

Charlotte, North Carolina
November 28, 2000

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on November 28, 2000, in the Board Room of the Education Center. The meeting began at 6:00 p.m. and 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; 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

Chairperson Griffin led the Board in the Pledge of Allegiance. He then called upon Ms. Woods for recognition of Cotswold Elementary School as the winner of the National Character Education Award.

The Character Education Partnership is a national advocate and leader for the character education movement. Located in Washington, DC, it is a non-profit coalition of more than 1000 organizations and individuals committed to fostering effective character education in our nation's K-12 schools. Its chairman is Sanford N. McDonnell, former founder and CEO of McDonnell-Douglas Aviation (now Lockheed Martin Corporation). It is supported in part by Lockheed Martin Corporation, the John Templeton Foundation, the Grable Foundation and the United Auto Workers/General Motors Center for Human Resources.

MINUTES APPROVED 12-12-2000

The National Schools of Character program is CEP's flagship initiative that annually identifies and recognizes schools and districts nationwide that exemplify excellence in character education. During the third year of this program, Cotswold Elementary School was recognized along with eight other schools and one school district nationwide.

Cotswold received their flag and recognition at an awards dinner on October 19, 2000 and was honored to have eight staff members and one student represent the school at the convention and award ceremony. Cotswold was the only school asked to bring a student to the ceremony and to the press conference where the winners were officially announced. Fourth grader Ke'Arria McVay was the shining star of the press conference and awards ceremony. Her speech was cited several times throughout the convention. Cotswold has been asked to present at next year's convention in Denver, CO.

Ms. Woods then recognized Donna Cianfrani, the principal of Cotswold. She introduced staff members from her school who are members of the Character Education Team at Cotswold. Students from Cotswold who were present were Virginia Miller, Ke'Arria McVay, Deanna Patel, Deontez Wright, and Peyson Miller. They proudly showed the flag that the school received and recited the Student Pledge.

Mr. Dunlap then recognized the October Bus Driver of the Month. Ms. Tonia McFadden is the October Bus Driver of the Month and she is a Pre-K bus driver. Her supervisor, Mr. Cecil Mitchell, nominated her for this award because of her dependability, dedication and trustworthiness as she transports the youngest students in our school district. Ms. McFadden is polite, positive, and very committed to her position as a bus driver. According to Mr. Mitchell, she is also very determined to succeed as a role model for her very young passengers. Ms. McFadden will be awarded a monetary award and will compete for Bus Driver of the Year in May. Mr. Dunlap presented a Certificate of Recognition to Ms. McFadden and thanked her on behalf of the Board for her dedication as a bus driver. Mr. Mitchell noted that, very soon, Ms. McFadden will trade her bus driving job for a job in the classroom – she will graduate from UNCC with a teaching degree.

Mr. Griffin then recognized Mayor Randall Kincaid of Davidson as Advisory Committee Chair for the Long-Range School Facilities Master Plan. The members of this advisory committee are:

Ericka Ellis-Stewart
Ben Aycock
Fred Marsh
Randall R. Kincaid
Pam Mange

Anne Marie Howard
Ed Schweitzer
Jack Bullard
Bob Davis
Joan Thompson Miller

Mayor Kincaid gave an update on the plan developed by this committee by commenting on the three parts of the plan. They are site selection filter, circle map, and a new assessment process for renovations and replacements. He commented that the revisions to the plan were well done and reflect the important interaction among all participating

agencies. He said it shows excellent use of good planning mechanisms. The bubble map calls for 20 new elementary schools, 1 middle school, and 2 high schools by 2010, and these schools should be located in the transit corridor. The plans call for the Board of Education to acquire the land for the middle school and the high schools by next year.

