of the three main areas that the ACAE Board had recommended that would provide the greatest potentials for

eliminating the achievement gap in Asheville City Schools. The other two were PLC's and Early Childhood Education.

Other representatives from the association included Hall Fletcher teacher, Virginia Duquet, Claxton Elementary Teacher, James Cassara and Ira B. Jones Elementary teacher of the year and Vice President of ACAE, Jenny Parks.

With an awareness of the balanced calendar being investigated as an option for the district's new strategic plan, Superintendent Johnson also added that the balanced calendar is being researched and that Assistant Superintendent for Curriculum and Instructional Services, Kelvin Cyrus have been reaching out to the community and to parents by conducting Balanced Calendar Meetings in designated community centers throughout the school district and at the schools.

The ACAE representatives took turns sharing their impressions of the calendar meetings that they had attended, and also related back to the Board some of the feedback they have been receiving from the community, parents and teachers.

Administrative Assistant for Human Resources, Marcia Dyson presented an overview of the Sub Finder Process, an automated call processor system associated with the Human Resources Department that is utilized by teachers to locate substitutes to replace them in their absence.

Chief Finance Officer, Donna Watson presented the 2012-2013 Asheville City Schools Budget update. Before going into the details of her presentation, she took a few moments to say "thank you" to the Leadership Team, Principals and Directors and also members of the Advisory Budget Committee that convened last February.

The presentation on the district's Initial Budget for 2012-2013 of \$56,761,015 was broken down by Funds, was received with much appreciation by Board members.

Ms. Watson informed the Board that she will be asking for their approval at the regular Board meeting on Monday, October 1, 2012 after she presents the 2012-2013 Budget Resolution.

Also included in the presentations, were the following:

- After four years of no salary increases for employees, all employees received a 1.2% salary increase.
- All employees who were on staff as of July 1, 2012 will received 5 bonus annual leave days
- Increase in retirement matching rate from 13.12% to 14.23%
- The local salary supplement will be paid to all permanent employees in May 2012 with no reduction to the percentage rates used to compute the supplement

Superintendent Johnson consulted with the Board regarding any questions or changes they might have to the first and second reading of the policies that will be presented in open session for their approval at the regular Board meeting on Monday, October 1, 2012.

Chief Human Resources, Cynthia Grady reviewed and discussed the additional changes that were made to the second reading of Policy Code 4335-Criminal Behavior and the recommended changes to first reading of Policy Code 7940-Classified Personnel: Suspension and Dismissal. The Board members were satisfied with the recommendations and they had no changes.

Superintendent Johnson reviewed the October 1, 2012 Regular Board Meeting Agenda with the Board members.

Board member, Jacquelyn Hallum asked that the Board revisit the process that is in place for inviting students to attend Board meetings for special recognition during the Good News portion of the board meetings.

### CLOSED SESSION

Superintendent Johnson informed the Board that there were no closed session items.

### ANNOUNCEMENTS

Superintendent Johnson reviewed the announcement items listed on the work session agenda.

Board member, Precious Folston requested to know what the Board members needed to know in terms of preparation for the AdvancED Review Team visit on October 28 through October 31, 2012.

Cynthia Grady reviewed additional meeting dates with the architects for Isaac

Dickson Elementary School:

- Friday, October 26, 2012 with the design team (no time was set).
- Thursday, November 15, 2012 with the design team (no time was set). The architects will present their 50% schematic design and receive guidance to complete the schematic design.
- Thursday, December 6, 2012 with the Board (no time was set).
- Thursday, December 6, 2012. Architects to conduct a community meeting at Dickson Elementary School.

### MEETING RECESSED

At 6:51 p.m., Board member, Jacquelyn Hallum announced in open session that the meeting was recessed and would reconvene at Asheville City Schools Preschool, 441 Haywood Road, Asheville, North Carolina, 12:00 noon on Monday, October 1, 2012 for lunch and presentations, followed by an academic achievement presentation at 4:00 p.m. and a closed session at 5:30 p.m. in Training Room 203 of the Asheville City Schools

Administrative Offices, 85 Mountain Street, Asheville, North Carolina, followed by the regular meeting at 6:30 p.m. in the Board Room.

### LUNCH AND PRESENTATION

At 12:00 p.m., Monday, October 1, 2012, members of the Board, Superintendent Johnson and the Leadership Team were greeted warmly at Asheville City Schools Preschool where they had lunch that was catered by Moe's Southwest Grill.

Director, Laurie McDanel began the presentation with an overview of the 'limited notice' Federal review that will occur between October and August 2013. The team will be looking at community assessment, training and technical assistance plans, long-term goals, the school's annual report and a budget narrative, among other things.

