

Charlotte, North Carolina  
November 14, 2000

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on November 14, 2000, in the Board Room of the Education Center. The meeting was televised by CMS Channel 21.

**Present:** Arthur Griffin, Jr., Chairperson;  
John Lassiter, Vice Chairperson;  
Wilhelmenia Rembert, Member At Large;  
Jim Puckett, District 1; Vilma Leake, District 2;  
George Dunlap, District 3; Louise Woods, District 4;  
Molly Griffin, District 5; Lindalyn Kakadelis, District 6.

**Absent:** No Board members were absent.

Also present at the request of the Board were Eric J. Smith, Superintendent; James Pughsley, Deputy Superintendent; Frances Haithcock, Associate Superintendent for Education Services; Greg Clemmer, Associate Superintendent for Operations; other members of the Executive and Senior Staffs; Gil Middlebrooks, General Counsel; James L. Clark, Executive Director of Administration; and Carole Hamrick, Manager of Board Services, serving as Clerk.

**Call to Order**

Mr. Griffin, presiding, led the members of the Board in the Pledge of Allegiance. Following the pledge, Mr. Griffin called upon Vicki Hamilton, Athletic Director, for recognition of the Charlotte Hornets for the Hornets Sportsmanship Scholarship Awards. Ms. Hamilton introduced Marilyn Bowler, Vice President of Public Affairs for the Hornets Organization. Ms. Bowler was representing George Shinn and Ray Woolridge, owners of the Charlotte Hornets. She spoke on the various partnerships enjoyed by the Charlotte Hornets and CMS. Sam Russo, Executive Vice President of Business for the Charlotte Hornets, presented a check to Mr. Griffin in the amount of \$13,000.00. This amount represents a \$500.00 scholarship for one male and one female student-athlete from the 13 CMS high schools. The scholarship is in memory of Bobby Phills and is inspired by the sportsmanship and community dedication as exemplified by his life. Mr. Griffin accepted the check on behalf of CMS and commented on the very positive relationship enjoyed by CMS and the Charlotte Hornets since 1991. The partnership programs continue to be a lighthouse in the school district. Mr. Griffin stated that sportsmanship is an important part of the partnership.

**MINUTES APPROVED 11-28-2000**

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Mr. Griffin called upon Ms. Woods for the recognition of Kathy Smith, principal of Albemarle Road Elementary School, as winner of the Wachovia Principal of the Year Award. Ms. Smith was one of six principals in CMS nominated by their peers for this award. A local selection committee interviewed the finalists. Candidates are judged both on their interview and the written materials submitted. Ms. Smith received a monetary award from Wachovia.

The Wachovia awards program recognizes outstanding principals in each school system in North Carolina. Candidates for this award should merit the respect and admiration of students, teachers, co-workers, and parents. They should be active not only in their schools but also in their communities where they distinguish themselves as leaders. In addition, candidates should demonstrate the ability to improve the achievement of students from various backgrounds and with differing capabilities.

Kathy Smith exemplifies all of these attributes. She is active in the community, serving on the boards of the Gethsemane Enrichment Program and the Police Athletic Association, volunteering at University Hospital, and actively participating in her church. She is also active in a variety of professional organizations and the UNCC Alumni Association. The respect of others for Ms. Smith is evident as she has been honored as the CMAEOP Administrator of the Year and the UNCC Alumni of the Year. She provides leadership with her peers as member of the CMS Principals Leadership and Advisory Team. As principal of Albemarle Road Elementary School, Ms. Smith has been the driving force in the implementation of a variety of successful strategies to increase student achievement. As a result, Albemarle Road Elementary School achieved Exemplary status in the NC ABCs for 1999-00.

Ms. Smith will be an outstanding representative for CMS in the regional Wachovia Principal of the Year selection process. The regional winner will then advance to the state competition.

