



Charlotte, North Carolina
May 9, 2000

REGULAR MEETING OF THE CHARLOTTE-MECKLENBURG BOARD OF EDUCATION

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on May 9, 2000 at 6:00 p.m. in the Board Room of the Education Center. The meeting was televised by CMS TV - Channel 21.

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 4);
Louise Woods (District 5); and Lindalyn Kakadelis (District 6)

ABSENT: No Board member was absent.

Also present at the request of the Board were Eric J. Smith, Superintendent; James L. Pughsley, Deputy Superintendent; Frances Haithcock, Associate Superintendent for Educational Services; Greg Clemmer, Associate Superintendent for Operations; other members of the Senior Staff; James L. Clark, Executive Director of Administration; Leslie Winner, General Counsel to the Board; and Carol K. Gerber, Clerk.

CALL TO ORDER

Chairperson Griffin, presiding, called the meeting to order and led the Board members in the Pledge of Allegiance.

IN MEMORIAM

Mr. Griffin announced that Bob Austin, Manager of the CMS Graphic Production Department, had recently passed away. Mr. Austin served the school system for 31 years.

MINUTES APPROVED 06/13/00

RECOGNITION OF NORTH CAROLINA BLUMENTHAL PERFORMING ARTS CENTER AND ITS CONTRIBUTIONS TO CMS

On behalf of the Board, Dr. Rembert recognized the many contributions that the North Carolina Blumenthal Performing Arts Center has made to CMS. She called upon Judith Allen, President of the Performing Arts Center, who in turn introduced Morenga Hunt, Vice President for Educational and Community Programming; Susan Jetton, Vice President for Institutional Advancement; and Marianne Dickson, Chairperson of the Center's Education Committee. Ms. Allen spoke about programs and performances that involved more than 540,000 individual participants and audience members last year. She mentioned especially the partnership the center has with CMS whereby students at Northwest School of the Arts produce and perform an annual musical at the Booth Playhouse. In addition, this year the partnership initiated a pilot program integrating the arts with first grade academics was initiated at University Park Elementary. Mr. Griffin thanked Ms. Allen for the contributions of the Performing Arts Center to education; he said that partnerships benefit not only the students but also the entire community.

RECOGNITION OF NATIONAL BOARD CERTIFIED CMS TEACHERS

On behalf of the Board, Ms. Molly Griffin congratulated the 98 CMS teachers who successfully achieved National Board Certification this year. She said that now CMS has a total of 135 National Board Certified teachers. She pointed out that as a school system, CMS has the second highest number of National Board Certified teachers in the nation. She explained that to complete the certification process, teachers voluntarily demonstrate their knowledge and skills through a series of performance-based assessments that include student work samples, videotaped lessons, and a rigorous analysis of their own instructional practices. The Board members congratulated individually the newly certified National Board Certified teachers. The complete list of these CMS teachers is hereby attached and made a part of these minutes.

PROCLAMATION RECOGNIZING NATIONAL TEACHER DAY ADOPTED

On motion by Dr. Leake, seconded by Dr. Rembert, the Board voted unanimously to adopt the following Proclamation for *National Teacher Day*.

Proclamation

WHEREAS, the Charlotte-Mecklenburg School System employs more than 7,000 classroom professional how give of themselves daily to provide outstanding classroom instruction; and

WHEREAS, these fine professionals are making a tremendous difference for the more than 102,000 students in Charlotte-Mecklenburg by offering stimulating, engaging classroom that inspire students to do their best; and

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WHEREAS, the Charlotte-Mecklenburg School System acknowledges the important role our teachers and teacher assistants play by "*helping build dreams for our children,*"

NOW THEREFORE LET IT BE PROCLAIMED, that the undersigned do hereby proclaim *May 9 as National Teacher Day* in Charlotte-Mecklenburg Schools and extends sincere appreciation to all teachers and support staff for the outstanding job they do everyday on behalf of our children.

On behalf of the Board, Dr. Leake presented Josephine Hoover, 1999 Harris Teacher of the Year, and Gwendolyn Roberts, President of the American Federation of Teachers – Charlotte, with the Proclamation for *National Teacher Day*.

STUDENT ASSIGNMENT OVERSIGHT COMMITTEE REPORT ON EQUITY IN THE SCHOOLS

Mr. Griffin called upon Anthony Fox, Chairman of the Student Assignment Oversight Committee, and Eric Miller, Vice Chairman, to bring the Committee's report on equity to the Board. The Committee, appointed by the Board on February 1, 2000, included the following persons:

Rabbi James Bennett	Angela Kelly
Rev. George Cook	Casey Kimbrough
Tom Davis	Eric Miller
Eric Douglas	Ellen Martin
Michael Elliott	Joan Matkins
Frank Emory	Nancy Pierce-Shaver
Madine Fails	Sarah Shifflet
Anthony Fox	Jane Shutt
Larry Gauvreau	Beatrice Thompson
Paul Haisley	Sandy Watkins
Dick Helms	Al Winget
	Julian Wright

Mr. Fox said that the Committee had reviewed the recommendations of the Board and the Superintendent for achieving equity in all schools. (The Charge to the Committee is hereby attached and made a part of these minutes.)

