

**From:** [Norma Hall, LWV of North Carolina](#)  
**To:** [Jim Fulton](#)  
**Subject:** Receipt of LWV VOTE411 Responses  
**Date:** Sunday, September 15, 2024 12:12:26 PM

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Dear Jim Fulton,

Thank you for replying to the League of Women Voters VOTE411 2024 voter guide questionnaire. ***Your responses will appear in VOTE411.org when the races are published (target mid-September).*** We appreciate your cooperation. Here is a copy of your submission:

BUNCOMBE COUNTY SCHOOLS BOARD OF EDUCATION DISTRICT 04

As a retired technical project manager, I know how to manage large systems and implement changes that result in tangible outcomes.

[vote4JimFulton.com](http://vote4JimFulton.com)

[www.facebook.com/profile.php?id=61564264262168](https://www.facebook.com/profile.php?id=61564264262168)

8283484180

[jim@vote4jimfulton.com](mailto:jim@vote4jimfulton.com)

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I'm running to ensure better academic outcomes, transparency, and fiscal responsibility in our schools. I bring project management experience and a commitment to improving education for all students and supporting teachers.

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Ste B459

ARDEN, NC, 28704

What experience and skills make you the best candidate for this office? (Max. 750 characters)

As a retired technical project manager, I have extensive experience in leading complex initiatives, managing budgets, and improving outcomes. I know how to analyze data, develop strategic plans, and execute them effectively. My work requires collaboration with diverse teams and stakeholders, which will help me build consensus on key education issues. I'm committed to transparency and fiscal responsibility and want to bring these principles to our schools to ensure that resources are used wisely and that students receive the support they need to succeed.

What are the most important responsibilities of a school board member? (Max. 750 characters)

A school board member's key responsibilities include setting policies that promote student success, ensuring fiscal responsibility, and providing oversight of the superintendent. They also advocate for equitable resource distribution, ensure transparency in decision-making, and engage with the community to address the needs of students, teachers, and parents. Ultimately, school board members must ensure that all actions taken serve the best interests of the students and improve educational outcomes.

What are the critical state funding needs for this county's schools and how would you address those needs? (Max. 750 characters)

Buncombe County schools need more funding for teacher salaries, student support services, and modernizing facilities. I would advocate for increased state funding to ensure competitive

wages, updated infrastructure, and enhanced mental health services for students. Additionally, I would prioritize transparent budgeting to ensure funds are allocated effectively and seek partnerships with local businesses and organizations to supplement state resources. Addressing these needs is crucial to improving student outcomes and teacher retention.

How would you assess teacher satisfaction in your district, and how would you promote professional development? (Max. 750 characters)

I would assess teacher satisfaction through regular anonymous surveys, open forums, and direct feedback from educators. To promote professional development, I would ensure access to relevant, ongoing training opportunities, mentorship programs, and collaboration time. Additionally, I'd advocate for competitive salaries and recognition programs to boost morale. Investing in teachers' growth directly benefits our students and fosters a positive work environment.

Pre-Kindergarten is: [Importance Scale]

Very important

Please explain your choice. (Max. 750 characters)

Pre-K education is crucial for early childhood development, helping children build foundational skills in literacy, socialization, and problem-solving, which sets them up for success in later years.

Describe your philosophy on recruiting and retaining qualified teachers. (Max. 750 characters)

To recruit and retain qualified teachers, we must offer competitive salaries, strong benefits, and a supportive work environment. I believe in fostering professional growth through continuous training, mentorship, and clear career pathways. I would also advocate for a student loan forgiveness program in exchange for a commitment to remain in the district, which could significantly aid in teacher retention. Smaller class sizes, mental health support, and collaborative planning time are also key to ensuring teachers feel valued and supported.

Additional Comments (Max. 1000 characters)

I am committed to improving educational outcomes for all students in Buncombe County by focusing on transparency, accountability, and fiscal responsibility. Our schools should provide a safe, nurturing environment where students can thrive academically and socially. To achieve this, we need to prioritize teacher support, professional development, and equitable resource allocation. I also believe in engaging the community in the decision-making process, ensuring that parents, teachers, and stakeholders have a voice in shaping our schools' future. Together, we can create a brighter future for Buncombe County's students by ensuring that every decision we make serves their best interests.

The League of Women Voters of NC reserves the right to review all responses and edit for clarity and content. We will contact you if changes need to be made. You can always go back into VOTE411 and edit your responses using the same response link:

**<https://admin.thevoterguide.org/candidates/AX7QECAS/responses>**

Your response to VOTE411 demonstrates your commitment to your constituents. If you have questions, contact Norma Hall at [voterguidelwvnc@gmail.com](mailto:voterguidelwvnc@gmail.com) or call (252) 515-0530.

Sincerely,

Norma Hall, LWVNC VOTE411 Project Leader

