ASHEVILLE CITY BOARD OF EDUCATION REGULAR MEETING

Administrative Offices - Board Room

Tuesday, November 12, 2024 at 5:00 PM

BE IT REMEMBERED: The Asheville City Board of Education met in a regularly called session on Tuesday, November 12, 2024, at 5:00 PM at the Administrative Offices - Board Room at 85 Mountain Street, Asheville, North Carolina, where and when the following business was transacted.

Page

1. REGULAR MEETING

1.1 CALL TO ORDER - Board Chair, George Sieburg

Equity Statement:*In Asheville City Schools we are committed to equity and anti-racist policies for all students and staff to learn and thrive. We recognize that our positions come with power, responsibility, and public service for the entire ACS community. We will model our commitment to equity through our practices and decisions. During this meeting, we invite a pause if harm has taken place, a moment to name the harm, and space to practice repair.*

1.2 QUORUM DETERMINATION - Board Chair, George Sieburg

1.3 PLEDGE OF ALLEGIANCE - Board Chair, George Sieburg

1.4 APPROVAL OF AGENDA - Board Chair, George Sieburg

Motion to approve the agenda as presented.

Moved by: James Carter
Seconded by: Amy Ray

The motion passed

2. GOOD NEWS - Dr. Kim Dechant, Chief of Staff

2.1 School Spotlight

Claxton Elementary School - Sarah Wright, Principal

3. Information Only Agenda Items

Wellness Policy and Student Mental Health Plan

McKinney Vento Report 2024

4. PUBLIC COMMENTS - Board Chair, George Sieburg

Public Comment Guidelines

In-Person and Virtual Public Comment Guidelines can be found by clicking the link above.

The Board of Education greatly appreciates your interest in the Asheville City Schools (ACS) and we welcome your comments to the Board. Please be mindful of the following guidelines (per policy 2310):

Personnel and student matters are confidential and are therefore not appropriate for public comment. If you have a concern about an employee or a student matter, please contact or see the superintendent after the meeting.

4.1 In-Person Public Comment

Timothy Lloyd

Pepi Acebo

4.2 Virtual Public Comment

Due to technical audio issues, there will be no virtual public comment available at the November 12th meeting. We apologize for the inconvenience. Comments can be emailed to Board Chair, George Sieburg at (george.sieburg@acsgmail.net), who will read comments aloud during the public comment portion of the meeting. (All public comment guidelines apply to written comments.)

Thank you for your patience and understanding.

5. CONSENT ITEMS - Board Chair, George Sieburg

5.1 Draft Minutes

Emergency Meeting - Asheville City Schools Media Notice - Minutes

REGULAR MEETING - Oct 14 2024 - Minutes

SPECIAL CALLED OPEN MEETING - Oct 21 2024 - Minutes

5.2 Student Releases to Buncombe County 2024-2025 - Tanya Presha, Director of Enrollment, Student Records, and Alumni Relations

5.3 Personnel Report - November

The personnel report was removed from the consent agenda and added to Action Items.

5.4 The naming of facilities at 90 Montford Ave. - Dr. Darwin Carter, Innovative Program Director 6 - 13

Presentation Renaming and logo for WRC.pdf

5.5 Contracts/MOUs - Dr. Dechant, Chief of Staff 14

Contracts List for Board Mtg 2024-11-04.pdf

Carley Stein

Young Transportation

Motion to approve the Consent Agenda and move the November Personnel Report to Action Items. 14

Moved by: Liza Kelly
Seconded by: Sarah Thornburg

The motion passed

6. ACTION ITEMS - Board Chair, George Sieburg

6.1 Personnel Report - November

Motion to approve the November Personnel Report

Moved by: Sarah Thornburg
Seconded by: James Carter

Aye	James Carter, George Sieburg, Rebecca Strimer, Amy Ray, Sarah Thornburg, and Jesse Warren
Nay	Liza Kelly

The motion passed 6-1

6.2 Helene Bonuses 15 - 30

November 2024 Board Meeting Superintendent Remarks.pdf

The Board deferred a decision on the Helene Bonuses and requested Dr. Fehrman to present the associated costs at the December 9th meeting. Additionally, they asked Dr. Fehrman to initiate the process of drafting a new policy with legal counsel.

Motion on Action Item 15 - 30

The motion passed

7. SUPERINTENDENT'S REPORT - Dr. Fehrman

November 2024 Board Meeting Superintendent Remarks.pdf

8. BOARD CHAIR'S REPORT - George Sieburg

Hunt Policy Institute

Chair Board Report_11122024.pdf

Mr. Sieburg, Mrs. Thornburg, Mr. Warren, and Mrs. Strimer will participate in voting on the Legislative Agenda on November 19th at the North Carolina School Board Annual Conference. The voting delegates will vote for the entire agenda.