Mr. Lassiter thanked Mayor Kincaid for his leadership and the committee for the impressive document. He noted that, in reviewing the projected areas for the new schools, the maps appeared to be oriented by plans that were put in place several years ago. Mr. Lassiter stated that the plans presented by the committee should be aligned with the current plans for the Choice Zones including the mapping and methodology of the current student assignment plan. He also said that site selections need to be changed for additional seats for students in the center city and westside of the county. Mayor Kincaid responded that the plans were drawn under a different set of guidelines. The bubbles can be moved in response to growth but there is not much time to do that. Mr. Dunlap asked if where the bubbles are located and the transit routes are located, if this is where the schools were to be built. Mayor Kincaid responded that elementary schools are not intended to be a part of the transit routes; only the middle school and the high schools are to be a part of the transit routes. Transit routes are established as a part of the 2025 plan but school locations could be moved to hub locations. Mr. Griffin stated the Board of Education could give guidance on where to purchase property for new schools according to the transit hubs. Mr. Dunlap asked about the siting for the proposed new high school in the north and questioned why this school was located in the middle of two current high schools. He questioned why this school was not located further north to accommodate not dividing a Choice Zone. Mayor Kincaid responded that the committee was responding to demographic growth data. Mr. Griffin reminded Board members that this is a report and not a final plan that has to be delivered or acted upon at this meeting by Board members. Dr. Leake asked if the siting of schools would enhance the dropout rate. Mayor Kincaid responded that siting of schools does not address this issue. If the dropout rate should decrease, the numbers of students in the upper grades will increase. Dr. Rembert asked if the growth numbers were used to dictate the number of seats needed, how would the new no social promotion standards influence the enrollment numbers. Eric Becoats responded that the numbers were taken from historical data and no consideration was given to the no social promotion standards. Dr. Rembert asked if differentiated staff was considered. Mr. Becoats responded that differentiated staff was considered with 16 to 1 in the elementary grades, and 19 to 1 in the middle and high school grades. This averages to 22 to 1 across the district. CMS is building new schools to accommodate differentiated staffing, Mr. Becoats said. Ms. Woods asked if the number of seats projected included differentiated staffing. Mr. Becoats replied that, in looking at the needs of the district, differentiated staffing was included but some schools, depending on their needs, would have different rates. Ms. Woods expressed her appreciation for the work of the committee. She commented on the importance of siting schools where developments currently are and where they are anticipated to be built. Mayor Kincaid stated that land siting will be a gamble and that the school district would have to carefully look at where future developments might occur and buy land near these potential sites. We know where vacant land currently is located, he stated, and need to site schools where growth and development will take place. Ms. Woods asked if the

committee looked at ESL students for their report; Mayor Kincaid responded they did not. Ms. Woods stated that in evaluating historical data, class sizes vary across the district because of the make-up of single and multi-family homes. Mr. Becoats responded that this was a part of the plan – looking at single family and multi-family households. Mr. Griffin suggested looking at an analysis of current policy and procedure, add the differentiated staffing factor of 16 to 1, and find out what the capital needs would be. The CIP incorporates the capital funding needs for ratios of 16 to 1 and 19 to 1. He emphasized that the Board needs to communicate with the County Commissioners about the additional capital needed to address these equity needs. Mr. Puckett suggested that the district should have a 5-year plan on what the renovation needs are. The preventive maintenance needs should be prioritized, Mr. Puckett stated. He also commented on the 85% capacity piece and said the district should take its buildings to 100% capacity. He also commented on the issue of mobile units. Mr. Puckett stated that his largest concern was the lack of a new middle school to be sited in the north particularly with the growth in this area. Mr. Becoats responded that the plan would be updated every 18 months and when it is updated next, there might be a middle school located in the north based on growth. Mr. Puckett commented on the SPUD factors and the fact that some areas would not be able to support all four factors of SPUD. Ms. Kakadelis stated that, since the transit corridors are already established, the school district should look at current schools to see how many of those are located in the transit corridors and then determine where interest might be for future sitings based on the transit corridor. Mr. Lassiter suggested the Board should have a work session on this plan and include facilities and budget personnel. Mr. Griffin expressed his gratitude to Mayor Kincaid and to staff for their hard work and dedication on this plan. He announced that the committee was holding a public hearing at Myers Park High School on December 11th at 6:00 p.m. This would be an important opportunity for the public to hear the plans.

Mr. Griffin then opened the Public Hearing on the following Proposed Policies:

- Policy IHCC, Recognition of Students
- Policy IHCD, Graduation
- Policy IKA, Grading System
- Policy IKAB, Reporting to Parents
- Policy IKB, Homework
- Policy IKC, High School Grading System
- Policy IKD, Recognition of Students
- Policy IKFA, Early Graduation

Mr. Ben Hairston spoke on the policy pertaining to ranking levels and suggested that the school district should consider a new grading system with rewards.

Mr. Griffin closed the Public Hearing at this time.

Mr. Griffin then shared the schedule for replacement of the District 1 Board Representative. It is as follows:

Advertisement period: November 29 – December 10

Application period: December 4-15

Applications are available by calling the Board Office.

Week for presentation to Board (Special Called Meeting): Week of January 2 – perhaps January 4th or 5th.

Week for voting on replacement: January 9th BOE Meeting

Installation ceremony: January 11

Mr. Griffin then presented a plaque to Mr. Puckett in appreciation for his service to the Board.