Family Services Coordinator, Polly Bolding addressed ways the school is working with families around a new curriculum called Parents as Teachers. Staff member, Susanna Smith who works with mental health and disabilities issues shared with the group, the readiness goals that the center is using to ensure every child is served. "As always," she said, "our work and dedication to our children and families should be evident to the review team." Teacher, Lisa Bruggeman reported that a recent professional development around the new common core standards revealed that the preschool is addressing the right things to build a strong foundation for their students.

In closing, Ms. McDanel highlighted the school's demographics and revealed the significant progress from fall a year ago to the spring of 2012 in a variety of measurable indicators.

The group departed knowing that the Asheville City Schools Preschool is indeed the place where it all starts and that the 169 students currently being served are receiving a high-quality education.

#### MEETING RECESSED

At 1:35 p.m., Chairman Bell announced that the meeting was recessed and would reconvene for a an achievement data presentation meeting at 4:00 p.m. and then a closed session at 5:30 p.m. in Training Room 203, and then a continuation of the regular meeting at 6:30 p.m. in the Board Room.

#### ACHIEVEMENT DATAP PRESENTATION

Director for Testing and Accountability, AVID, and Title III, Marsha Lipe presented the Data Walk Comprehensive Report on the school district to the Board, Leadership Team, Directors and Principals.

The report which was prepared for the Joint Meeting with City Council and the Board, detailed the demographics of the percentage of students' eligibility for free/reduced meals, a recap of the academic achievement report that was presented earlier in the school year, showing a high improvement in graduation rates among all students, a decline in student dropout rate and resurging of student enrollment.

Board members discussed the End of Grade gap that exists between the district and the state with black and white students in reading and writing.

Board members examined the report on the district's Gap Information History Report with the End of Grade and End of Course Percent Proficient Rate for 2009-10, 2010-11, and 2011-12 school years with Black/White and Economically Disadvantaged/Not Economically

Disadvantaged Students. Ms. Lipe informed the principals that she will be sending the schools their individual reports.

After the presentation of the data, Ms. Lipe and Kelvin Cyrus, Assistant Superintendent for Curriculum and Instructional Services, reviewed with the Board, several interventions for combating the achievement gap in Asheville City Schools. A handout was then distributed to everyone on the accountability model. Mr. Cyrus informed the Board that he would address the information at another meeting if needed.

#### CLOSED SESSION

At 5:45 p.m., Al Whitesides made a motion to go into closed session, pursuant to Section 143-318.11 (a)(1), (3) and (5) to prevent the disclosure of privileged or confidential personnel information pursuant to G.S. 115C-319-321, and discuss matters protected by the attorney-client privilege. The motion was seconded by Precious Folston and carried.

The closed session ended at 6:22 p.m.

#### CALL TO ORDER

Chairman Bell called the meeting to order at 6:35 p.m.

#### PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by the Asheville City Board of Education.

Jacquelyn Hallum presented information on the visit to Asheville City Schools Preschool.

#### ASHEVILLE CITY SCHOOLS MISSION STATEMENT

Al Whitesides led the reading of the Mission Statement for Asheville City Schools.



## CONSENT ITEMS

All Whitesides made a motion to approve the consent items listed below. The motion was seconded by Jacquelyn Hallum and carried.

- Minutes of the special meeting on August 22, 2012; work session and regular meeting on August 27, 2012
- Transfer of Students
- Policy Code 4335, Criminal Behavior
- Policy Code 7510, Leave

## GOOD NEWS

Charlie U. Glazener, Executive Director of Community Relations/Communications announced that last year, he introduced the amazing work of Asheville High School visual arts students led by teacher Kristina Shriver. Stella Kimsey-White (now 11th grader) won a **National Scholastic Gold Medal for her photograph** and was recognized in New York last June. Asheville High was also recognized by Scholastic, receiving a gold medal certificate and \$100 for the visual arts program. Congratulations!

The district was pleased to recently learn that Ira B. Jones Special Education teacher, Daniel Crone has been selected as the **2012 ACS EC Teacher Of Excellence**. He will be recognized next month at the NC DPI Exceptional Children Division's 62nd Annual Conference. Exceptional Children's Director, Paul Perrotta recently praised Daniel and the entire Jones administration and staff for serving the school's students with disabilities in a truly collaborative and professional manner.