9. ANNOUNCEMENTS/FUTURE MEETINGS -

Board Chair, George Sieburg

Thanksgiving Break

Wednesday, November 27th - No School for Students

Annual Leave Day for Staff

Thursday and Friday, November 28th-29th - No School for Students
Holiday for Staff

Work Session Meeting
Monday, December 2, 2024
Administrative Offices - Board Room

Regular Meeting
Monday, December 9, 2024
Administrative Offices - Board Room

2024-2025 ACS Board of Education Meeting Schedule

10. ADJOURNMENT - Board Chair, George Sieburg

Motion to adjourn the meeting.

Moved by: James Carter
Seconded by: Liza Kelly

The motion passed

Dr. Maggie Fehrman
Dr. Maggie Fehrman,
Superintendent

Sarah Thornburg
Board Chair, or Designee

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Renaming of 90 Montford Ave.

2024-2025 School Year

Innovative Education, Limitless Possibilties.



Background information:

Montford Avenue School, later William Randolph Elementary School at 80 Montford Avenue Built ca 1891, condemed in 1949. Renamed in the early 1930s for William F. Randolph, was the first Secretary of the Asheville School Board. Published Asheville Citizen.

Who is WILLIAM RANDOLPH ?

WILLIAM F. RANDOLPH

In the death of William F. Randolph Asheville loses a citizen who for fifty years has been one of the most useful and likewise one of the most beloved men in this community.

Born in Bethlehem, Pennsylvania, eighty-one years ago, Mr. Randolph moved to Asheville in 1885. Almost from the time he arrived he was a leader in the upbuilding of the place. Asheville at that time was a mountain village of perhaps 3,500 population. There was not a white public school in the town and the movement for establishing a public school system had stout opposition, winning eventually by a single vote. Mr. Randolph, who had fought for public schools, was named as one of the first trustees.

As in the matter of schools, so also in many other matters Mr. Randolph was vigorously active in that early period. He helped to carry the plan for the development of a city water supply, in the creation of a sewerage system, in the paving of streets, and proved himself in all such undertakings courageous, progressive and farseeing. A man just turned thirty when he came here, he was identified from that time on with the business and civic life of Asheville, knowing every one and known by every one. If any one thing was closer to his heart than the rest it was Masonry, which had his ardent devotion until the end of his days and in which the highest honors came to him. The Masons idolized him.

They were not alone, however, in the affection which Mr. Randolph drew from those who knew him. He was essentially a lovable man. "I never heard an unkind thing said about him," declared one who had known him for more than forty years. Upright, honorable, straightforward, civic-minded, full of fun, kindly, loyal, William F. Randolph was trusted, liked, respected, looked up to and leaned upon by older men in his youth and by young men in his old age. His passing is the passing of a landmark.







Pass to the Present with the help of the community

Names given:

