



Charlotte, North Carolina  
July 27, 1999

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

The Charlotte-Mecklenburg Board of Education held a Regular Meeting on July 27, 1999, at 6:10 p.m. in the Board Room of the Education Center.

**PRESENT:** Arthur Griffin, Jr., Chairperson;  
John W. Lassiter, Vice Chairperson;  
Wilhelmenia I. Rembert, Member at Large  
James H. Puckett (District 1); Vilma D. Leake (District 2);  
George Dunlap (District 3); Molly Griffin (District 5);  
and Lindalyn Kakadelis (District 6)

**ABSENT:** Louise Woods (District 4)

Also present at the request of the Board were Eric J. Smith, Superintendent; James L. Pughsley, Deputy Superintendent; Susan Purser, Associate Superintendent for Education Services; Greg Clemmer, Associate Superintendent for Operations; other members of the Senior Staff; Leslie Winner, General Counsel; James L. Clark, Executive Director of Administration; and Donna Alsobrooks, Acting Clerk.

### CALL TO ORDER

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

### STUDENT SPEAKERS

Mr. Griffin called upon the Superintendent, who introduced the following students who had spoken at the Principals' Leadership Retreat. Dr. Smith commented that the presentations by these students had been impressive and moving and had helped to re-focus the administrators on the true mission of the school system: serving young people and preparing them for the future.

**Justin Perry**, a 1999 graduate of West Charlotte, introduced his fellow CMS students, representative of students throughout the school system. Their presentations and his own, he said, would attempt to show how CMS teachers and others have prepared them for the coming academic year and the next stage in their lives.

In his own speech, Justin said that he felt ready for the academic and cultural diversity of UNC-Chapel Hill because of his 13 years as a student in CMS. He especially cited Ms. Martha O'Neal, English and drama teacher, and Ms. Jackie Helms, leader of peace building at Piedmont Open Middle who had directed him in debate that focused on peace building and included such hard-to-handle topics as divorce, gossip, prejudice and peer pressure. He said that these experiences have motivated him to try to make a difference in his community. Justin received the Charles A. Meisenheimer Scholarship

**Carrie Shepard**, vice-president of the senior class at East Mecklenburg, commended Ms. Gibbs, her 8th grade algebra teacher, who prepared her well for her senior year, and for life, by teaching the lesson of personal responsibility. Making her students realize that in the real world there is no safety net and that people must think for themselves and do their own work, Ms. Gibbs prepared her students for today's changing times, Carrie said.

**Elizabeth Clark**, a senior at Garinger High in the Academy of Medical Sciences, cited the faculty, counselors, and friends at Garinger, who helped her manage her school work and, indeed, her life, following a boating accident that had caused severe medical problems, complications and lasting disabilities.

**Mary McAvoy**, a 1999 graduate of West Charlotte, cited her AP English teacher, Ms. Bradford, who taught her that even a true genius cannot defy the rules of grammar. With the MLA guidebook in hand, Mary was forced to correct all errors – and eventually came to love grammar in the process. Mary, who hopes some day to guide students in the fine way that her teachers have taught her, will attend UNC-Asheboro this fall on a North Carolina Teaching Fellows Scholarship.

The next student speaker was **Diondria Kimbrel**, an incoming Myers Park High School freshman who is hearing impaired. Her talk was translated by Mrs. Audrey Scurfield, as Deedee signed. After six years at the N.C. School for the Deaf, Deedee had entered public school for the first time. She cited the excellent help she received at Piedmont Open Middle which has prepared her to be a “normal” high school student, one who must do work on time, get to class on time, and take care of things herself.

Mr. Griffin invited the students to introduce their family members who had accompanied them to the Board meeting. Ms. Kakadelis thanked the students for their inspiration and for taking time from their summer vacation to talk to the Board; Dr. Leake thanked the parents of the student speakers for their support for public education and asked the speakers to share their stories with their peers.

## ACTION ITEMS

### PROPOSED BUDGET CHANGES FOR FY 1999-2000 APPROVED

Using the following summary chart, Dr. Smith presented to the Board an analysis of recommended changes to be made to the proposed Budget for FY 1999-2000. He explained that the changes in the budget revenues and expenditures have occurred since the budget was first proposed on March 9, 1999.

