

Charlotte, North Carolina
June 22, 1999

**REGULAR MEETING OF THE
CHARLOTTE-MECKLENBURG BOARD OF EDUCATION**

The Charlotte-Mecklenburg Board of Education held a Regular Meeting on June 22, 1999, at 6:00 p.m. in the Board Room of the Education Center.

PRESENT: Arthur Griffin, Jr., Chairperson, presiding;
John W. Lassiter; Vilma D. Leake;
Wilhelmenia Rembert; George Dunlap;
Molly Griffin; and Louise Woods.

ABSENT: Mr. Jim Puckett and Ms. Lindalyn Kakadelis were absent.

Also present at the request of the Board were Eric J. Smith, Superintendent; members of the Executive Staff; James L. Clark, Special Assistant to the Superintendent and Liaison to the Board; and Donna Alsobrooks, Clerk.

CALL TO ORDER

Mr. Griffin called the meeting to order and led members in the Pledge of Allegiance.

RECOGNITION OF GEORGE WATT, FIRST UNION CORPORATION

Dr. Eric Smith recognized George Watt, Enterprise Business Solutions Managing Director for First Union Corporation, who has rendered tireless service to Charlotte-Mecklenburg Schools in the development of the *Fourth Goal* project. First Union has been working with the Charlotte-Mecklenburg Schools as part of the North Carolina Partnership for Excellence and Dr. Smith commented that Mr. Watt has been instrumental in making the partnership successful. The Board expressed its appreciation not only to the First Union Corporation but also to George Watt for his commitment and service to Charlotte-Mecklenburg Schools.

ACTION ITEMS

APPROVAL OF ADMINISTRATIVE PERSONNEL APPOINTMENTS

Dr. Smith recommended the following personnel appointments: Sally Diamond as Director of Quality Assurance and Jerry Brown as principal of Spauth Middle School. Dr. Smith also

MINUTES APPROVED Aug. 10, 1999

announced the following principal transfers: Terry Cline, principal at Smith Middle School; Dr. Venton Bell, principal at West Charlotte High School; Curtis Carroll, principal at Harding University High School; and Joanne Pughsley, principal at McClintock Middle School.

On motion by Ms. Leake, seconded by Dr. Rembert, the Board voted unanimously to approve the appointments of Sally Diamond and Jerry Brown.

CONSENT ITEMS

On motion by Mr. Dunlap, seconded by Ms. Griffin, the Board voted unanimously to approve the following consent agenda items:

APPROVAL OF THE MONTHLY PERSONNEL REPORT FOR MAY 1999

The Board approved the adoption of the May Personnel Report. (A listing of May Licensed and Non-Licensed Hires is located in the Human Resources Office.)

APPROVAL OF CONSTRUCTION CONTRACTS FOR SPAUGH MIDDLE SCHOOL

Contract with Testa & Worth, who submitted the lowest bid for construction at Spaug Middle School, was approved. The construction services will provide an addition and interior renovation to the administrative area, as well as classroom and media center renovations.

Contractor: Testa & Wirth		
Base Bid	\$2,098,000	
RECOMMENDED AWARD		<u>\$2,098,000</u>
 <u>Budget</u>		
<u>Use of Funds</u>		
Recommended Award	\$2,098,000	
Previous Construction Awards	219,000	
Designer's Fee	190,000	
Program Manager's Fee	151,996	
FF&E/Fees/Surveys/Utilities	<u>422,842</u>	
TOTAL USE		<u>\$3,081,838</u>
 <u>Source of Funds</u>		
1996 Bonds	<u>\$3,081,838</u>	
TOTAL SOURCE		<u>\$3,081,838</u>

APPROVAL OF ELECTRICAL UPGRADES FOR ALBEMARLE, J.M. ALEXANDER, RIEDMONT OPEN AND SOUTH CHARLOTTE MIDDLE SCHOOLS

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Contract with Premium Electrical Contractors, Inc., who submitted the lowest bid for electrical upgrades at Albemarle, J.M. Alexander, Piedmont Open and South Charlotte Middle Schools, was approved. The contract will provide for electrical upgrades for secondary computer labs to accommodate technology improvements. The base bid and recommended award is \$58,852. The source of funds will include \$44,139.00 from the 1996 Bonds and \$14,713.00 from the 1997 Bonds.