William Randolph Campus

Cougar Academy of Excellence

ACE (Achieving Cougars of Excellence) Academy

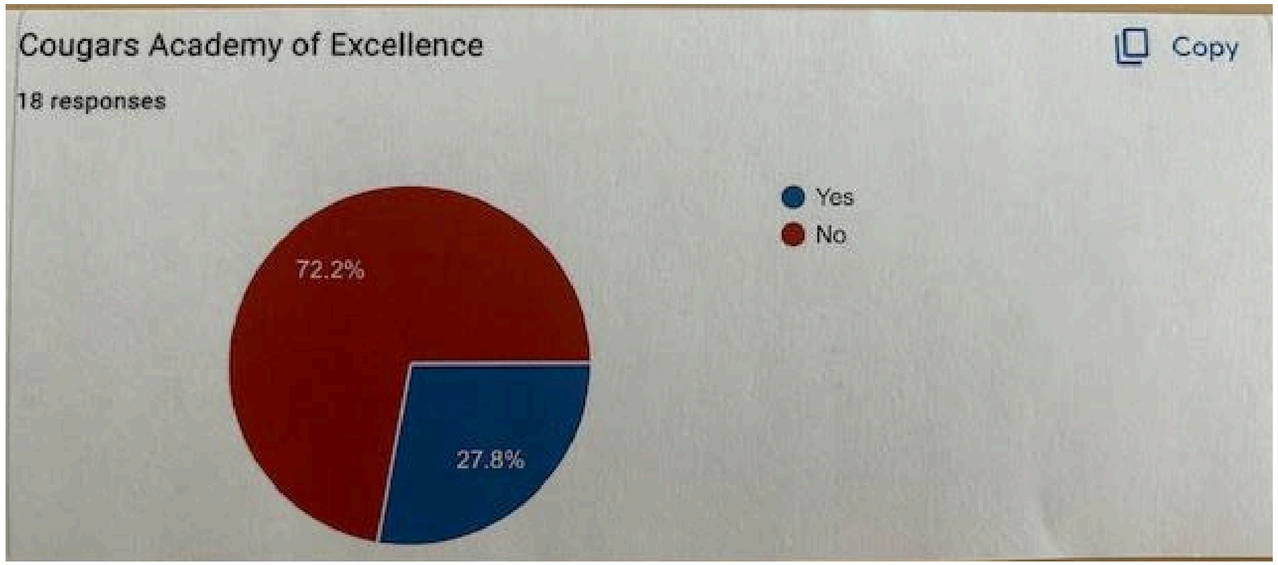
William Randolph Academy

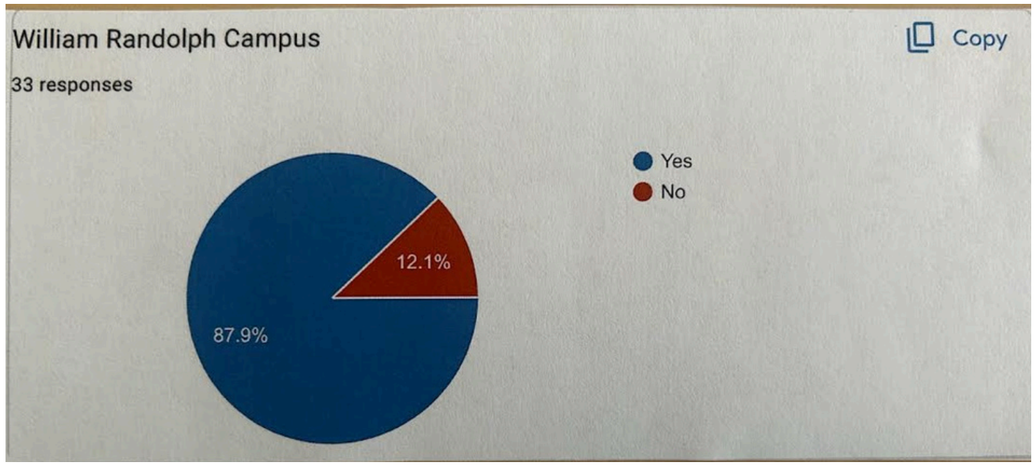
Asheville City Schools Academy of Excellence (ACSAE)

Stafford Academy- Lillian Exum Clement Stafford, Dykeman Academy- Wilma Dykeman, Montford Academy

Asheville Academy of Excellence

The two with the high numbers:







WILLIAM RANDOLPH WINS 87.9%

ASHEVILLE CITY SCHOOLS

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Letter to the Board for the Proposed name for 90 Montford Ave. and the Logo agreement.



Click on logo for letter.

Questions?

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CONTRACTS – For Approval

Carley Stein - Impact Literacy

TRY Inc DBA Young Transportation - Charter Bus, AMS 8th Grade Field Trip

CONTRACTS – Information only

AVID Center - AVID Partnership

Buncombe County Partnership for Children - Sustaining Facility Quality Grant

Discovery Education - Mystery Science Subscription

Erika Germer - Community Engagement Support

Excavation Specialist - Excavation Services

Lazel, Inc DBA Learning A-Z - Raz-Plus ELL Subscription

Lexia Learning - LETRS Online Subscription Additional

Parent Square - Engage 2023 Subscription

SUD Associates - Chiller Replacement Design at CLX

Tobii Dynavox - Boardmaker 7 Organization Subscription

TRY Inc DBA Young Transportation - Charter Bus, AHS AVID Field Trips

MOUs

Our Voice - Sexual Violence Prevention Education

Your Next Chapter - Mental Health Services

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Helene Bonus Recommendation

November 12, 2024

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Bonuses Paid in Surrounding Districts

Buncombe County Schools

- All staff were paid their standard daily rateof pay for days closed
- All classified staff who worked were paid their hourly rate and time and a half for hours worked above 40 hours
- All certified staff, including admin and CO staff were paid their hourly rate and are eligible for a stipend if they worked over 40 hours

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Bonuses Paid in Surrounding Districts

McDowell County Schools

In addition to being paid normal pay on closed days, all staff who worked will be granted local leave with the following stipulations:

- Leave can be used in lieu of other leave
- Leave cannot be used on student days to prevent any effect on student success
- The leave has no cash value. The leave has to be taken and cannot be paid out.
- Leave days must be approved by the supervisor
- Leave does not carry to the subsequent year

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Bonuses Paid in Surrounding Districts

Haywood County Schools

Most recent info: In addition to earning regular pay while the district was closed, their Board expressed the desire to pay all essential workers who worked their regular pay will also earn their hourly rate and overtime.