Ms. Woods presented Ms. Smith with a plaque and also recognized Ms. Smith's husband and her staff from Albemarle Road Elementary School. Kathy Smith thanked the Board, Dr. Smith, her husband and the staff at Albemarle Road Elementary for their support.

Following this presentation, Mr. Griffin opened the floor for a public hearing on the following proposed policies: Policy FF, Naming Facilities, and Policy DJ, Purchasing/Contracting. There were two speakers:

- Anelle Houk stated that she had no objections to schools having businesses to assist them. Her concern regarding this policy is that she doesn't want money given to schools from the advertising budget of businesses; she feels that all schools need to be supported with tax dollars. If the school district gives recognition to businesses for their contributions to the schools, Ms. Houk stated that the school district should

expect a great deal of support in return from the businesses. She cited the success of the partnership between IBM and the Village schools. She suggested that CMS should not accept monies from businesses and then not expect the partnership to continue.

- Dawn Ratcliffe stated that she had concerns about naming our schools after some corporations because of their activities in the treatment of people and animals. By giving these corporations exposure, she said that we would be promoting their unethical behavior.

As there were no additional public speakers, Mr. Griffin closed the public hearing portion of the meeting at this time.

Ms. Woods, in her capacity as Chairperson of the Policy Committee, stated that there were some slight changes in the wording of Policy FF, Naming Facilities, as was presented at the October 10<sup>th</sup> Board meeting. Those changes are incorporated in the Board packet for the November 14<sup>th</sup> meeting. Dr. Leake commented that she thought the word "deceased" was to be deleted from the policy; Ms. Woods stated that this inclusion occurred at a Policy Committee Meeting which Dr. Leake did not attend. Mr. Dunlap wanted the public to be made aware that when naming requests for facilities are presented to the Board, there would be a public hearing for input.

#### **Action Items**

##### Appointment of Personnel

**On motion by Dr. Rembert, and seconded by Dr. Leake, the Board voted unanimously to approve the appointment of Mr. Maurice Green as General Counsel to the Board.** Mr. Green received his Juris Doctor from Duke University School of Law and his Bachelor of Arts, Political Science & Economics from Duke University. He is currently a partner in the law firm of Smith Helms Mulliss & Moore, L.L.P. He also served in Judicial Clerkships with the United States Court of Appeals, Sixth Circuit, and the United States District Court for the Middle District of North Carolina.

**On motion by Dr. Leake, and seconded by Mr. Dunlap, the Board voted unanimously to approve the following appointments:**

- Jerry Haigler as Director of Public Information. Ms. Haigler received her BS in Communications from Wingate University. She has served as Public Information Supervisor, Parent Involvement Coordinator and Public Affairs Supervisor for CMS; Communication Director for the Charlotte-Mecklenburg Education Foundation; Senior Communications Coordinator for Belk Stores Services; and Community Relations Coordinator for the Union County Schools.
- Ernest Anthony Rubi as Executive Director for Planning. Mr. Rubi received his BA from the University of California, and his MBA from California Coast University. His certifications include American Institute of Certified Planners, American Planning Association, and Urban Land Institute. He is currently employ by MAP

Consulting as Vice President of Operations. Previous positions include Executive Director of the Rio Rancho Chamber of Commerce in Rio Rancho, Mexico; Economic Development and Redevelopment Director and Senior Planner in Turlock, CA.; Planning Director and Associate Planner with ECR Engineering & Planning in LaJolla, CA.; Realtor and Land Developer and a Commercial Loan Officer in Phoenix, AZ. He also served in the US Navy.

- Richard G. Hawes as Assistant Superintendent for Facilities Planning and Maintenance. Mr. Hawes received his Master of Business Administration from the University of Baltimore and his Bachelor of Science and Engineering from the University of Maryland. He is currently the Director for the Department of Facilities Management with the Montgomery County Public Schools. He also served as the Director for the Division of Construction with Montgomery County Public Schools; as Chief of Facilities and Support Services for the US Environmental Protection Agency. He held the following positions with the Baltimore County Public Schools – Director of Facilities Maintenance and Operations; Deputy Director of Facilities Maintenance; and Engineering Officer. He also served as an engineer with the Baltimore Gas & Electric Co.