APPROVAL OF A JOINT USE AGREEMENT FOR BLYTHE ELEMENTARY SCHOOL

A joint use agreement with Mecklenburg County Parks and Recreation at Blythe Elementary School was approved. The agreement will create two junior size soccer fields, one adult size soccer field, a 1/8 mile paved walking track and an access path through the woods in exchange for use of the land.

APPROVAL OF A JOINT USE AGREEMENT FOR COULWOOD MIDDLE SCHOOL

A joint use agreement with Mecklenburg County Parks and Recreation at Coulwood Middle School was approved. The Parks and Recreation Department has agreed to install an eight-foot chain link fence and ballfield lighting for one field in exchange for use of a portion of the site which is adjacent to the park land.

In response to Ms. Leake's request for clarification, Mr. Clemmer said it is the customary five year agreement with Parks and Recreation to use our land to develop athletic fields. Ms. Woods asked if there is a procedure in place as we renovate schools where we would automatically ask Parks and Recreation to participate in some manner to help meet the needs of the students. Dr. Smith said there are meetings with Parks and Recreation on a regular basis to keep the lines of communication open. Dr. Smith said there would be a presentation about the partnership with Parks and Recreation at a future Board meeting. Ms. Leake commended the people who work at the Stafford Drive location, and Mr. Booker and Mr. Mosely in particular, for their hard work and dedication to Charlotte-Mecklenburg Schools.

APPROVAL OF A SANITARY SEWER EASEMENT FOR BARRINGER ELEMENTARY SCHOOL

The Board approved a sanitary sewer easement for Barringer Elementary School. The easement with the City of Charlotte will allow for the replacement of an aerial sewer line with an underground line. The City has requested a permanent easement consisting of 0.044 acres and a temporary construction easement consisting of 0.017 acres.

APPROVAL OF A SANITARY SEWER EASEMENT FOR WINDING SPRINGS ELEMENTARY SCHOOL

The Board approved a sanitary sewer easement for Winding Springs Elementary School. Charlotte-Mecklenburg Utilities has requested this easement to serve an adjacent subdivision near Winding Springs Elementary School.

APPROVAL OF CONSTRUCTION CONTRACT FOR PINEY GROVE ELEMENTARY SCHOOL

Contract with L.T. Mechanical, who submitted the lowest bid for partial renovation of the mechanical system for classrooms at Piney Grove Elementary School, was approved. The base bid and recommended award is in the amount of \$47,000 and the source of funds will be from the 1995 bonds.

APPROVAL OF AUTHORIZATION FOR THE SUPERINTENDENT AND DEPUTY SUPERINTENDENT IN CONSULTATION WITH THE BOARD CHAIRPERSON OR IN HIS ABSENCE, THE VICE CHAIRPERSON, TO AWARD CONSTRUCTION CONTRACTS AND ADDITIONAL CONSTRUCTION SERVICES UNTIL THE NEXT BOARD OF EDUCATION MEETING ON JULY 13TH

The Board approved the authorization for the Superintendent and Deputy Superintendent in consultation with the Board Chairperson or in his absence, the Vice Chairperson, to award construction contracts and additional construction services until the next Board of Education meeting on July 13th. This action will allow for modification of current construction contracts and additional construction services procedures to provide the Superintendent and Deputy Superintendent authorization to award construction services during the period of June 22, 1999 to July 13, 1999. The awards would be made provided the amounts are within the approved project's budget and meet criteria. Projects awarded will be brought back to the BOE for information and ratification at the next regularly scheduled meeting.

Mr. Dunlap raised some questions as they relate to construction and building. He directed attention to the MWBE Participation Commitment Survey of last month and pointed out two errors in the report on the percentage of African American participation. He asked for the total African American participation to be reflected on this report in the future.