Salaried staff have not been finalized, currently considering granting local leave.

Henderson County Schools - Still under discussion

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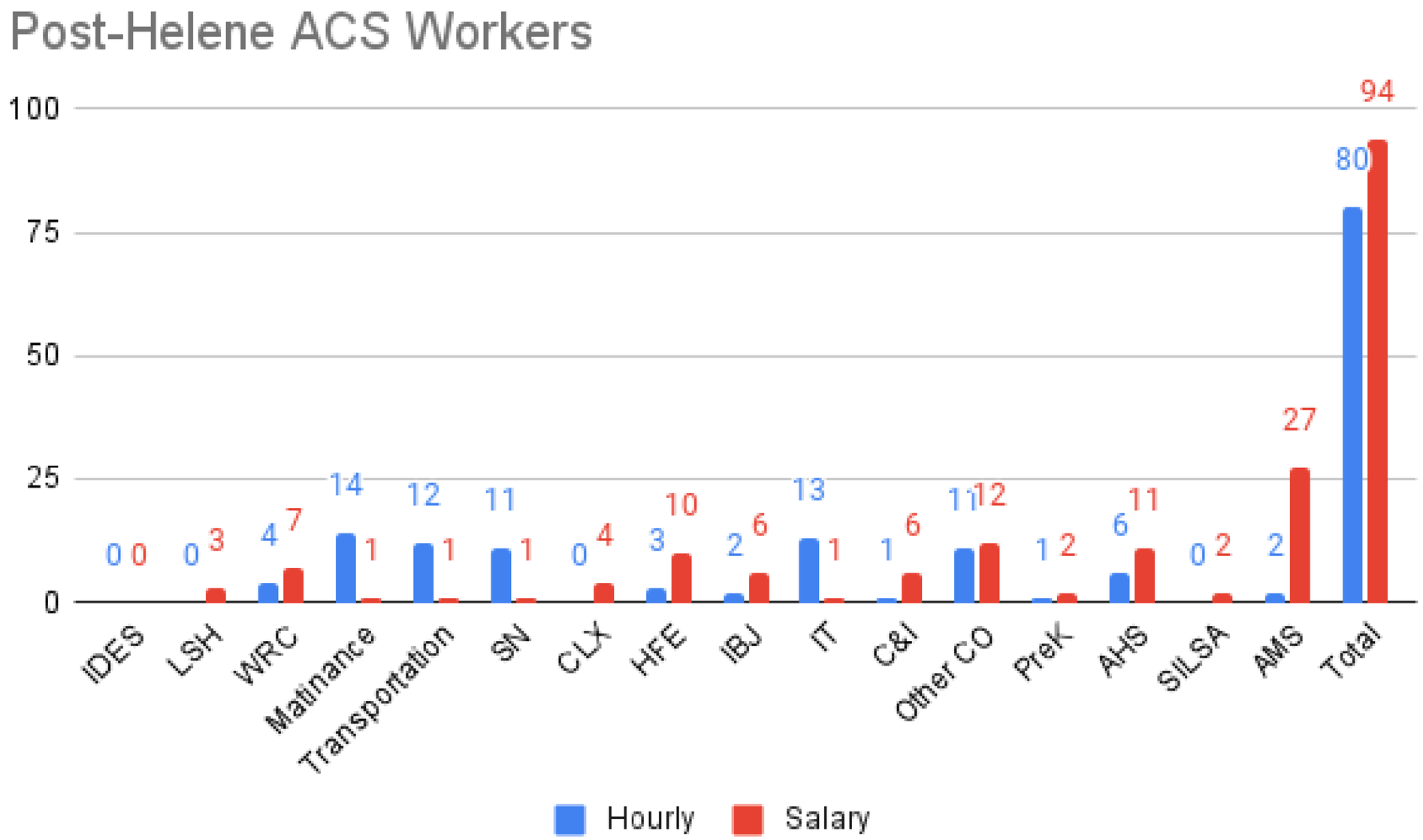
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ACS Staff Details