Dr. Smith also introduced Scott McCully, Executive Director of Student Placement, who was appointed at a previous Board meeting but was unable to attend.

Dr. Smith introduced Sheryn Northey, teacher from Northwest School of the Arts, who was recognized at a previous Board meeting, but was unable to attend. She was an attendee at the first-ever "Teaching America About Accomplished Teaching." Dr. Charles LaBorde, principal of Northwest, shared comments regarding Ms. Northey as well.

#### Approval of Swing Space Plan

**On motion by Ms. Woods and seconded by Dr. Rembert, the Board voted unanimously to approve the relocation of Oakhurst Elementary School to the Winding Springs Elementary School site for the 2001-02 school year with the provisions regarding transportation issues and before/after school care as indicated by the Superintendent.** Dr. Smith indicated to the Board that all transportation issues and before/after school issues would be addressed and adjusted as necessary.

#### **Consent Items**

**On motion by Mr. Dunlap and seconded by Dr. Leake, the following consent items were approved by a vote of 8-1:**

#### Minutes

The following minutes were approved:

- October 24, 2000 Open Session

- October 24, 2000 Closed Session
- October 24, 2000 Regular Board Meeting
- October 19, 2000 Closed Session: Student Exclusions/Reassignment Appeals
- October 10, 2000 Closed Session – Was approved with the inclusion of a statement made by Ms. Kakadelis to be included.
- October 10, 2000 Regular Meeting
- June 29, 2000 Closed Session: Personnel Hearing
- June 29, 2000 Closed Session: Personnel Hearing
- April 10, 2000 Work Session on Student Assignment
- March 23, 2000 Work Session on Student Assignment & Budget
- December 8, 1999 Special Board Meeting/Public Hearing at East Mecklenburg High School
- November 15, 1999 Special Board Meeting/Pubic Hearing at Myers Park High School
- August 10, 1999 Closed Session
- August 2, 1999 Closed Session

Ms. Kakadelis stated that she wanted a statement she made in the Open Session of the meeting on October 10, 2000 to be included. She also indicated that there were some comments made that were in the Closed Session that, in her view, should be made in Open Session in the future. Mr. Puckett shared that he felt a large portion of the October 10, 2000 Closed Session should be released as Open Session minutes. He then moved to have the second page of the October 10, 2000 Closed Session minutes become Open Session minutes.

Mr. Griffin called upon Mr. Middlebrooks, General Counsel for the Board, for his comments regarding the minutes from the Closed Session of the October 10, 2000 Board meeting. Mr. Middlebrooks responded that the minutes were properly recorded as Closed Session minutes and they should remain that way because of the sensitive issues that were discussed. Mr. Puckett responded that the Board was not discussing the performance of the Superintendent the entire time they were in Closed Session but rather they were discussing Student Assignment. Mr. Griffin reminded the Board that Mr. Middlebrooks was very clear on his recommendation that the minutes should remain closed. Mr. Dunlap asked if there were any penalties or sanctions that should be imposed for violation of the Closed Session minutes. Mr. Griffin responded that the October 10, 2000 Closed Session meeting is over, the press has played it out in the newspapers, Ms. Kakadelis has given her statement that she wants to be included in the Closed Session minutes, and that it was time to vote on the minutes and move forward. Mr. Dunlap responded that he wants the issue clarified. He said that Mr. Middlebrooks advised the Board their conversations regarding the Superintendent's evaluation were legally conducted in Closed Session. Mr. Griffin again advised the Board to move this issue forward. Mr. Puckett disagreed saying that the discussion in Closed Session was not pertaining to the Superintendent's evaluation but rather a directive to him. Dr. Smith responded that he had asked for the Closed Session to receive direction from the Board regarding his evaluation. Dr. Rembert stated that the Superintendent had put the issue into perspective when he reminded the Board that he had asked for the Closed Session to