APPROVAL OF CONTRACT WITH DUKE POWER COMPANY FOR PURCHASE OF APPROXIMATELY 1.322 ACRES ADJACENT TO NORTHWEST SCHOOL OF THE ARTS, MECKLENBURG COUNTY TAX PARCEL NO. 069-096-01

The Board approved a contract with Duke Power for purchase of 1.322 acres adjacent to Northwest School of the Arts, Mecklenburg County Tax Parcel No. 069-096-01. The property will be used for parking and mobile units. The purchase price is \$4,750 which is the tax value.

Ms. Leake questioned the purpose of purchasing this land and Mr. Booker explained the purchase was necessary to keep the school system in compliance with building regulations. Ms. Leake also asked if the purchase of this land would fulfill all the property needs of Northwest. Mr. Booker said it was a step in that direction. Land is purchase around the school as it becomes available.

APPROVAL OF BUDGET AMENDMENTS MAY 1999

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The Board approved the Budget Amendments for May 1999, as required by the FY 1998-99 Budget Resolution, Section IV (A), (B), and (C), adopted November 24, 1998, a report of budget amendments to the Board of Education on a monthly basis.

APPROVAL OF CAPITAL PROJECT ORDINANCE AMENDMENTS, MAY 1999

The Board approved the Capital Project Ordinance Amendments for May 1999, as required by N.C. Public School Law §115C-443.

APPROVAL OF REQUESTS FOR STUDENT REASSIGNMENT AND RELEASE OF STUDENTS TO OTHER SCHOOL DISTRICTS

Transfers within CMS for 169 students (Category I, 1999-2000) were approved. Transfers within CMS for 146 students (Category II, 1999-2000) were denied. Release for 3 students to attend school in another system in North Carolina was approved. (The names of these students are on file in the Pupil Assignment Office.)

Ms. Woods expressed concerns about schools that are impacted by the Majority to Minority transfer policy and hopes the Board will hold harmless any schools that are in danger of losing an assistant principal position because of their enrollment.

APPROVAL OF SUPPLEMENTARY FUNDING REQUEST *FOR FEDERAL, STATE AND LOCAL PARTNERSHIPS FOR EDUCATIONAL IMPROVEMENT, IMPROVING AMERICA'S SCHOOL ACT OF 1994 (P.L.-382) TITLE VI*

A supplementary funding request for *Federal, State and Local Partnerships for Educational Improvement, Improving America's School Act of 1994 (P.L. 103-382) Title VI*. The restricted formula grant in the amount of \$711,171 will be funded by the U.S. Department of Education through the North Carolina Department of Public Instruction. The grant will run from July 1, 1999-June 30, 2000 and will be used to:

- fund private schools that make application under the guidelines
- fund the acquisition of instructional materials and equipment that support the achievement of instructional goals
- support the goal of using technology to enhance the instructional and learning process
- fund two staff positions to facilitate vertical teaming
- fund new Director of Media position
- fund Science Central Distribution Manager position.

APPROVAL OF THE SUPPLEMENTARY FUNDING REQUEST FOR *THE DWIGHT D. EISENHOWER MATHEMATICS AND SCIENCE EDUCATION ACT*

A supplementary funding request for *Dwight D. Eisenhower Mathematics and Science Education Act* was approved. The entitlement grant in the amount of \$426,182 is funded by the North Carolina

Department of Public Instruction, administered through the U.S. Department of Education and will run from July 1, 1999 through June 30, 2000. The purpose of the grant is to improve students' academic performance in areas measured by the North Carolina ABCs program and CMS district goals, with a particular focus on staff development activities for mathematics and science teachers.

Ms. Leake requested a copy of the evaluation report on this grant which is filed at the end of each school year.

APPROVAL OF THE SUPPLEMENTARY FUNDING REQUEST FOR SAFE AND DRUG-FREE SCHOOLS AND COMMUNITIES ACT PROGRAM 30% (COMPETITIVE)

A supplementary funding request in the amount of \$186,258 for *Safe and Drug-Free Schools and Communities Act Program 30%* was approved. The competitive grant funded by the North Carolina Department of Public Instruction (U.S. Department of Education—Safe and Drug Free Funds) will run from July 1, 1999 through June 30, 2000. The mission of this program is to assist schools in developing healthy, productive citizens by promoting a non-violent, drug-free lifestyle through prevention and intervention programs and services. This mission is accomplished by building community partnerships, training teachers, counseling students and families, teaching and referring students to community services.