The district held its annual **ACS Teacher of the Year Banquet** on September 26, 2012, honoring the 'best of the best' among our district teachers. It is my pleasure to introduce you to those nine teachers: Christal Dunn --ACS Preschool; Lauren Evans ---Isaac Dickson Elementary; Kathy Lane--Claxton Elementary; Jennifer Park---Ira B. Jones

Elementary; Betsy Ray---Asheville Middle School; Theda Rudd ---SILSA - School of Inquiry & Life Sciences at Asheville; Rebecca Shaw--- Hall Fletcher Elementary; Jennifer Thomas ---Asheville High School; and Damian Wells--- Vance Elementary. Now let's here from our new district teacher of the year, Jennifer Thomas, who has taught chemistry at AHS her entire 16-year career.

Mr. Glazener requested that Ms. Theda Rudd remain at the podium and address the Board and the audience concerning a personal point of view on a very special awareness campaign going on during this month of October.

**National Breast Cancer Awareness Month (NBCAM)** is a collaboration of national public service organizations, professional medical associations, and government agencies working together to promote breast cancer awareness, share information on the disease, and provide greater access to services.

Asheville City Schools was proud to have read about an article in the August issue of **Sophie Magazine** regarding SILSA lead teacher and technology facilitator, Shannon Baggett. Ms. Baggett is helping to build a vision at our 'school within a school'. Congratulations, Shannon to you and to all the faculty and families at SILSA!

Bus driver, Tiny Finley who transports students to and from Ira B Jones has been selected as the recipient of this year's **Tracy Lea Calhoun Award**. This award is presented annually to a driver who exemplifies the traits of a courteous, professional and safe driver. The Tracy Lea Calhoun Memorial Award was established in 1980 to promote school bus safety and to recognize an outstanding school bus driver. The award is sponsored by Asheville Oil Company and Smoky Mountain Heating and Air, members of the NC

Petroleum Marketers Association. In addition, Ms. Finley will receive a \$300 award from Asheville City Schools.

The **Asheville High School Marching Band** is now a front page item! The band was the only school in North Carolina invited to play a special sit-down concert at the inaugural festival, and, depending on which president's inaugural committee is elected, they could march in the inaugural parade, as well. Director Will Talley has led the resurgence of our marching band which now numbers 115 students. Their challenge is to raise an estimated \$85,000 to pay for chartered buses, hotel rooms, food and other expenses for 115 band members, directors and chaperones — not to mention preparing for a major national performance. So let's pitch in and help them!

Mr. Glazener closed the Good News portion of the meeting with a bit of a history lesson that will connect us to a group of our current students, who are present tonight. In Asheville, the civil rights movement was led by a group of high school students, known as ASCORE (Asheville Student Commission on Racial Equality). ASCORE systematically and peacefully desegregated Asheville's lunch counters, libraries, pools and parks. These individuals partnered this past summer with the Center for Diversity Education (CDE), AVID and the City of Asheville Youth Leadership Academy (CAYLA) to hold a 2-day summer conference for students at Asheville Middle School.

#### PUBLIC COMMENT

Joe Bly addressed the Board concerning literacy in Asheville City Schools.

Superintendent Johnson addressed Mr. Bly's comment and responded to the audience with this remark: The district is taking a close look in addressing literacy which is included in

the new strategic plan for 2012-2015 and how phonics is being taught, and the monitoring of students.

Board Vice-Chairman, Al Whitesides also addressed Mr. Bly's comment by clarifying that during the achievement data presentation that took place at 4:00 pm, it was never implied that black students cannot achieve.

#### UPDATE ON SUMMER PROGRAMS 2012

Assistant Superintendent of Curriculum and Instructional Services, Kelvin Cyrus shared with the Board and the audience that for the past three and half years, the district has been making every effort to erase the often negative connotations that are usually associated with Summer School.

Mr. Cyrus then invited several administrators to present an update on the different summer programs that took place over the summer at Asheville City Schools.

#### CONSIDERATION AND APPROVAL OF 2012-2013 BUDGET RESOLUTION

After presentation by Donna Watson, Chief Financial Officer, Board member, Al Whitesides made a motion for the adoption of the 2012-2013 Budget Resolution. The motion was seconded by Peggy Dalman and carried.

#### FIRST READING OF POLICIES

Peggy Dalman made a motion to approve the first reading of Policy Code 7940, Classified Personnel: Suspension and Dismissal. The motion was seconded by Precious Folston and carried.

EMPLOYMENT OF PERSONNEL

Peggy Dalman made a motion to approve the following recommendations as presented by Chief Human Resources/Director of Support Services and Legal Counsel, Cynthia Grady. The motion was seconded by Precious Folston and carried.