Action Items

Mr. Griffin called upon Dr. Smith for an administrative appointment. Dr. Smith recommended Guy C. Chamberlain, III, as Assistant Superintendent for Building Services. He received his Bachelor of Science in Aerospace Engineering from the United States Naval Academy. He is a registered professional engineer (civil engineering). Mr. Chamberlain is currently the Director of Facility Planning for the Gwinnett County, GA, Public Schools. He previously served as Director of Public Works and Officer in Charge of Construction at the US Naval Ordnance Station in Louisville, KY; Assistant Public Works Officer at the Washington Navy Yard in Washington, DC; Executive Officer with the US Naval Mobile Construction Battalion 133 in Gulfport, MS; and other positions with the Navy. **On motion by Mr. Dunlap and seconded by Dr. Rembert, the Board voted unanimously to approve Dr. Smith's recommendation that Guy C. Chamberlain, III, to be named as Assistant Superintendent for Building Services.**

Mr. Griffin called upon Dr. Rembert to read the following proclamation for American Education Week:

Whereas, public schools are the backbone of our democracy, providing young people with the tools they need to maintain our nation's precious values of freedom, civility, and equality; and

Whereas, by equipping young Americans with both practical skills and broader intellectual abilities, schools give them hope for, and access to, a productive future; and

Whereas, education employees – be they custodians or teachers, bus drivers or librarians – work tirelessly to serve our children and communities with care and professionalism; and

Whereas, schools are community linchpins, bringing together adults and children, educators and volunteers, business leaders and elected officials in a common enterprise; **Now, therefore, be it proclaimed**, that the Charlotte-Mecklenburg Board of Education does hereby proclaim November 12-18, 2000, as the 79th annual observance of American Education Week. The proclamation is signed by Mr. Griffin and Dr. Smith.

Dr. Rembert commented on the importance of this recognition and that public education is especially important in this critical period of our history. She called upon Dr. Frances Haithcock to accept the proclamation. Dr. Haithcock commented that it was a great pleasure for her to accept the proclamation and invited Cathy Keistler, a teacher and member of the STAC, to receive the proclamation on behalf of all teachers. Dr. Haithcock further commented that the proclamation contains the greatest definition as it offers students hope and access. She commented how proud she was to be a part of this outstanding profession. Ms. Kakadelis suggested including parents in the proclamation next year. Dr. Leake stated that the Board supports all those employees of CMS who enhance a child's education. **On motion by Mr. Puckett and seconded by Dr. Leake, the Board voted unanimously to adopt the proclamation for American Education Week.**

Mr. Griffin called upon Ms. Woods for presentation of the two policies – Policy FF, Naming of Facilities, and Policy DJ, Purchasing/Contracting – for the Board to act upon. **On motion by Ms. Woods and seconded by Ms. Griffin, the policy on Naming of Facilities was recommended for approval.** Dr. Leake questioned the naming facilities for only deceased people. She commented that an allowance should be made for naming a facility for those who are still living as well. She suggested an age limit instead of deceased status. Mr. Dunlap stated that in naming a portion of a facility the person does not have to be deceased, and that regulations for this policy would address the involvement of the community for naming facilities. Ms. Kakadelis stated that she did not agree with the issue of being deceased before you could have a building named for you and wondered why the Policy Committee did not change this particular item since it had been a previous issue with some Board members. Ms. Woods stated that when the original proposed policy was brought to the Board, the person did not have to be deceased. The committee felt this could become a political football and could create potential embarrassment for someone who was still living but was not selected for having a facility named after them. There was also the concern, Ms. Woods stated, of having a facility named for someone living and then that person did something unsavory and the school district would not want a facility named for that person. The compromise, she stated, was in having portions of buildings named for those who are alive. Mr. Griffin stated that the policy could be changed at the will of the Board and cited the naming of David Butler High School and the naming of the schools in the village for living former governors as examples. Exceptions can be made to the policy by Board members, he stated. **Ms. Kakadelis offered a substitute motion that facilities can be named for those living who are 75 or older and have a name of some significance in education; Dr. Leake seconded the substitute motion.** Mr. Puckett agreed with Mr. Griffin that the Board does have some latitude and the ability to change policy. Mr. Lassiter commented on this issue becoming a political football as well, and said that if there are compelling reasons to make a change when naming a school, the Board could do so when five of the members agreed. **The substitute motion failed 7-2.** Ms. Griffin said that if a part of a building is named for a company or business, CMS should only consider this when the company or business had proved itself to be credible and worthy of this honor. She also stated that CMS should expect a long-lasting relationship with any company or business when a facility is named for them. Dr. Smith stated that CMS is not selling

naming rights for our facilities and that the regulations will clearly establish the guidelines and define the parameters for this policy. He cited the Technical High School as an example and the possibility of partnerships with companies or businesses for this particular school. **The vote was unanimous for approval of Policy FF, Naming Facilities. On motion by Ms. Woods and seconded by Dr. Leake, the Board also voted unanimously to approve the Policy DJ, Purchasing/Contracting.**