In response to an inquiry from Ms. Leake, Nancy Sherrill, Substance Abuse Prevention Coordinator, said this grant will provide contracted services such as the Chemical Dependency Center, the POPs program and curriculum materials, and would impact all students in grades K-12. This grant will also fund a position for an elementary Substance Abuse Counselor.

APPROVAL OF THE SUPPLEMENTARY FUNDING REQUEST FOR PRESCHOOL PROGRAMS FOR CHILDREN WITH DISABILITIES—INNOVATIVE PRACTICES (WINNER ALL—TEAM TEACHING USING THE INCLUSION MODEL)

A supplementary funding request for *Preschool Programs for Children with Disabilities—Innovative Practices (Winner All—Team Teaching Using the Inclusion Model)* was approved. The competitive grant funded by the North Carolina Department of Public Instruction in the amount of \$50,000 will run from July 1, 1999 through August 30, 2000. The goals of the grant are to develop and implement a model Pre-K/Exceptional Children inclusion classroom and to increase awareness of effective inclusion programming strategies. The \$50,000 will provide one E.C. teacher for an inclusion model classroom at Starmount Elementary. Teams, consisting of one E.C. teacher, one *Bright Beginnings* teacher and one teacher assistant will serve a classroom where half the children will be certified as Preschool Delayed/Atypical (PD/A) and the other half will be typically developing pre-schoolers.

REPORTS/INFORMATION ITEMS

REPORT ON THE *FOURTH GOAL*

Dr. Pughsley, Deputy Superintendent, reported on implementation procedures for the *Fourth Goal* initiative. He commented that training for Central Office staff on *Fourth Goal* began last summer

and continued throughout the 1998-99 school year. The current focus for the *Fourth Goal* training is the CMS project management process. Plans for the 1999-2000 school year include:

- The addition of a Quality Assurance Director to assist with the implementation of the *Fourth Goal* effort
- Formulation of a Quality Leadership Council
- Additional training on project management and quality improvement for central office staff
- The implementation of the project charters and systemic project plans to support the *Equity and Student Success Plan* as well as key budget initiatives, and
- The implementation of a Central Office employee performance management process, linking employee compensation to employee performance and progress on key measures

Mr. Lassiter commented that the *Fourth Goal* work was really outstanding and he thanked First Union for their assistance in this project. He asked if we would be using these activities in all departments. Mr. Lassiter said this system will produce automatic accountability and an instant read of current status of various projects. He commented he is happy there will be a tie between compensation and performance. Dr. Pughsley said every unit will be expected to participate with the exception of the construction division, who has a more sophisticated system in place already.

Ms. Woods asked if the feedback in the process included school-based personnel, and source of funding for the Director position. Dr. Pughsley said the 360° feedback effort he referred to was for the central office administrators who had undergone training. Dr. Smith said the Director of Quality Assurance position was funded as a line item under General Administration.

Ms. Leake said the *Fourth Goal* was a method of easier communication between Central Office and the schools and was not meant to produce more paperwork for teachers and staff. Dr. Leake commended Dr. Pughsley and his staff on the fine job they are doing and also thanked First Union Corporation for their efforts in helping the district to accomplish their goals in a more business like manner.

Mr. Griffin asked Dr. Pughsley for a short perspective (one or two pages) on exactly what the 360° Feedback Process is, to help answer some of the questions raised by Board Members.

REPORT ON *BRIGHT BEGINNINGS* PRE-KINDERGARTEN PROGRAM

Barb Pellin, Assistant Superintendent of Student, Family and Community Services, reported that the *Bright Beginnings Community Partnership* program (funded through Smart Start of Mecklenburg County) is a three-year project that will expand Charlotte-Mecklenburg Schools' *Bright Beginnings Pre-K Program* to a maximum of 190 four-year old children in 10 diverse early education settings. It is the goal of this project to include child care centers, large family child care homes, part-day preschools, and *Head Start*. This project will increase children's school readiness skills; enrich their home lives through enhanced relationships between families, schools, and community institutions; and support parents in understanding how their child develops and learns. It will also demonstrate how a public-private partnership can benefit children, families, and the community at-large.