For Approval by the Board of Education  
Recommendation for temporary contract:

Myrna Acevedo	9/17/12	Spanish Teacher Asheville High School
Maureen Keller	9/24/12	RTI Coach Asheville Middle School

Recommendation for classified position:

Anita Bacon	9/26/12	Teacher Assistant Vance Elementary School
Yvette Brearly	9/13/12	Teacher Assistant Hall Fletcher Elementary School
Kathyrine Burton	9/5/12	Child Nutrition Asheville High School
Mary Eudy	8/31/12	Teacher Assistant Isaac Dickson Elementary School
Betty Foster	9/28/12	Child Nutrition AMS
Jenny Mercer	9/19/12	Teacher Assistant Hall Fletcher Elementary
Steven Nickollof	8/31/12	Teacher Assistant Ira B. Jones Elementary School
Richard Rice	9/21/12	4 hour Custodian at Ira B. Jones Elementary School, 4 hour Custodian at Claxton Elementary School

Pamela Washington	10/8/12	Registrar / Guidance Receptionist Asheville High School
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Asheville High School

Jermaine Brawley	9/1/12 – 10/31/12	Band Camp (Persussion)
Michaela Carter	7/30/12 – 8/3/12	Band Camp
Christopher Smith	9/1/12 – 10/31/12	Band Camp Percussion
Ashley Tetrault	8/1/12 – 11/30/12	Assisting with Band Duties and Writing Music

Asheville City Schools Systemwide

Tony Magness	9/1/12 – 6/14/13	Homebound Services
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Asheville Middle School

Tanya Garrett	9/12/12 – 5/24/13	Bus Driving for IRL Afterschool Programs
Teresa Lacina	9/12/12 – 5/24/13	Substitute Bus Driver for IRL Afterschool Programs
Teresa Lacina	9/12/12 5/24/13	Transportation Safety Assistant for IRL Afterschool Programs
Rosalyn Valentine	9/13/12 – 6/14/13	Teacher Assistant Duties
Monyell Watkins	10/15/12 – 12/31/12	Assistant Boys Basketball Coach

Recommendation for contractual agreements continued:

Kristal Woods	8/15/12 – 10/31/12	Cheerleading Coach (Fall Season)
Kristal Woods	10/15/12 – 12/31/12	Cheerleading Coach (Winter Season)

Claxton Elementary School

Colleen Dougher	9/18/12 – 6/14/13	Teacher Assistant Duties
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Shelly Powell	9/25/12 – 12/31/12	Media Teacher Assistant Duties
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Hall Fletcher Elementary School

Catherine Byers	8/24/12 – 5/31/13	Tutoring
Anne Nutter	8/24/12 – 5/31/13	Math Tutoring
Betsy Rhodes	8/24/12 – 5/31/13	Tutoring

Ira B. Jones Elementary School

Laura Beeler	8/27/12 – 6/4/13	Reading Tutor
Amani Duncan	8/27/12 – 6/4/13	Math Tutor
Karen Howell	10/1/12 – 12/10/12	Extra Teacher Substitute Services

Isaac Dickson Elementary School

Melissa Blazen	8/1/12 – 6/14/13	Bright Ideas After School Program
Patrick Frame	9/10/12 – 6/30/13	Bright Ideas After School Program
Elizabeth Freeman	9/1/12 – 2/28/13	Tutor
Elizabeth McClure	9/1/12 – 2/28/13	Tutor
Janna McIntyre	8/1/12 – 6/14/13	Bright Ideas Afterschool Program

Recommendation for contractual agreements continued:

William Middleton	8/23/12 – 6/30/14	Bright Ideas Afterschool Program
Amy Monroe	8/1/12 – 6/14/13	Bright Ideas Afterschool Program
Amanda Silverman	8/1/12 – 6/14/13	Bright Ideas Afterschool Program
Deborah Venable	8/15/12 – 6/4/13	Parent Volunteer Coordinator

Tracy Whitehouse	8/1/12 – 6/14/13	Bright Ideas Afterschool Program
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Vance Elementary School

Nancy Dillingham	8/30/12 – 6/1/13	Remediation Tutoring
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Substitutes:

Tania Boggia  
Ron Butler  
Deneen Cornett  
John Falter  
Marcela Garza  
Jennifer Goff  
Ashley Griffin  
Shannon Hance  
Karen Howell  
Ron LaPointe  
Kirsten Leclerc  
Blake Mayhew  
Jordan Moon  
Olivia Sessions  
Emily Shanblatt  
Ashley Tetrault

ADJOURNMENT

The meeting was adjourned at 7:55 p.m.

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Gene Bell, Chairman

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Allen H. Johnson, Secretary/Superintendent