receive direction from the Board regarding his evaluation. Ms. Woods reminded Mr. Puckett that he had moved for the Board to go into Closed Session at the October 10, 2000 Closed Session meeting. She stated that it was legally permissible for the Board to enter into a Closed Session meeting when necessary. She said that the Board wanted to be an open Board but there is a need for the public to understand the ethical parameters under which the Board must operate. Mr. Griffin reminded the Board members of statements made during the November 9-10 Board retreat when Board members talked about motives.

#### Approval of Construction Items

The following construction items were approved:

- Design services for West Charlotte High School. Contract revision will provide reconciliation of final change order for design services to close out final phases for West Charlotte High School. Total use of funds is \$14,928,806 and source of funds is 1991, 1993, and 1995 bond monies. Dr. Leake asked if this closed out all the construction issues at West Charlotte High School. Dr. Smith replied that it did. Dr. Leake expressed concerns regarding the track at West Charlotte High School and Dr. Smith indicated that information would be provided.
- Roof replacement contract for Cornelius Elementary, Eastway Middle, and Ranson Middle Schools. Contract will provide for roof replacement at Cornelius Elementary, Eastway Middle, and Ranson Middle Schools. Total use of funds is \$581,990.00 and source of funds is Capital Replacement.

#### Approval of Pupil Reassignment

The Board approved 46 reassignment requests in Category I; denied approval for 29 reassignment requests in Category II; and there were no requests for reassignment in Category III. Mr. Dunlap expressed concern that the Board continues to grant transfers to students and the perception that some parents might have in terms of their school assignments for the 2001-02 school year. Mr. Griffin responded that the Board would address that issue as the Choice Plan is being implemented. Dr. Leake stated that she shared Mr. Dunlap's concerns with the process of granting transfers when we have new student assignments that will be coming forward with the Choice Plan. Mr. Lassiter stated that staff is approving transfers based on current policy. The policy, Mr. Lassiter stated, has not changed, and that the same rules and regulations are in place. Ms. Woods stated that she appreciated Mr. Lassiter's comments for clarification purposes. She did indicate that, at some point, the workplace transfers should be discontinued because of the perception that these parents might be getting preferential treatment in the Choice Plan. Ms. Kakadelis stated that there is no transfer policy change and that even students who have been granted transfers must apply for their school choice next year in the Choice Plan. Mr. Griffin suggested that Board members should share their concerns about the transfer policy with Dr. Smith. Mr. Dunlap suggested that when looking at the Choice Plan options, the Board should also look at the transfer policy.

Approval of Supplementary Funding Request for Barringer Academic Center – *Building Bridges*

The Board approved the supplementary funding request for *Building Bridges* for the Barringer Academic Center. The objectives of the project are to:

- Design an action plan that ensures the successful academic and social transition for non-magnet students who enroll in Barringer for the 2001-02 school year
- Integrate the principles of the Comer philosophy of school management with Invitational Learning strategies for successfully teaching diverse student populations
- Increase the understanding of and appreciation for cultural differences among all Barringer parents, faculty and implementation team members
- Institute both family and academic support mechanisms that will result in successful transition of new students and families into Barringer Academic Center

**Reports/Information Items**

The following policies were presented for a first reading:

- Honors/Scholars Programs, Policy IHCC
- Concurrent Enrollment, Policy IHEDA
- Grading/Assessment Systems, Policy IKA
- Report Cards/Progress Reports, Policy IKAB
- Homework, Policy IKB
- Grade Point Average (GPA)/Class Ranking Policy IKC
- Honor Rolls, Policy IKD
- Early Graduation, Policy IKFA

Ms. Woods stated that the above policies would be heard for public input at the November 28<sup>th</sup> BOE Meeting; they would then be voted upon at the first meeting in December. Mr. Griffin suggested to Board members that if they have any questions or concerns, they should get with Ms. Woods.