Ms. Pellin introduced Lynn Otzman, from United Way and a member of the *Smart Start* Board; Patsy Creet, with the Charlotte Library System and a member of the *Smart Start* Board; and Ellen Edmonds, CMS Student, Family and Community Services and a member of the Community Partnership committee. Ms. Pellin also introduced Janet Singerman, from Child Care Resources and a member of the *Smart Start* Board; Dr. Nancy Davis, Executive Director for *Smart Start* of Mecklenburg County; and Leigh Kale, a staff member from *Smart Start*. Ms. Pellin then introduced the following members of the CMS/*Smart Start* Community Partnerships committee: Marilyn Bradbury, from the Foundation of the Carolinas; Karen Callahan, Central Piedmont Community College; Barbara Dellinger, Head Start; Lori Norman, Greater Charlotte Family Child Care Home Association; Brenda Campbell, Greater Charlotte Family Child Care Home Association; Pat Porter and Roslyn Dixon-Rivers, Mecklenburg Child Care Association.

Dr. Nancy Davis reported that the *Smart Start* board had set aside 1.9 million dollars for the *Community Partnership Program*. Dr. Davis explained that the five components will be: the *Bright Beginnings* child-centered curriculum with strong focus on language development and emergent literacy; parent/family partnerships; professional development for staff; ongoing research and evaluation; and community participation and collaboration. Each classroom will have one Birth-Kindergarten (B-K) licensed teacher and one teacher assistant for each classroom working as a coordinating team using best practices, appropriate activities, and positive discipline. The teacher/pupil ratio will be 2:19. Each classroom will be equipped with appropriate furniture, equipment, materials, supplies, and books promoting a safe indoor and outdoor learning environment. The participating settings must be identified through a competitive process, serve a majority of low-income children, and meet the following criteria: national accreditation secured or in progress (NAEYC or NAFCC); be a large family home or center (AA licensure, AA+ or FFCI participant and Category B status); be a Head Start or part day preschool (licensed or working toward licensure); have or be willing to hire a B-K certified teacher or a teacher eligible for provisional certification; a director with NC Administrative Credentials or assurance of credentials by June 2000 (prefer Bachelors Degree and 3 years experience); the assistant teacher meeting minimum employment requirements for equivalent CMS position; a willingness to partner with public/private sector organizations and businesses; three year commitment to project. Management for this project will be through Charlotte-Mecklenburg Schools, *Smart Start* of Mecklenburg County, and Child Care Resources Inc. To date, the collaborators include: CPCC, Charlotte-Mecklenburg Assoc. for the Education of Young Children, Charlotte-Mecklenburg Schools, Child Care Resources Inc., Foundation for the Carolinas, Greater Charlotte Family Child Care Association, Bethlehem Center *Head Start*, Mecklenburg Child Care Association, *Smart Start* of Mecklenburg County, and United Way of the Central Carolinas. The Evaluation will have two components: *formative and outcomes*. Data collection will be linked to benchmark measures.

Mr. Dunlap asked how the participants were going to be contacted. Ms. Pellin said they had representatives from the different child care providers on the Committee and a Request for Application (RAF) will go out to hundreds of people involved in child care. Mr. Dunlap said he felt the majority of the children they were seeking to serve probably live in communities where the day care providers would not meet the criteria to participate. For these children to benefit from this program, they will have to be moved out of their communities. Ms. Pellin said their Committee had found that there are many centers that are on the borderline of being able to access funding and that expertise and assistance will be offered to help them to qualify. This program is not designed to move children out of their neighborhood settings. Mr. Dunlap said he knew many daycares could not afford to pay certified teachers. Ms. Pellin said the *Smart Start* funding would pay for the

certified staff. The funding will be approximately \$8,000.00 per student and that also covers equipment in the classrooms, playground equipment, and supplies and materials.