Report from the Student Assignment Oversight Committee

"During our March 28, 2000 report concerning your December 16, 1999 Student Assignment Plan and its conformity with your Guiding Principles, we told you then that Equity issues overshadowed every other issue. Our Committee found out quickly that in order to discuss

Equity you have to define Equity, and a substantial part of our discussion regarded Equity related to its definition. Our definition of Equity is:

Equity is the condition in which each student is able to realize his or her full potential for academic achievement, individual performance, and student success. Equity requires an on-going process to allocate resources to each school so that each student has access to rigorous academic challenges and an environment that promotes high expectations.

An equal allocation of baseline resources is the first step toward equity, but equity requires much more. Equity requires differentiation of resources among all schools to enable each school to meet the unique needs of each student.

Our definition emphasizes three major points:

- Equity should be focused on the needs of individual students;
- While facilities play an important role in the Equity debate, the SAOC believes that what goes on inside the facilities is much more important;
- Equity is an on-going process and financial commitment, not a one-time solution.

“SAOC Concerns:

- The Committee believes that fairness in student assignment cannot be achieved without achieving Equity.
- The proposed student assignment plan will create high concentrations of low economic status (LES) students.
- If the plan is to be fair, adequate resources much be provided to these students.
- The Committee supports full funding of the Superintendent’s budget request, which includes funding programs to assist LES students. It is critical that full funding becomes a reality.
- In the undesirable event that full funding is not granted, the SAOC believes that all schools should share equally in an under-resourced system.

To that end [sharing in an under-resourced system], the SAOC offers the following general priorities:

1. Equity Plus II/Targeted Schools
2. Borderline School (threatened schools at 40-60% FRL)
3. All other schools

Suggested Framework for Prioritizing Limited Funding of Operating Needs:

1. Faculty and School Leadership
 - Differentiated staff
 - Recruitment of experienced teachers to Equity Plus II/Targeted schools
2. Family and Community Involvement
 - Bright Beginnings and early intervention

Framework for Prioritizing Limited Funding of Operating Needs (continued)

3. Instructional Materials and Supplies
 - Media Centers
 - Classroom materials and textbooks
4. Educational Opportunities
 - Access to AP courses and other rigorous curriculum

Suggested Framework for Prioritizing Limited Funding of Capital Needs:

We recognize and support the work of your Citizens Capital Budget Advisory Committee with respect to capital needs. If resources are limited, we suggest the following priorities for equity in capital funding:

1. All schools should be brought to baseline and maintained to that standard.
2. Construction of new schools and expansion of existing facilities required by growth
 - Placement of new facilities should consider longer-term growth patterns
 - Should more fully utilize middle ring schools

We have reviewed the School Board's and Superintendent's recommendations for achieving Equity, and generally support the goals, objectives and strategies included in the March 1999 document. We add the following additional recommendations for improving Equity:

I. FACULTY / SCHOOL LEADERSHIP

- Implement strategies to develop and maintain strong leadership at the principal and vice principal level.
- Encourage diversity in school staff (including instructional and instructional support).
- Maintain an appropriate mix of experienced and new teachers at all schools.
- Encourage assignment of experienced teachers rather than new teachers or lateral entry teachers to Equity Plus II/Targeted schools. Develop appropriate incentives to accomplish this goal. Incentives in your March, 1999, Document may not be adequate.
- Develop teacher incentives by surveying the teachers for their ideas. Some incentives might include:
 - Daycare, extra planning periods, flexible compensaiton, flexible scheduling.
- Provide differentiated staffing (teachers and support staff) as part of an equity standard for Equity Plus II/Targeted schools.
- Revisit the teacher and support staff pay system; consider methods to link pay to skills, not years in system.

- Provide in-service training of teachers/ staff to include training for an atmosphere of inclusion, i.e., diversity; focusing on racial, economic, cultural awareness.
- Provide in-service training to teachers to include TD critical thinking skills that provide additional teaching strategies. Focus this effort especially in middle schools to prepare students for AO course offerings in high school
- Explore opportunities to create faculty reward programs funded by community groups, corporate sponsorship or chair endowments directed to Equity Plus II/Targeted schools.

II. FACULTY AND COMMUNITY INVOLVEMENT

SAOC recognizes that Family and Community Involvement are critical elements of Student Academic Achievement and Success. We recommend the following:

- Encourage and support early intervention programs like Bright Beginnings. Expand this program to capacity to meet identified needs.
- Encourage and support maximum utilization of Equity Plus II/Targeted schools facilities for additional community activities to promote them as focal points for the community.
- Implement support programs beyond the 3rd grade to maintain the academic growth experienced in pre-K-3.
- Increase CMS efforts for dropout prevention.
- Consider parent contracts for all pre-K-5 students to clarify roles and responsibilities.
- Continue to expand community partnerships with human services providers (mental health, DSS, etc.) to increase services to students and families.

III. INSTRUCTIONAL MATERIALS AND SUPPLIES, MEDIA CENTERS AND TECHNOLOGY

- Establish and utilize a ratio of available instructional materials to the required and needed instructional materials. It should be equivalent from school to school.
- Develop an Equity standard scorecard that is made public. The scorecard should measure individual schools against baseline standards.

IV. EDUCATIONAL OPPORTUNITIES

- Long-term goals should be that one hundred percent (100%) of students in the system should perform at or above grade level.
- Provide access to AP, TD and advanced course offerings to all students who wish to enroll in them. Staff positions could be shared between one or more schools, if necessary.
- Equitably allocate EC classes throughout all choice zones and provide support to EC students going into mainstream classes.