#### Revenue/Redirections Available (in millions)

Type A (Ongoing Funds)	
▪ County Appropriation Increase	\$21.0
▪ Estimated Increase in State At-Risk/Remediation Funds	1.7
▪ Estimated Federal ESEA Title VI Teachers	<u>1.7</u>
Subtotal	\$24.4
Type B (One-Year Redirection)	
▪ Retirement Rate Reduction from 10.83% to 8.83% *	2.3
▪ Technology Redirections-State Public School Building	
▪ Capital Fund **	1.6
Subtotal	<u>3.9</u>
TOTAL	<u>\$28.3</u>

#### Modified CMS Budget Proposal for CMS FY 1999-2000

##### TYPE A (Ongoing)

##### I. Operations

1. Redirection of Funds	\$<0.8>
2. Enrollment Increases & Opening New School	7.2
3. Salaries & Benefits	
Increase in Salaries	6.2
Increase in Health & Dental Insurance	1.2

##### II. Priorities

5. Teachers' Local Salary Supplement	4.3
6. Business Systems Technology ***	1.7
10. Assistant Principals Employment	0.1
11. Pay Plan (TBR)	<u>4.5</u>

Subtotal \$24.4

##### Type B (One-Year Redirection)

8. Achieving the CMS Vision	
A. Signing Bonus in Critical Areas	0.3
B. Other Salary Issues	<u>3.6</u>
Subtotal	3.9

TOTAL \$28.3

- \* One-year decrease, FY 2000-2001 must fund reinstatement
- \*\* One-year funding, County Commissioners must approve.
- \*\*\* County Commissioners must approve lease/purchase agreement.

(Note that the numbers indicate the priorities of the Board as stated in the original budget proposal for FY 1999-2000.)

Deletions/Reduction for Budget New Initiatives

Initiative 4	Inflationary Increase – Materials/Supplies	\$1,200,000
Initiative 7	Children with Special Needs	975,000
Initiative 8	Achieving the CMS Vision	7,643,422
	<ul style="list-style-type: none"> <li>• Elimination of portion of salary incentives</li> <li>• Elimination of expansion of foreign language</li> <li>• Elimination of expansion of AVID</li> <li>• Elimination of expansion of Talent Development</li> <li>• Elimination of additional support in Instructional Accountability</li> </ul>	
Initiative 9	Family choice Plan	\$1,000,000
	<ul style="list-style-type: none"> <li>• Elimination of new positions for Student, Family, and Community Services</li> <li>• Elimination of marketing plan</li> <li>• Elimination of technology support</li> </ul>	
Initiative 12	Pre-K Program	\$12,200,000
	<ul style="list-style-type: none"> <li>▪ Elimination of expansion of Bright Beginnings</li> </ul>	

Additional Revenues

The additional revenues would be coming from three sources; the County Commission has allocated \$21 million; the State has allocated additional monies for at-risk and remedial programs, and additional federal funds will be forthcoming for grades 1-3. Dr. Smith said that CMS would be able to access a corporate state tax that comes to the County; its use is restricted, however, to certain projects including technology.

Redirected Expenditures

Dr. Smith said that the additional revenues would be used to finance both ongoing and one-year redirected expenditures, as proposed. He noted that the increase in salaries impacts the local supplement, as dictated by the State. There will be incentives to recruit and retain staff and retain teachers in a highly competitive market. The TBR pay plan concerns non-certified personnel. The proposed \$500 signing bonus will impact certain critical instructional areas including math, science, foreign language, technology, and exceptional services. Additionally, teachers in targeted schools will received a bonus of \$2,500 per year, provided

that they meet important criteria concerning education, years of experience, and their evaluations. The bonus is granted only if the teacher is remaining at the school.

#### Information on Technology and Y2K Problem

Dr. Smith called upon Rick Rozzelle, Chief Information Officer, who introduced three members of the Information Technology Advisory Board, which is sponsored by the Charlotte Chamber of Commerce. Talking about information technology and the Y2K problem were Bill Donovan, Senior Vice President for Technology with Sealand; Cecil Smith, Senior Vice President, Technology, for Duke Energy; Greg Krugland, Chief Technology Officer of Premier Systems, formerly with Lanier Technology, all of whom have worked closely with CMS.

**On motion by Mr. Dunlap, seconded by Ms. Molly Griffin, all Board members presented voted to authorize the Superintendent to proceed with the FY 1999-200 Budget Proposal, as presented.**

Dr. Smith said that the final FY 1999-200 Budget would come before the Board at the second Regular Meeting in August.