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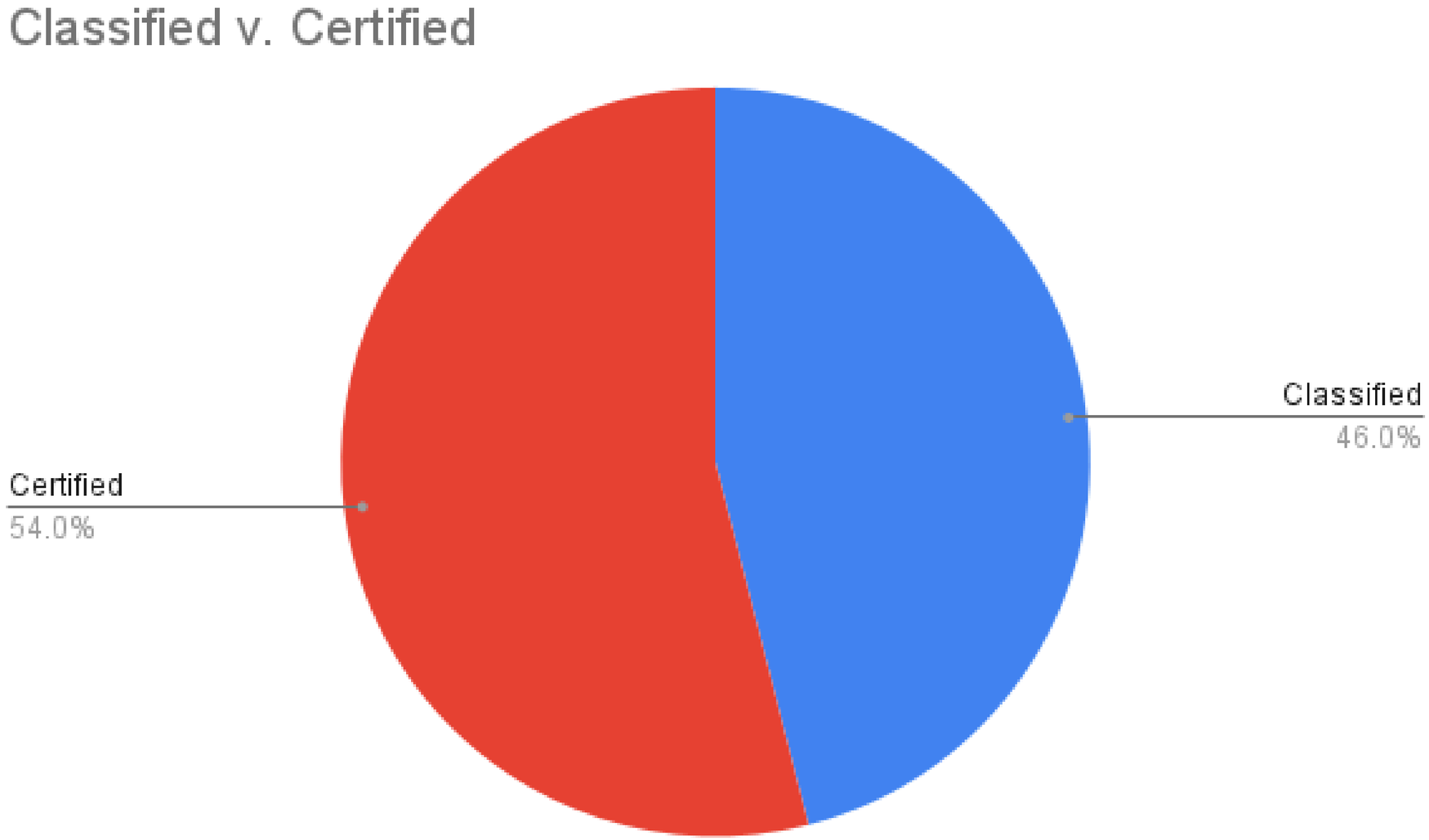
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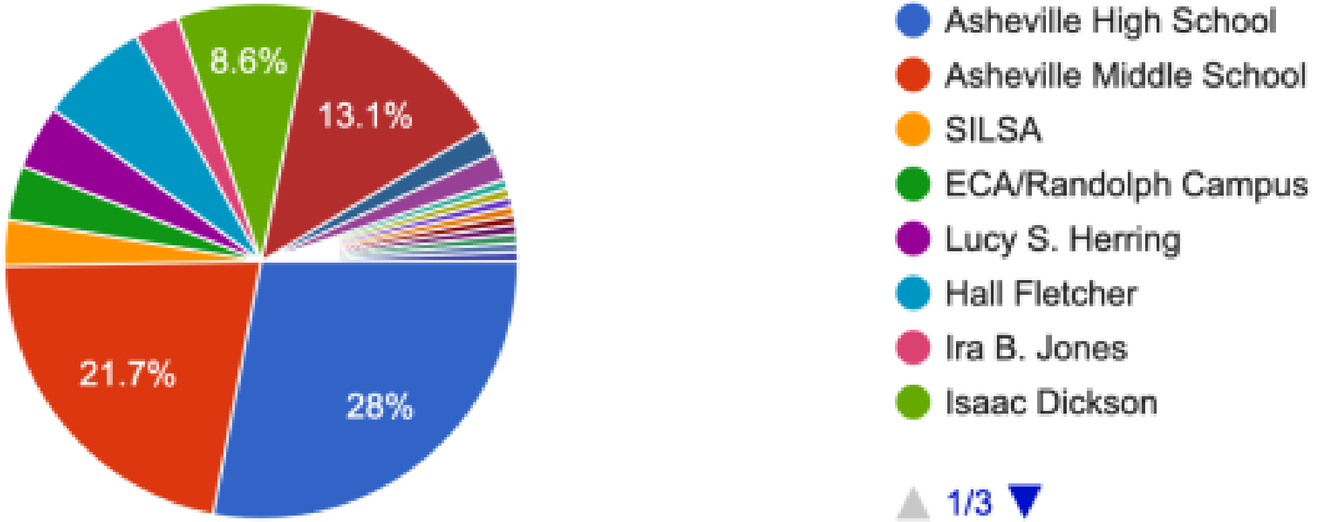
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ACAE Survey