V. ACCOUNTABILITY

- Develop an Equity standard as a framework for all accountability components.
- Develop an Equity scorecard that is standardized, specific and shared with the community on an on-going basis.
- Utilize a format that compares programs including academic curriculum, AP/TD classes, extra curricular activities, etc.
- Develop a marketing plan to promote understanding of the scorecard.
- Utilize the scorecard to make informed funding decisions and allow personnel to make informed choices.
- In addition to the Equity Scorecard, create an annual school report card that encompasses specific information about the school (information currently not included in CMS or school profiles). Samples of information:
 - Attendance rates of students enrolled as reflected in school's average daily attendance
 - Number of incidents on school grounds that require intervention by law enforcement
 - Description of social services available at the school site
 - Analysis of financial resources available to the school outside of CMS funding (e.g., PTA, PTSA)
 - Trends in gain or loss in student achievement over time.
 - Continue to support academic growth as measurement of academic gain in addition to percent of grade level competence.
 - Utilize this annual school report card when awarding teacher and school leadership bonuses.
 - Establish community councils for each choice zone. This could provide a point of access for citizens.

IV. INSTRUCTIONAL FACILITIES

- Develop a process that takes into consideration input from the customers: principals, students, staff, families, community – in order to understand individual schools needs prior to expansion or renovation
- Coordinate transportation needs with DOT and County and City planners for new construction.

FUTURE ROLE OF STUDENT ASSIGNMENT OVERSIGHT COMMITTEE

Our Committee is committed to providing on-going monitoring to ensure that CMS achieves equity and maintains equity.”

REPORT FROM STUDENT ASSIGNMENT OVERSIGHT COMMITTEE ACCEPTED

On motion by Dr. Leake, seconded by Ms. Kakadelis, the Board voted unanimously to accept the Report from the Student Assignment Oversight Committee.

On behalf of the Board, Chairperson Griffin praised the Report and thanked the Committee for its hard work.

Several questions were asked by Board members and several requests were made. Ms. Kakadelis requested that the Committee discuss the legitimate role of the PTAs, the school leadership teams, and community partnerships as they relate to the responsibilities of the school system. Mr. Lassiter asked if the Committee were satisfied with the Board’s capital improvement program.

In their praise for the Report, Board members cited certain specifics. Ms. Kakadelis especially liked the Committee’s definition of equity and their emphasis on academics; Ms. Woods liked their suggestions for school report cards. Mr. Dunlap cited the responsibility of the school system to fund equity. Mr. Fox reiterated that equity relates to the student, not necessarily to the school. He and Mr. Miller also said that the motivational suggestions for recruiting to targeted schools had come from the teachers themselves. Dr. Leake said she would like to require parents to be as responsible as the teachers and require students to be responsible for themselves. She cited the Committee’s suggestion to involved school facilities in the broader community.

Mr. Griffin said that he would plan for the Board to have a work session with the Student Assignment Oversight Committee.

ACTION ITEMS

PROPOSED STUDENT ASSIGNMENT PLAN FOR 2001-2002, AS AMENDED, FAILS TO PASS

Ms. Molly Griffin moved that the Board adopt the following Resolution on the Student Assignment Plan for 2001-2002. Mr. Lassiter seconded the motion.

Resolution on Student Assignment

BE IT RESOLVED that the Charlotte-Mecklenburg Board of Education adopts the Student Assignment Plan approved by the Board on December 16, 1999, with the modifications the Superintendent presented to the Board on April 25, 2000, and with further modifications as set out below, for use beginning with the 2001-2001 school year if the September 9, 1999 Order of the U.S. District Court in *Capachione et al v. CMBE* is affirmed.

BE IT FURTHER RESOLVED that the Board recommits itself to providing equity of resources in all schools, to making every school a viable choice for families, and to providing a learning environment for every student which is challenging and rigorous. To this end the Board:

1. Recommits itself to the measures in "Achieving the CMS Vision: Equity and Student Success," as adopted by the Board on March 18, 1999, which provide for equity in the areas of educational opportunities, family and community involvement, instructional materials and supplies, media centers, and technology, faculty, instructional facilities, organizational capacity, and accountability;
2. Pledges to work with the Superintendent to evaluate the equity recommendations of the Student Assignment Oversight Committee, reaffirm or clarify measurable standards for equity in all schools, set priorities, including budgetary priorities, that will improve and maintain equity, and monitor, at least annually, progress towards these goals;
3. Requests the Superintendent to identify schools that are most at risk of losing students under a choice plan and who have the greatest potential for attracting economically diverse students, and to work with the school community of each of these schools to develop a unique school focus and rigorous curriculum that will attract students to each of these schools and to provide resources needed for their success; and
4. Commits itself to providing resources in accordance with the Board of Education's Budget Request for 2000-01 to schools with high concentrations of low income or low achieving students.