Dr. Smith introduced the Title I School Improvement Grant by saying this would provide funding for Thomasboro and Hidden Valley Elementary Schools. Both schools are eligible for this funding because acceptance of the funds is linked to a guarantee of public school choice for students in the schools receiving the funds. CMS provides that guarantee under its Choice Plan for student assignment. **On motion by Mr. Lassiter and seconded by Mr. Dunlap, the Board voted unanimously to approve the Title I School Improvement Grant.**

Consent Agenda

On motion by Mr. Dunlap and seconded by Dr. Leake, the Board voted unanimously to approve the following items on the Consent Agenda:

Approval of Minutes

The following minutes were approved:

- February 15, 2000 Special Meeting: Work Session
- November 9, 2000 Special Meeting
- November 9, 2000 Closed Session
- November 14, 2000 Regular Meeting
- November 16, 2000 Closed Session: Student Appeals

Approval of Construction Items

Approval of construction services for Shamrock Gardens Elementary School. Contract will provide construction of shelving units in classrooms. Total use of funds is \$36,894 and the source of funds is 1993 bond monies.

Approval of mechanical contract for Spaugh Middle School. Contract will provide replacement of the main boilers, gym boilers, and domestic hot water boilers. Total use of funds is \$184,700 and the source of funds is Capital Replacement.

Mr. Dunlap had some questions about the MWBE contractual agreements. Louis Mosely of Bovis Management will provide responses to his questions.

Approval of requests for pupil reassignment

The Board approved 23 requests for student reassignment in Category I; denied 13 requests for student reassignment in Category II; there were no requests for pupil reassignment in Category III.

Approval of budget amendments for October 2000

The Board approved the October 2000 budget amendments.

Approval of monthly financial statement for October 2000

The Board approved the October 31, 2000 monthly financial statements.

Approval of monthly personnel report for October 2000

The Board approved the October personnel report of licensed and non-licensed hires.

Approval of adoption of a retirement benefit plan

The Board approved the establishment and adoption of a retirement plan for the exclusive benefit of the Board of Education's employees and their beneficiaries.

Reports/Information Items

2001-02 Calendar

Dr. Smith called upon Betsy Williamson, Executive Coordinator, to present the proposed 2001-02 calendars. Ms. Williamson stated that she was excited that the Calendar Committee could share the proposed 2001-02 calendars two months earlier than the usual timeframe and that this done because of parents' requesting the earlier timeframe. She stated that it is the desire of the Calendar Committee to support teachers. The members of the Calendar Committee are:

Betsy Williamson	Donna Alsobrooks	Lucinda Blue
Denise Carter	Deborah Cooper	Daphne Graves
Annette Mason	Shelia Oates	Marie Slusser
Cathy Keistler	Kathy Auger	Margaret Carnes
Jim Clark	Muffet Garber	Bill Haygood
Lisa Oates	Ynez Olshausen	Leslie Spearman
Tom Spivey	Jacquie Stitt	Rosebud Turner
Lloyd Wimberley	Julie Stafford	Barbara Strickland
Sidonie Webber	Al Winston	Louise Woods

Ms. Williamson pointed out the differences in the two calendars and stated that teachers now had the two calendars and would be voting on their selection. The results of the teacher poll will be available at the December 12th Board meeting.

Ms. Griffin asked about the proposal for a two-year calendar. Dr. Smith replied that it would have been too confusing to try that this year. Dr. Leake thanked the Calendar Committee and Ms. Williamson for their wonderful work. Ms. Woods also commented on the great job done by this committee.

2001 Legislative Agenda

The Legislative Committee will consider the 2001 Legislative Agenda at their committee meeting on Friday, December 1st, at 12:00 noon. If Board members have any questions or concerns, they should contact Molly Griffin prior to the committee meeting. Ms. Griffin stated that other groups have offered their support and want to join CMS in support of our legislative agenda.

Report from Board Members

Mr. Puckett read his official letter of resignation and thanked the Board members individually for their friendship and support. He expressed great respect for fellow Board members and their families. He suggested that the Board consider having a prayer prior to the beginning of each Board meeting, and also suggested that the Board consider his replacement with a person who has similar passions.