Your School/Worksite

175 responses



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ACAE Feedback

Do you support the current proposal for bonuses to staff who reported to work in the weeks following the hurricane?

175 responses



133 of 175 respondents support the current proposal, as is. (76%)
10 of 175 respondents oppose the current proposal. (5.7%)
30 of 175 respondents indicated maybe, that they are unsure, or would edit the proposal (17%)

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Helene Bonus Recommendation

Recommended Bonus Structure for ACS Employees who worked during the period of September 27, 2024 - October 12, 2024:

- In addition to earning their normal pay for those two weeks
  - Classified (hourly non-exempt) staff are paid their hourly rate for all hours worked and overtime if they worked over 40 hours
  - Certified (exempt) staff are paid $100 per every 8 hours worked with no overtime pay and or staff can take local leave on non-instructional days

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Superintendent's Report

November 12, 2024





US Department of Education Visit

- Adam Schott - Principal Deputy Assistant Secretary of US ED
- Meredith Miller - Director of Disaster Recovery for US ED
- Jeremy Gibbs - Deputy Secretary of NC DPI
- Discussed what we need to recover with teachers at AMS, toured our resource center, direct assistance for Project Serv Grant



Strategic Planning Updates



Before Helene...making good progress

- Monthly Steering Committee Meetings
- Data Notebook Completed
- Meetings Set
- Ready to solicit members for the working groups
- Evaluating the need for outside facilitators

Strategic Planning Updates

Post Helene - on track for June completion

1. Selected two outside facilitators with extensive local knowledge, expertise in facilitation, and deep commitment to equity
2. Initial planning meeting last week
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AMIERIS LAVENDER

Consultant & Reparations Commission Facilitator



JULIE KOENKE

Education Consultant for ConnectED: National Center for College and Career

ACSF Employee Assistance Fund



In partnership with ACSF, we established a specific fund for supporting staff post-Helene

So far 177 staff have received over $82,000!