The Board further modifies the December 16, 1999 student assignment plan as follows:

1. There will be an International Baccalaureate magnet program at the following high schools:
 - North Mecklenburg (serving the North Mecklenburg and new north high school feeder areas);
 - West Charlotte (serving the West Charlotte, Vance, West Mecklenburg and Olympic high school feeder areas);
 - East Mecklenburg (serving the East Mecklenburg, Butler, Independence, and Garinger high school feeder areas);
 - Myers Park (serving the Myers Park, South Mecklenburg, Providence, and new southwest high school feeder areas); and
 - Harding (serving the whole county).The IB program at Independence High School will be phased out.
2. Hickory Grove Elementary School will feed into Garinger High School and Oakhurst and Chantilly Elementaries will feed into East Mecklenburg High School.
3. The Channel 21 television production facility will be relocated from Marie G. Davis Middle School to Garinger High School.
4. Beginning in the 2000-01 school year, every high school will have an adequate number of Advanced Placement courses offered for a student to earn an advanced Placement diploma. The Board requests the Superintendent to implement a plan so that beginning in 2001-02 Advanced Placement course offerings will be equitable in all high schools.
5. The Board requests that, at the May 23, 2000 Board meeting, the Superintendent provide the Board with a list of transitions which he recommends to delay beyond the 2001-02 school year in order to facilitate the renovation and construction of school facilities.

AMENDMENTS TO THE RESOLUTION CONSIDERED

Amendment to allow students who live in the Crown Point Elementary home school area to feed to Crestdale Middle defeated

Ms. Kakadelis moved that students who live in the **Crown Point Elementary** home school area feed to **Crestdale Middle School**. Mr. Puckett and Mr. Lassiter seconded the motion. After discussion of the merits of this motion, the Board voted 4 to 5 to defeat it. Ms. Kakadelis, Mr. Puckett, Mr. Lassiter, and Ms. Molly Griffin voted for the motion. Mr. Griffin, Dr. Rembert, Dr. Leake, Mr. Dunlap, and Ms. Woods voted against it.

Amendment to allow Mallard Creek Elementary home school area students to feed to North Mecklenburg High defeated

Mr. Puckett moved that students who live in the **Mallard Creek Elementary School** home school area feed to North Mecklenburg High School. Mr. Lassiter seconded the motion. After discussion of the merits of this motion, the Board voted 3 to 6 to defeat it. Voting for the motion were Mr. Puckett, Mr. Lassiter, Ms. Kakadelis; voting against the motion were Mr. Griffin, Dr. Rembert, Dr. Leake, Mr. Dunlap, Ms. Woods, and Ms. Molly Griffin.

At this point Chairperson Griffin handed the gavel to Vice Chairperson Lassiter.

Amendment to locate high school International Baccalaureate magnet programs at West Charlotte, East Mecklenburg, Harding, and Myers Park High Schools passed

Mr. Griffin moved that the high school **International Baccalaureate (IB)** magnet programs be [located] at West Charlotte, East Mecklenburg, Harding, and Myers Park High Schools, with high school feeder areas as per the Superintendent's proposed IB Option #2. The IB programs at North Mecklenburg and Independence High Schools will be phased out. Mr. Dunlap seconded Mr. Griffin's amendment to the Resolution.

Ms. Kakadelis offered a **substitute motion** to delete Paragraph 1 of the Board's further modifications in the Resolution and replace it with:

1. The high school International Baccalaureate programs will remain at their current locations for 2001-2001 and 2002-03. High school feeder areas will be served by the magnet programs in the five current schools in accordance with the Superintendent's IB Option 3.
2. During the 2002-03 school year, the Superintendent will evaluate the location of the high school IB programs and make recommendations to the Board concerning appropriate changes. Any changes adopted by the Board of Education will be implemented for the 2003-04 school year.

Mr. Puckett seconded Ms. Kakadelis' motion.

The Board discussed the merits and issues of both motions to amend the Resolution: the desire to achieve diversity; the idea of sacrificing one IB to start another; the benefits of having an IB program in every quadrant; the concept of IB not being a regular magnet program; the importance of having a student assignment plan versus the location of an IB program; and the morning drive from the northern part of Mecklenburg County to West Charlotte High School.

After discussion, Mr. Puckett offered a **friendly amendment that was accepted by** Ms. Kakadelis, to freeze the current IB programs but to initiate one at West Charlotte High School.

Ms. Kakadelis' motion, as amended by Mr. Puckett, failed by a vote of 3 to 6. Voting for the motion were Ms. Kakadelis, Mr. Puckett, and Mr. Lassiter; voting against the

motion were Mr. Griffin, Dr. Rembert, Dr. Leake, Mr. Dunlap, Ms. Woods, and Ms. Griffin.

The Board then voted 5 to 4 to approve Mr. Griffin's original motion to place the IB Programs at West Charlotte, East Mecklenburg, Harding, and Myers Park High Schools. Voting for the motion were Mr. Griffin, Dr. Rembert, Dr. Leake, Mr. Dunlap, and Ms. Woods; voting against the motion were Mr. Lassiter, Mr. Puckett, Ms. Molly Griffin, and Ms. Kakadelis.

Amendment to allow students who choose a non-magnet school, not their home school, to continue in the feeder pattern for choice school approved

Ms. Molly Griffin moved that students who attend a non-magnet school other than their home school will be allowed to continue in the feeder pattern for the school that they attend. Mr. Lassiter seconded the motion. The Board voted 8 to 0, with one abstention, to approve this motion. Voting for the motion were Ms. Molly Griffin, Mr. Lassiter, Mr. Griffin, Dr. Rembert, Mr. Puckett, Mr. Dunlap, Ms. Woods, and Ms. Kakadelis. Dr. Leake abstained from the vote.