Dr. Rembert asked what kind of training the staff would receive on working with population served. Ms. Pellin said that was a part of the training given to *Bright Beginnings* staff (diverse families and family structures). Dr. Rembert asked for a break down of gender and ethnicity of the current *Bright Beginnings* population. Ms. Pellin said there are about 70% minority population, with the greatest percentage being African American. Dr. Rembert asked how the staffing parallels the students served. Ms. Pellin said *Bright Beginnings* faces the same challenges as CMS in the lack of minority teachers. Some of the minority teacher assistants have been able to reach their goal of becoming teachers. Dr. Rembert asked about the representation in leadership and on the board as it compares to the population served. Ms. Pellin said she will give the Board of Education an exact breakdown of the partners involved. Dr. Rembert expressed concern that we are in compliance with the *Swann* court order when staffing programs. Ms. Griffin said she was excited to receive the report, that there is no room for turfism in serving kids, and that she is looking forward to the day we are serving the other 1800 children. Ms. Woods asked about quality assurance with programs in so many different places. Ms. Pellin said the main focus of the Technical Assistance Team will be to assure compliance in all areas. Mr. Lassiter thanked the *Smart Start* group for participating with us in this effort.

REPORT ON TOP II PLUS

Paula Potter, Assistant Superintendent for Instructional Accountability, explained that *TOP II Plus* is the next generation of total electronic data to be used in guiding high school students and monitoring student and district performance in all high schools. It is a data rich, statistical analysis program for high schools. There are millions of possible combinations of roster reports available at the press of a key. *TOP II PLUS* will generate a graphical presentation of a student's End-of-Course (EOC) history and give a profile of a student's high school test results.

Dr. Potter said Mike Huggins, programmer in Instructional Accountability, wrote the program and that it was going to be copyrighted for CMS. Mr. Dunlap commended Mr. Huggins and he thought the program should be copyrighted, marketed and sold all across the country. Mr. Lassiter asked if there would be a way (for parents) to access this information on a secured Internet site. Ms. Woods asked if there was technology in our schools where each counselor, administrator and teacher could access this information. Dr. Smith said we are getting closer to that goal, but some of this capability is tied to our current budget requests for business technology. We have the ability currently to deliver this basic package to our high schools.

REPORTS FROM BOARD MEMBERS

Mr. Griffin reminded Board Members that several Board appointments to various boards and committees are up for renewal and asked Board Members to have their selections to the Board office in the next week in order that appointments may be made at the July 13 meeting. He requested a liaison person from staff to work with the Board appointees and the Board to ensure that the Board's wishes and positions are properly represented. Ms. Leake asked for a report from the various appointees regarding the work accomplished by the board or committee they serve.

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Ms. Leake reported she had visited Wilmore Center and the summer programs for children there. She also reported that a former West Charlotte student, Mo Collins, had donated \$17,000.00 to the West Charlotte athletic programs. Ms. Leake commented she is still waiting for reports on the National Certified Teachers, TANF, and the State Assistance Teams.

In response to an inquiry by Dr. Rembert, Dr. Smith said the Magnet Impact Analysis Report would be ready in thirty days. Ms. Woods said the Board would be receiving a request asking them to list any policies they would like to see the Policy Committee review. Ms. Griffin said the Legislative Committee meeting scheduled for July 6 has been cancelled. Attorney Leslie Winner reported that the Construction Flexibility Bill passed the N.C. House today. Mr. Griffin reported that four major pieces of legislation have passed or are on track to pass and he congratulated the Legislative Committee for the fine job they have done in representing the interests of Charlotte-Mecklenburg Schools. He also extended thanks to Sen. Jim Black, Sen. Fountain Odom and Leslie Winner.

REPORT FROM THE SUPERINTENDENT

Dr. Smith reminded everyone of the critical date of June 30 for the vote on the local budget and decisions about the capital needs requests with the County Commission.

CLOSED SESSION

On motion by Mr. Dunlap, seconded by Ms. Leake, the Board voted unanimously to move into closed session at 10:00 p.m., in accordance with North Carolina General Statute § 143-318.11 (a) (3) to consult with counsel concerning an Exceptional Education student.

Superintendent

Clerk