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Questions & Discussion



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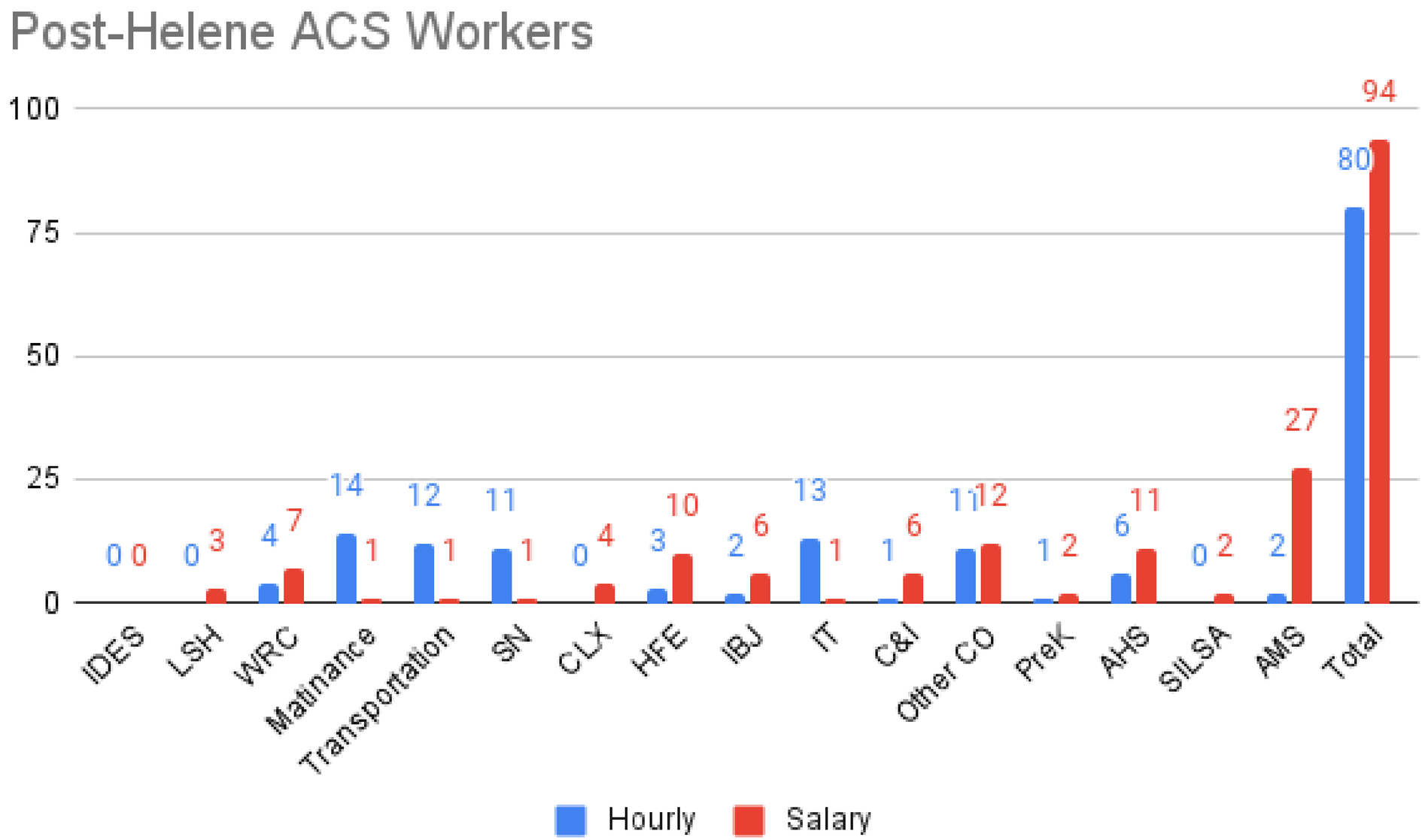
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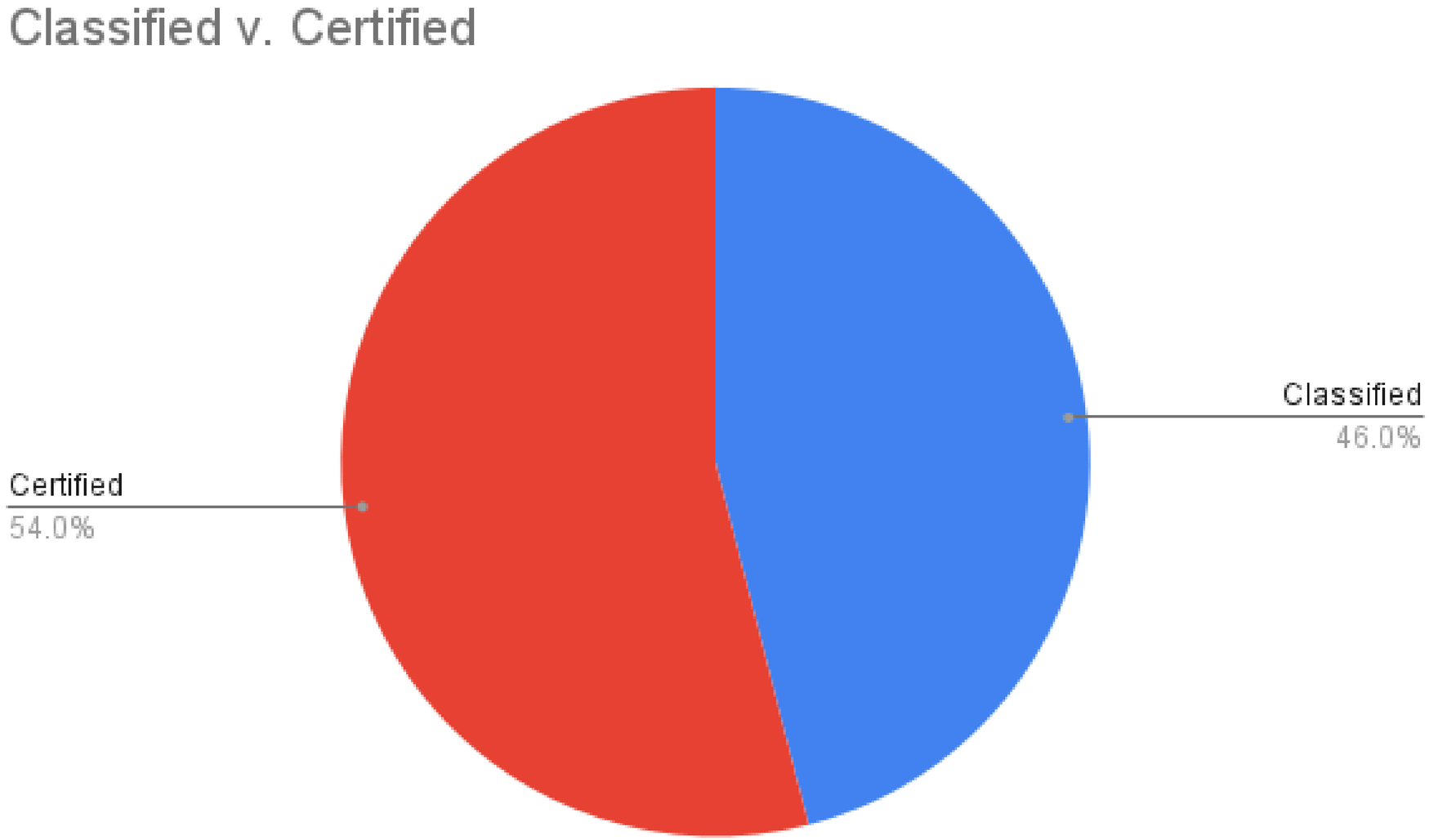
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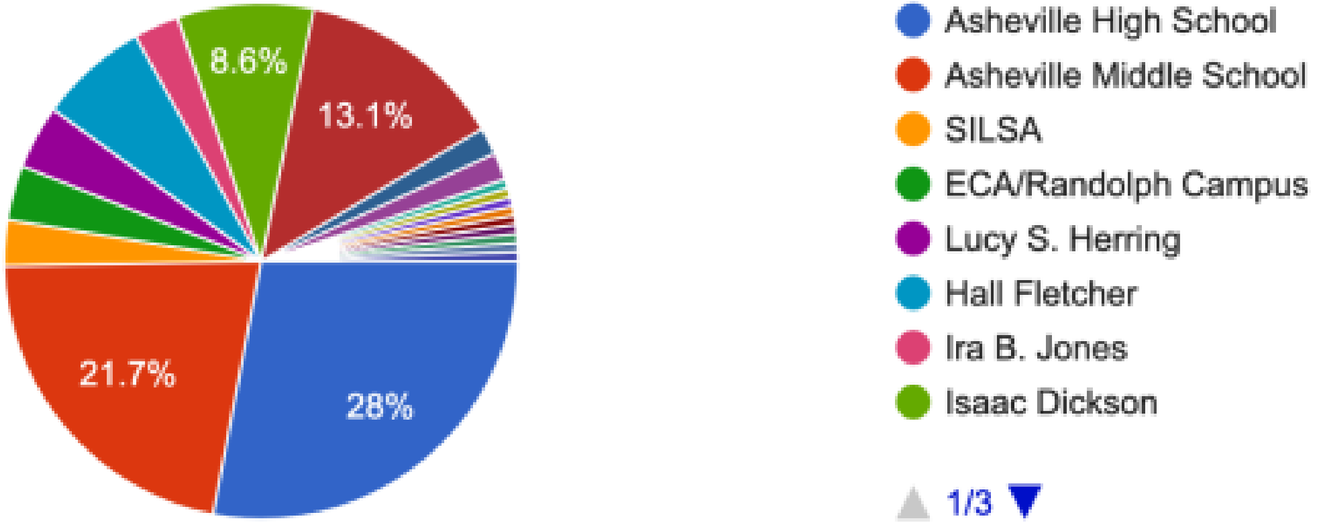
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Board Report