Amendment concerning Center for Leadership, International Studies, and Global Economics magnet programs defeated

Ms. Woods moved that for the Center for Leadership, International Studies, and Global Economics magnet programs, [the Board] move the Butler, Myers Park, and East Mecklenburg High School feeder areas from the Olympic High School magnet program to the Garinger High School magnet program. She further moved to leave the other eleven high school feeder areas divided between Olympic and Garinger for this magnet program, according to the December 16, 1999 plan. Ms. Molly Griffin seconded the motion. The motion failed by a vote of 2 to 7. Mr. Griffin and Ms. Woods voted for the motion. Mr. Lassiter, Dr. Rembert, Mr. Puckett, Dr. Leake, Mr. Dunlap, Ms. Molly Griffin, and Ms. Kakadelis voted against it.

Amendment concerning rising 9th grade students defeated

Mr. Lassiter moved that, for the 2000-01 school year, 9th grade students be allowed to transfer to the high school that will be their home school in 2001-02, to the extent that space is available without adding additional mobile classrooms, provided that they provide their own transportation (unless transportation is otherwise available, in which case the student may use that transportation). Ms. Molly Griffin seconded the motion.

The Board discussed the motion including the transfer process, the permission for the transferees to participate in athletics, the availability not only of space but also of staff, methods of running a lottery, and the problems in providing transportation. The motion failed by a vote of 4 to 5. Voting for the motion were Mr. Lassiter, Ms.

Molly Griffin, Mr. Puckett and Ms. Kakadelis. Voting against the motion were Mr. Griffin, Dr. Rembert, Dr. Leake, Mr. Dunlap, and Ms. Woods.

Amendment concerning students in low-achieving schools defeated

Ms. Woods moved that the following be inserted ahead of Paragraph 5 of the **Choice Priorities**: Students in grades 5 and 8 who perform below grade level in reading and math and whose home school has greater than 40% of its students below grade level will have a priority to attend an elementary school that has at least 80% of its students at or above grade level or a middle or high school that has at least 70% of its students performing at or above grade level so long as the percent at or above grade level does not fall below 75% for an elementary school nor below 65% for a middle or high school. Dr. Rembert seconded the motion.

The Board discussed the merits of motion, including the use of data that would be two years old. The motion failed by a vote of 1 to 8. Ms. Woods voted for the motion. Mr. Griffin, Mr. Lassiter, Dr. Rembert, Mr. Puckett, Dr. Leake, Mr. Dunlap, Ms. Molly Griffin, and Ms. Kakadelis voted against it

The Requests from the Public were heard at this point in the meeting. For a list of speakers and a brief summary of their comments, please see page 19 of these minutes.

Amendment concerning Choice Priorities and Magnet Lottery Priorities defeated

Ms. Woods moved 1) to add to the end of current Paragraph 5 of Choice Priorities: *and students who are not low income who choose a school that has a home school area that is more than 60% low income* and 2) to add to current Paragraph 6 of the Magnet Lottery Priorities: "students who are not low income who choose a magnet program that is more than 60% low income if" so that the paragraph will provide: *Low income students whose home school area is more than 60% low income, as long as the receiving school remains below 35% low income, and students who are not low income who choose a magnet program that is more than 60% low income if the student lives in a high school feeder area served by the magnet.* Ms. Molly Griffin seconded the motion. The motion failed by a vote of 3 to 5, with one abstention. Voting for the motion were Ms. Woods, Mr. Griffin, and Dr. Rembert; voting against the motion were Mr. Lassiter, Mr. Puckett, Mr. Dunlap, Ms. Molly Griffin, and Ms. Kakadelis. Dr. Leake abstained from the vote.

Amendment to keep an internal IB program at North Mecklenburg High defeated

Ms. Molly Griffin moved to **allow North Mecklenburg High to keep an internal International Baccalaureate Program.** The motion was seconded by Mr. Lassiter. After discussion, Dr. Leake called the question but the Board voted to continue the discussion.

Ms. Kakadelis then moved to amend the Resolution by moving the IB magnet from Myers Park High School to West Charlotte, phasing in the change. Mr. Puckett seconded the motion. Another calling of the question failed to pass, and so the discussion continued. Ms. Kakadelis' amendment failed 2 to 7. Ms. Kakadelis and Mr. Puckett voted for the motion; Mr. Griffin, Mr. Lassiter, Dr. Rembert, Dr. Leake, Mr. Dunlap, Ms. Woods, and Ms. Griffin voted against it.

The Board returned to Ms. Molly Griffin's motion to keep an internal IB Program at North Mecklenburg High, but it failed to pass by a vote of 4 to 5. Voting for the motion were Ms. Molly Griffin, Mr. Lassiter, Mr. Puckett, and Ms. Kakadelis; voting against the motion were Mr. Griffin, Dr. Rembert, Dr. Leake, Mr. Dunlap, and Ms. Woods.

Motion to postpone decision on location of IB programs defeated

Mr. Lassiter moved to **postpone the issue of location of IB programs** until the May 23rd Board Meeting. Ms. Kakadelis seconded the motion. Bu a vote of 4 to 5 the Board defeated Mr. Lassiter's motion to postpone the IB issue. Mr. Lassiter, Mr. Puckett, Ms. Molly Griffin, and Ms. Kakadelis voted for the motion; Mr. Griffin, Dr. Rembert, Dr. Leake, Mr. Dunlap, and Ms. Woods voted against it.