#### **MOTION TO SEPARATE ITEMS ON CONSENT AGENDA FAILS**

**Ms. Kakadelis moved that Item III. A. on the Consent Agenda (Budget Amendments for June, 1999) be voted on separately. The motion was seconded by Mr. Puckett.**

The Board discussed the line items relating to the legal expenses CMS has incurred.

**Ms. Kakadelis' motion failed to pass by a vote of 3 to 5. Mr. Lassiter, Mr. Puckett, and Ms. Kakadelis voted for the motion; Mr. Griffin, Dr. Rembert, Dr. Leake, Mr. Dunlap, and Ms. Molly Griffin voted against the motion.**

#### **CONSENT AGENDA APPROVED**

**Subsequently, on motion by Mr. Dunlap, seconded by Dr. Rembert, the Board voted 5-3 to approve in one motion Items III. A. – D. on the Consent Agenda. Mr. Griffin, Dr. Rembert, Dr. Leake, Mr. Dunlap, and Ms. Molly Griffin voted for the motion; Mr. Lassiter, Mr. Puckett, and Ms. Kakadelis voted against the motion.**

#### **A. BUDGET AMENDMENTS FOR JUNE, 1999, APPROVED**

The Board approved Budget Amendments for June, 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. (A copy of the Budget Amendments for June, 1999, is available in the Finance Office.)

**B. 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 SERVICE UNTIL THE AUGUST 10, 1999 MEETING OF THE BOARD OF EDUCATION. APPROVED**

The Board authorized 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 August 10, 1999 Meeting of the Board of Education. Awards would be made provided that the amounts are within the approved project's budget and meet the criteria attached. Projects awarded would be brought back to the Board for information and ratification at the next regularly scheduled meeting.

**C. REQUESTS FOR STUDENT REASSIGNMENT AND RELEASE OF STUDENTS TO OTHER DISTRICTS APPROVED**

The Board approved transfers within CMS for 162 students (Category I); denied 80 transfers within CMS (Category II); and approved the release of 2 students to attend schools in other systems in North Carolina approved (Category III). Additionally, and in the same motion, an addendum was approved for transfers within CMS for 129 students (Category I); and transfers for 85 students were denied (Category II). There were no additional requests for students in Category III.

**D. SUPPLEMENTARY FUNDING REQUEST FOR CLASS SIZE REDUCTION INITIATIVE ADDENDEM (ESEA TITLE VI) APPROVED**

A supplementary funding request for \$1,777,408 for *Class Size Reduction Initiative Addendum (ESEA Title VI)* from the U.S. Department of Education, Office of Elementary and Secondary Education, administered through North Carolina Department of Public Instruction. The objectives of this entitlement grant proposal include the following:

- To recruit and select qualified teachers for grades 1-3 in selected schools.
- To reduce class size to 18 or fewer students in grades 1-3 in selected schools.
- To increase teachers' expertise in identified areas of need such as literacy and math instruction.
- To increase student achievement in grades 1-3 through lower class size.
- The proposed project would begin July, 1999 and run through June 2000.

## REPORTS AND INFORMATION

### REPORTS FROM BOARD MEMBERS

**Mr. Dunlap** invited the Board members to attend the PAL (Police Athletic League) program on July 30 at 2:00 p.m.

**Dr. Leake** suggested that the student speakers be invited to return to the Board for a televised meeting.

Regarding TANF (Temporary Assistance for Needy Families), **Dr. Leake** asked how the \$1.5 million in funding is being spent. She inquired about what was being done for parents.

**Mr. Lassiter** asked for a status report on the opening of Hawk Ridge Elementary School.

**Dr. Rembert** asked for the status of the evaluation of magnet school programs.

### REPORT FROM SUPERINTENDENT

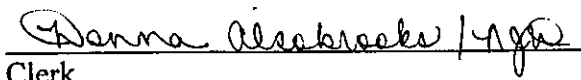
Dr. Smith reported that preparations for the opening of school in August were going smoothly.

### ADJOURNMENT

On motion by Mr. Dunlap, seconded by Mr. Puckett, the Board voted unanimously to adjourn the Regular Meeting at 8:40 p.m.



Chairperson



Clerk