November 12, 2024

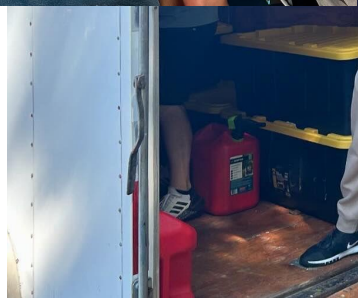
BOARD IN COMMUNITY











NCSBA & Legislative Agenda

- Draft legislative agenda
- November 19: at NCSBA annual conference in Greensboro, each district will have 4 votes to approve or reject the agenda
  - Jesse, Rebecca, Sarah & George = delegates
  - Either up or down vote on the whole agenda
  - ACS delegates all sit together at delegate assembly
- NCSBA legislative agenda lobbied beginning January 2025

Update on Superintendent Evaluation

- Board completed evaluation individually & board attorney compiles results
- Closed session review and conversation between Dr Fehrman and board (11/15)
- In open session board shares evaluation & further steps (December 2)

Transition to 2025-2027 Board

- Mr Acebo will attend NCSBA annual meeting in November
- Dec 2 = last work session for current board
- Dec 9 = Mr Acebo sworn in at start of regular meeting
- Dec 9 = Election of board officers/leadership following swearing in

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Additions? Thoughts? Questions?