Amendment to change IB feeder areas defeated

Mr. Lassiter then offered a **motion to amend the Resolution for IB feeder areas** to combine Vance with West Charlotte and combine North Mecklenburg High with the new north high school. Mr. Puckett seconded the motion. A vote to call the question failed 4 to 5. The discussion continued. Mr. Lassiter's substitute amendment failed 4 to 5. Mr. Lassiter, Mr. Puckett, Ms. Molly Griffin, and Ms. Kakadelis voted for the motion; Mr. Griffin, Dr. Rembert, Dr. Leake, Mr. Dunlap, and Ms. Woods voted against it.

STUDENT ASSIGNMENT PLAN FOR 2001-2002, AS AMENDED, FAILS TO PASS

Before the vote, several Board members made statements about the motion, its amendments, and the previous discussions.

Mr. Lassiter said that he had given support to the motion on the basis of compromise but that he could no longer support the Resolution, as amended. Dr. Rembert said that the plan would put at risk those same students who have historically been at-risk and that the premise of the plan, putting students close to home, was faulty. She said that she has never supported policies that segregate the schools. Mr. Dunlap said that he would support the Plan because it provided new schools for inner city neighborhoods and because it would allow choice for all parts of the community. Dr. Leake said that diversity is a part of education and that "proximity" causes her concern. Ms. Woods said that she had supported the general idea of the Plan and long-term health for every high school. Ms. Kakadelis said that the Board

should spend more time talking about reading, writing, and math. Ms. Molly Griffin said that she was dismayed that the Board might not pass a student assignment plan that evening. She said that she had been searching for compromise and that the proposed Plan was the best option. She said that IB was a wonderful program but not reason enough to fail to adopt a Plan. She emphasized that the Superintendent had made remarkable progress in student achievement.

The Board returned to Ms. Griffin's original motion to adopt the Resolution on the Student Assignment Plan for 2001-2002, as amended. The Board voted 3 to 6 to defeat the motion. Voting for the motion were Ms. Molly Griffin, Mr. Dunlap, and Ms. Woods. Voting against the motion were Mr. Griffin, Mr. Lassiter, Dr. Rembert, Jr. Puckett, Dr. Leake, and Ms. Kakadelis.

1999-2000 SCHOOL IMPROVEMENT PLANS APPROVED

On motion by Dr. Rembert, seconded by Mr. Dunlap, the Board voted unanimously to approve the 1999-2000 School Improvement Plans.

CONSENT ITEMS APPROVED IN ONE MOTION

On motion by Mr. Lassiter, seconded by Mr. Puckett, the Board voted 8 to 0 with one abstention to approve in one motion the Items III. A – C. on the Consent Agenda. Voting for the motion were Mr. Lassiter, Mr. Puckett, Mr. Griffin, Dr. Rembert, Mr. Dunlap, Ms. Woods, Ms. Molly Griffin, and Ms. Kakadelis. Preferring a new location for the Management School North rather than repairing the air-conditioning at the present site, Dr. Leake abstained from the vote.

A. MINUTES APPROVED

The Board approved the minutes from the Regular Meeting on April 25, 2000.

B. CONSTRUCTION ITEMS APPROVED AS FOLLOWS:

B.1. HVAC CONTRACT FOR FIRST WARD ELEMENTARY APPROVED

The Board approved an HVAC contract for \$29,600 with Action Mechanical, the lowest bidder, to replace the cooling tower at First Ward Elementary School. Source of funds is Capital Replacement.

B. 2. HVAC CONTRACT FOR DILWORTH ELEMENTARY APPROVED

The Board approved an HVAC contract for \$42,800 with Action Mechanical, the lowest bidder, to replace three roof top units and one split system serving the main

building and multi-purpose area at Dilworth Elementary School. Source of funds is Capital Replacement.

B. 3. HVAC CONTRACT FOR MANAGEMENT SCHOOL NORTH APPROVED

The Board approved an HVAC contract for \$43,000 with L.T. Mechanical, the lowest bidder, to replace six split system air handlers and five condensing unit at Management School North. Source of funds is Capital Replacement.

B. 4. HVAC CONTRACT FOR BERRYHILL ELEMENTARY APPROVED

The Board approved an HVAC contract for \$56,700 with Action Mechanical, the lowest bidder, to replace eight water source heat pumps serving the cafeteria, gymnasium and four classrooms at Berryhill Elementary School. Source of funds is Capital Replacement.

B. 5. HVAC CONTRACT FOR BARRINGER ELEMENTARY APPROVED

The Board approved an HVAC contract for \$84,800 with Action Mechanical, the lowest bidder, to replace five roof top units and two unit ventilators at Barringer Elementary School. Source of funds is Capital Replacement.