Dr. Leake visited an Open House with CMS educators during Education Week. She commended the Public Information (PI) staff for their "blanketing" the county with information on the Choice Plan. She also reminded the community of the December 2nd Showcase of Schools.

Dr. Rembert expressed her thanks for the publications generated by PI for the Choice Plan. She thanked the Superintendent and staff for their hard work in preparing and promoting the Choice Plan. She also thanked Mr. Puckett for his comments and expressed appreciation for the opportunity to serve with him.

Mr. Dunlap reminded the community of his District 3 meeting on Thursday, November 30th, in the Board Room of the Education Center beginning at 6:00 p.m. This will give the community, he stated, an opportunity to have their questions regarding the Choice Plan answered prior to the December 2nd Showcase of Schools.

Ms. Woods announced to the community that she would hold a District 4 meeting on Thursday, November 30th, at Eastland Mall at 7:30 p.m. She asked about the traffic issues at East Mecklenburg High School and Monroe Road and asked what could be done about those problems. She also visited Merry Oaks and Winterfield and commented on the enthusiasm and creativity of the teachers she met at these two schools. She suggested having work sessions each month to deal with the equity issues facing the school district

with the new student assignment plan. She also thanked Mr. Puckett for his service on the Board.

Ms. Griffin reminded the members of the Legislative Committee of their meeting on Friday, December 1st, at 12:00 noon in Room 408 at the Education Center. She wished Mr. Puckett well.

Ms. Kakadelis thanked Mr. Puckett for his service on the Board. She also thanked Debbie Antshel for involving the Board members in the Walk in My Shoes Day. Ms. Kakadelis enjoyed her day at Kennedy Middle School and working with Mrs. Gibson, a teacher at Kennedy. She also participated in a meeting working with the state task force looking at writing assessments.

Mr. Lassiter expressed his thanks to Mr. Puckett for approaching his job as a Board member as a parent and encouraged Mr. Puckett to approach his new position on the Board of County Commissioners in the same manner.

Mr. Griffin reminded Mr. Puckett of his mantra – Be fair, legal and consistent as he goes across the street to work as a County Commissioner.

Mr. Dunlap raised his concern about athletics as the Choice Plan is implemented and also asked about the weighted GPA in terms of the honors program. This has to do with the IB versus AP courses.

Report from Superintendent

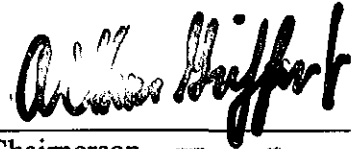
Dr. Smith thanked Catherine Munn for her leadership as the Choice Plan is implemented. He called upon Nora Carr for an update on the process. Ms. Carr reported on the number of advertisements on television and radio, numerous billboards, posters everywhere, etc. The posters, brochures and billboards have been translated into Spanish as well. She has extra brochures and posters if Board members would like to distribute them. She reminded the Board of the Showcase of Schools at the Merchandise Mart on December 2nd from 10:00 a.m. until 6:00 p.m. Parking is free at the mart and there will be shuttle buses running from both the Education Center and the Transit Center. January 17th will be the deadline for receipt of applications. The lottery will be run after January 17th. The Choice phone system will be in place on December 4th. By March, parents will be informed of their final selection.

Mr. Puckett suggested sending packets of information to the six town halls in Mecklenburg County. Mr. Dunlap reminded parents that even if they want their children to attend their current school, they must apply. This is not a seat guarantee unless this is the child's home school. Dr. Smith commented that he would be bringing back to the Board recommendations for rising junior and seniors, siblings, and capacity issues. Ms. Kakadelis asked what a parent should do if they do not receive an application package. Ms. Carr stated they should contact their current school or call the information help line.

Adjournment

The Board adjourned the Regular Meeting at 8:35 p.m. for the following purposes:

To discuss a personnel matter pursuant to Section 143-318.11(a)(6) of the North Carolina General Statutes; to discuss the case of Ollila v. Charlotte-Mecklenburg BOE pursuant to Section 143-318.11(a)(3) of the North Carolina General Statutes; to instruct staff and negotiating agents concerning the Board's position in negotiating the price and other material terms for proposed contracts for the acquisition of real property pursuant to Section 143-318.11(a)(5) of the North Carolina General Statutes. **On motion by Mr. Puckett and seconded by Dr. Leake, the Board voted unanimously to adjourn to Closed Session.**



Chairperson



Clerk