**Report from Board Members**

Ms. Kakadelis reported on an event held at the Education Center on October 28, 2000. This was the Best Friends Family Fun Day. The event was based on classical books and was an exciting experience for 200 girls and their families.

Ms. Griffin stated that staff was working on proposed legislative priorities for next year and she would be calling the members of the Legislative Committee for a potential meeting next week.

Ms. Woods announced that the Policy/Personnel Committee would be meeting on Tuesday, November 21; 3:00 – 4:00 p.m. would be for policies; 4:00 – 5:00 p.m. would be for personnel. She also commented that she and Mr. Griffin had attended the NCSBA

meeting in Greensboro and encouraged other Board members to attend these state functions.

Dr. Rembert thanked staff for the banner recognizing her award from the Black Political Caucus Organization. She also thanked the community for their support in passing the recent Bond referendum for CMS' existing needs and growth needs.

Mr. Griffin also thanked the community for their support of the Bond referendum.

Mr. Lassiter shared a letter he had received from East Mecklenburg regarding the timing of lights on Monroe Road.

Dr. Leake expressed her thanks for the Bond support from the community. She also stated that she had attended a Choice Program at University Park Baptist Church and commented on what a great job staff had done at this meeting. She also attended the state awards ceremony for the girls' volleyball team at West Charlotte High School.

Mr. Puckett asked why November 15<sup>th</sup> had been designated as the deadline for parents to register their children who are not currently in the system. He asked if the deadline could be extended. Dr. Smith replied that the reason for the November 15<sup>th</sup> deadline was to ensure that the Choice Program packet information could be distributed in a timely fashion. He said that CMS would continue to encourage parents to contact CMS if they don't meet the November 15<sup>th</sup> deadline. These parents would not get in the first lottery but there is a process in place for them. This situation does not affect their home school guarantee. Ms. Griffin encouraged the media to publicize the November 15<sup>th</sup> deadline.

Dr. Leake asked about the process for students in the Management School for next year and encouraged the system to look at the suspension/exclusion process for students and where to put them when they are suspended or excluded.

### **Report from Superintendent**

Dr. Smith spoke to the new textbook adoption for reading that is currently in process. Staff and parents have been heavily involved in the process. Criteria for evaluation has been established. The process for selection will surely become a model for other school districts, Dr. Smith stated. The books are currently on display at our schools, Johnson C. Smith University, and UNCC. The budget request for adoption of new textbooks will come before the Board in January.

### **Requests from the Public**

Sharon Devon – Had signed up to speak on the bonds but when she began speaking on an incident involving her child at Providence High School, Mr. Griffin asked her to speak with staff instead.



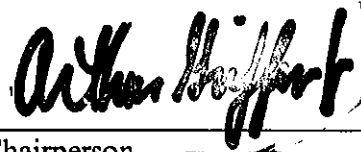
Neil Howes – Spoke on the procedure for replacement of the District I Board position and naming of the new North High School .

Mr. Griffin stated that the replacement appointment on the Citizens' Capital Budget Advisory Committee had been pulled from the agenda for the November 14<sup>th</sup> BOE meeting; it will be advertised in Mecklenburg Neighbors and these applications will be brought to the Board for their consideration at the first meeting in December. Mr. Lassiter commented that Board members can also nominate someone for this position.

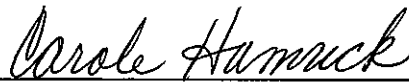
Mr. Griffin also shared that the timeline process for the replacement for the District I Board position would be shared next week.

### **Adjournment**

**On motion by Mr. Dunlap and seconded by Mr. Puckett, the Board voted unanimously to adjourn the November 14, 2000 Board Meeting. The meeting adjourned at 7:52 p.m.**



Chairperson



Clerk