B. 6. SITE IMPROVEMENT CONTRACTS FOR EAST MECKLENBURG HIGH AND MYERS PARK HIGH APPROVED

The Board approved contracts for \$630,228 with T.K. Browne Construction Co., the lowest bidder, to provide site improvements at East Mecklenburg High School and Myers Park High School, as follows:

Contractor: T.K. Browne Construction Co.	
Base Bid - East Mecklenburg High	\$292,507
Base Bid - Myers Park High	<u>337,721</u>
Total Recommended Award	<u>\$630,228</u>

The contracts will provide site improvements to the running tracks, associated areas (long jump, pole vault, etc.), stadium entrance parking lots and stadium entrances. Source of funding is 1996 Bonds – Paving/Sitework.

B. 7. CONSTRUCTION CONTRACT FOR COTSWOLD ELEMENTARY SCHOOL APPROVED

The board approved a construction contract for \$63,250 with Hale's Electrical, LLC, the lowest bidder, to provide for an electrical upgrade at Cotswold Elementary to accommodate technology improvements. Source of funds is 1996 Bonds.

B. 8. SITE WORK CONTRACT FOR OAKHURST ELEMENTARY SCHOOL APPROVED

The board approved a construction contract for \$452,420 with United Construction, the lowest bidder, to provide a new bus lot, an improved student drop-off and a parking area for school administration and parents at Oakhurst Elementary School. Source of funds is 1996 Bonds.

B. 9. CONSTRUCTION CONTRACTS FOR MATTHEWS ELEMENTARY SCHOOL APPROVED

The Board approved construction contracts for Matthews Elementary School that will provide for a new media center, a 12-classroom addition, renovations to the kitchen/cafeteria and student services area, and site improvements, as follows:

General Contractor: Sorensen Gross, Inc.		
Base Bid	\$1,994,000	
Alternate #1	110,000	
Alternate #2	64,000	
Alternate #7	256,000	
Alternate #10	<u>12,000</u>	
Recommended Award		\$2,436,000
Mechanical Contractor: Southern Comfort, Inc.		
Base Bid	639,000	
Alternate #1	11,898	
Alternate #2	<u>18,607</u>	
Recommended Award		669,505
Plumbing Contractor: Kisiah Plumbing, Inc.		
Base Bid	98,300	
Alternate #1	2,230	
Alternate #2	6250	
Alternate #6	16,300	
Alternate #10	<u>10,300</u>	
Recommended Award		133,380
Electrical Contractor: Watson Electric Co., Inc.		
Base Bid	328,489	
Alternate #1	10,400	
Alternate #2	<u>17,200</u>	
Recommended Award		<u>356,089</u>
Total Recommended Award		<u>\$3,594,974</u>

Bid Alternate Summary

- Alternate #1: Add (2) classrooms to and corridor to new addition
- Alternate #2: Remodel existing Classroom #198 to Computer Room, Existing Media Center and Administrative Offices
- Alternate #3: Add canopy at Building 500 and bus drop-off
- Alternate #4: Add new lay-in ceiling and light fixtures
- Alternate #5: Add new skylight
- Alternate #6: Kitchen Drain Piping and grease Interceptor

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- Alternate #7: Add bus lot and associated storm drainage work
- Alternate #8: Add canopy structure and brick columns
- Alternate #9: 20-year NDL roof warranty
- Alternate #10: Renovate existing toilet room
- Alternate #11: Install new VCT in Cafeteria
- Alternate #12: Install vinyl coated fencing

Budget

Use of Funds		
Recommended Award	\$3,594,974	
Designer's Fee	316,500	
Program Manager's Fee	246,008	
FFE/Fees/Surveys/Utilities	<u>830,518</u>	
Total Use		<u>\$4,998,000</u>
Source of Funds		
1997 Bonds	<u>\$4,988,000</u>	
Total Source		<u>\$4,988,000</u>

B. 10. HVAC CONTRACT FOR MORGAN SCHOOL APPROVED

The Board approved an HVAC contract for \$51,800 with Action Mechanical, the lowest bidder, to replace the existing boiler and split system condensing unit at Morgan School. Source of funds is Capital Replacement.

B. 11. ROOF REPLACEMENT CONTRACT FOR REEDY CREEK ELEMENTARY APPROVED

The Board approved a contract for \$302,350 with Mecklenburg Roofing, the lowest bidder, to provide a complete roof replacement on Areas A, C and D at Reedy Creek Elementary School. To the base bid of \$294,950 is added \$7,400 for Alternate #1, a 2-year N.D.L. warranty. Source of funds is Capital Replacement.

B. 12. DESIGN SERVICES OF SECURITY SYSTEMS FOR VARIOUS HIGH SCHOOLS APPROVED

The Board approved a contract for \$58,757 with Evans Engineering Associates to provide design services for video surveillance systems at North Mecklenburg High, Independence High, Garinger High, Harding High, Providence High, south Mecklenburg High, West Charlotte High, and Vance High. Source of funds is 1996 Bonds – Burglar Alarms

B. 13. CONSTRUCTION CONTRACT FOR WALTON PLAZA APPROVED

The Board approved a construction contract for \$98,900 with DeConti, Odden & Griffith, the lowest bidder, to renovate the third floor at Walton Plaza. Source of funding is Local Funds.

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C. RECOMMENDATIONS REGARDING REQUESTS FOR STUDENT REASSIGNMENT APPROVED

For the 1999-2000 school year, the Board approved the requests for reassignment of five students (Category I). No transfer requests were denied, and there were no requests to transfer to other school systems in North Carolina.

For the 2000-2001 school year, the Board approved the requests for reassignment of 12 students (Category I) and approved three requests to transfer to other school systems in North Carolina. No transfer requests were denied.

The Consent Items conclude at this point.

REPORTS AND INFORMATION

There were no further reports at this time.

REQUESTS FROM THE PUBLIC

The following persons addressed the Board:

Annelle Houk, concerned citizen, said that the Student Assignment Oversight Committee was the best citizens committee that she had ever watched in action. She said that the committee members love CMS, that the community feels the Charlotte community can afford equity, and that the Board ought to listen to the recommendations the Committee has made.

Kelly Chewning, a student in the IB program at North Mecklenburg High, spoke in favor of keeping the IB program at her high school and beginning another at West Charlotte High School. She said that education, teachers and students had been left out of the decision making process.

Cindy Chewning, mother of Kelly, said that the Board was breaking rules as it was setting rules. She said that the IB programs ought to be offered in the four parts of the County.

Michelle Sweeney, a student in the IB program at North Mecklenburg High, spoke in favor of keeping IB at the school. She said that it had been a three-year building process to achieve a full IB program.

Jen Mollins, a student in the IB program at North Mecklenburg High who moved to Charlotte from an IB program in Phoenix, AZ, spoke in favor of keeping IB at North Mecklenburg High. She said that, in her opinion, diversity does not come from percentages.

Jennifer Johnston, Executive Director of the Swann Fellowship, referred to the CMS Vision Statement "to become the premier urban, integrated system." She said that the new plan would segregate the schools by race and class.

Jan Henderson, parent of a student with disabilities, asked that Metro School not be closed.

Laura Parker, parent of a student with disabilities, asked for honest answers about the plans for Metro School. Defining the school as being "the least restrictive environment" for its present students, she said that if the school were broken up into "pods," education for Exceptional Children would be hurt.

James B. Lee, a concerned citizen, said that he was speaking for the black children and the poor children against the proposed student assignment plan. He recommended a book entitled *Founding Fathers on Leadership*.

Araminta Johnston, speaking on behalf of the Swann Fellowship, spoke against the proposed Student Assignment Plan.

REPORT FROM BOARD MEMBERS

Due to the lateness of the hour, Mr. Griffin asked that Board members hold their reports until the next Board meeting.

REPORT FROM SUPERINTENDENT

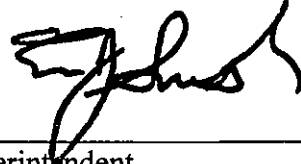
The Superintendent had no additional report at this meeting.

FUTURE BOARD MEETINGS

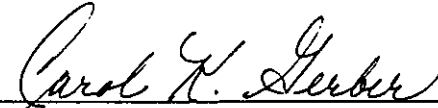
The next Regular Meeting of the Board of Education will be held on Tuesday, May 23, 2000 at 7:30 p.m. at the Duke Energy Building, O.J. Miller Auditorium. Preceding the Board Meeting will be the Student Achievement Recognition at Ericsson Stadium.

ADJOURNMENT

On motion by Mr. Dunlap, seconded by Ms. Woods, the Board voted unanimously to adjourn the Regular Board meeting at 11:08 p.m.



Superintendent



Clerk

1998-99 National Board Certified Teachers

Beth Addis	Annie Grier	Frances Primm
Brandie Adkins	Donna Grosdidies	Susan Putnam
Sandy Allen	Drucilla Guffey	Jeanette Reber
Hannah Anderson	Dawn Hall	Ronny Reddig
Kim Andrews	Steve Harmon	Karen Reed
Sherri Bernier-Lucien	Sarah Henry	Mary Rice
Beth Bishop	Brenda Hicks	Lisa Roden
Barbara Blackford	Mary Beth Hughes	Jim Ryder
Glenda Blaisdell-Buck	Marie Humphrey	Judy Ryder
Suzanne Blaszak	Anna Hurdle	Ginny Setzer
Marilyn Ann Bowker	Randi Imbriano	Laura Shirey
Ginny Boyd	Robin Jamison	Leslie Spearman
Erin Bradley	Tonya Kales	Carrie Stoehr
Terri Brooks	Becky Kelly	Cheryl Streeter
Gen Bulflinger	Heather LaJoie	Barbara Temple
Caren Burroughs	Tina Lamb	Kyra Thomas
Virginia Campbell	Lisa laRotonda	Ronald Thomas
Janet Carson	Brooke Leonning	Anne Treinen
Shari Chambers	Judy Lewis	Susan Trent
Marcia Chumas	Kathleen Lindenberger	Bryan Vanderhill
David Clark	Andrea Love	Charlyn Walker
Sunni Craig	Nancy MacMillan	Pat Watson
Barbara Curtis	Vickie Mallon	Dave Watson
Barbara Deaver	Anita McAdam	Terri White
Janetta Deavers	Mary McDuffie	Greg Wike
Narona Desmond	Angela McFarland	Lisa Wilder
Sally Edwards	Julia McLean	Diane Wildman
Maxine Edwards	Eva Meleones	Susan Wilson
Anne Ellis	Adriane Mingo	Pam Wittfeld
Debbie Fast	Kim Moreau	Cynthia Woolery
James Garvin	Venus Pallo	Diana Zellner
Kathryn Glasheen	Donna Pernotto	Sara Ziemba
Donna Golden	Ann Peter	