

Approved by the Charlotte-
Mecklenburg Board of Education
June 27, 2006
Regular Board Meeting



Charlotte, North Carolina

April 11, 2006

**REGULAR MEETING
of the
CHARLOTTE-MECKLENBURG BOARD OF EDUCATION**

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on April 11, 2006. The meeting began at 4:04 p.m. and was held in Room CH-14 of the Government Center.

Present: Joe I. White, Jr., Chairperson;
Kit Cramer, Vice Chairperson;
Larry Gauvreau (District 1);
Vilma D. Leake (District 2);
Tom Tate (District 4); and
Ken Gjertsen (District 6)

Absent: Kaye McGarry, Member At-Large;
George Dunlap (District 3); and
Molly Griffin (District 5)

Also present at the request of the Board were Maurice Green, General Counsel to the Board, and Nancy Daughtridge, Clerk to the Board.

Upon motion by Ms. Cramer, seconded by Ms. Leake, the Board voted unanimously of those present for approval to go into Closed Session for the following purposes:

- **To consult with counsel regarding the cases of *Charlotte-Mecklenburg Board of Education v. Sealand Contractors Corp.*, and *Charlotte-Mecklenburg Board of Education v. Prism Construction* pursuant to Section 143-318.11(a)(3) of the North Carolina General Statutes.**
- **To consider personnel matters pursuant to Sections 115C-319 through 321 and 143-318.11(a)(1), (5), and (6) of the North Carolina General Statutes.**

Chairperson White reconvened the Regular Board Meeting at 6:07 p.m. in the Meeting Chamber of the Government Center. CMS TV Channel 3 televised the meeting.

Present: Joe White, Chairperson;
Kit Cramer, Vice Chairperson;
Kaye McGarry, Member At-Large;
Larry Gauvreau (District 1);
Vilma D. Leake (District 2);
George Dunlap (District 3);
Tom Tate (District 4);
Molly Griffin (District 5); and
Ken Gjertsen (District 6)

Absent: There were no absences

Also present at the request of the Board were Dr. Frances Haithcock, Superintendent; members of Executive and Senior Staffs; Maurice Green, General Counsel to the Board; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Chairperson White called the meeting to order at 6:07 p.m. He reported the Board had been in a Closed Session meeting deliberating on the selection of the new Superintendent. The Board recessed the Closed Session meeting to conduct the Regular Board Meeting. Following the close of the Regular Board meeting, the Board will return to Closed Session to continue the deliberations. Chairperson White said he expects the Board will announce the new Superintendent within the next twenty-four hours.

A. Pledge of Allegiance

Chairperson White introduced Alex Lassiter, a senior at Providence High School, to lead those present and in the viewing audience in the pledge of allegiance and to speak to the April character trait of "perseverance." Interesting facts about Alex include he is senior class president at Providence High School, the managing editor of the newspaper, and captain of the swim team. He is also a Scholastic All-American, a member of the National Honor Society, and an Eagle Scout. Alex founded "Brick by Brick 2006," a student led CMS-wide service project, where a team of seniors raised funds exceeding \$60,000 for a Habitat for Humanity project. The building of the house started this month. He plans to attend UNC Chapel Hill as a 2006 John Motley Morehead Scholar. Chairperson White introduced Alex's parents, John and Beverly Lassiter, and his assistant principal, Denise Atkinson. Alex explained the definition of perseverance and said perseverance can be achieved through experience. He shared his rewarding experiences and how students showed perseverance in working on the Brick by Brick project with Habitat for Humanity. Alex invited everyone to stand and join him in reciting the Pledge of Allegiance. Alex presented Board members with a Brick-by-Brick tee shirt.

B. Adoption of Agenda

Upon motion by Ms. Cramer, seconded by Ms. Leake, that the Board adopt the agenda, the Board voted 9-0 to approve the motion.

C. Community Reports

- Report on proposed name for new Bailey Road Middle School
- Report on proposed name for new Westmoreland Elementary School
- Report on proposed name for new Winget Park Elementary School

Chairperson White called upon Dr. Haithcock to present the report. Chairperson White said this agenda item is a report to recommend the name for each new school and the Board vote for the new school names is included with the Consent Agenda. Dr. Haithcock called upon Lisa Stickley, Regional Superintendent for Middle Schools East, to present the recommendation for the name for the new Bailey Road Middle School. Ms. Stickley introduced Angela Baucom, principal at the new Bailey Road Middle School, to review the process used for selecting the recommended name for the new school. Ms. Baucom said the School Naming Advisory Committee followed the process as outlined in Board policy for naming a new school. Ms. Baucom said there is a great deal of enthusiasm in the community for the new middle school.

The three preferred names, in order of preference, for the new school were Bailey Middle School, Bailey Cooke Middle School, and Bailey Farm Middle School. The overwhelming choice of the community for the name of the new school was Bailey Middle School.

Dr. Haithcock called upon Dan Witt, Regional Superintendent for Elementary Schools North, to present the recommendation for the name for the new Westmoreland Road Elementary School. Mr. Witt said Board policy for recommending the name for a new school has been completed. Mr. Witt introduced Catherine Hammond, principal at the new Westmoreland Road Elementary School, to outline the process used for selecting the recommended name for the new school. Ms. Hammond said the students, parents, and community have been involved in the process for the name recommendation. The three preferred names, in order of preference, for the new school were J. V. Washam Elementary School, Washam Meadows Elementary School, and Washam Fields Elementary School. The community overwhelmingly selected J. V. Washam Elementary School as the name for the new school.

Dr. Haithcock called upon Dan Witt, Regional Superintendent for Elementary Schools North, to present the recommendation for the name for the new Winget Park Elementary School. Mr. Witt said Board policy for recommending the name for a new school has been completed. Mr. Witt introduced Mary Sturge, principal at the new Winget Park Elementary School, to review the process used for selecting the recommended name for the new school. Ms. Sturge said the community is very excited about the opening of the new school. The three preferred names, in order of preference, for the new school were Winget Park Elementary School, RiverGate Elementary School, and Pleasant Hill Elementary School. The overwhelming choice for the new school name was Winget Park Elementary school. Chairperson White said the naming of the new Winget Park Elementary School is very emotional for him. When he was coaching at Olympic High School, four students that he knew very well were tragically killed in a car-train accident. Winget Park was named for Thomas McAllister Winget who was one of those students. The park has a plaque in memory of those four young people. Chairperson White said should the school decide they would like to do the same, he and his wife, Bobbie, would be delighted to make the first donation.

Ms. Cramer moved that the Board approve to amend the agenda by moving Consent Items III. G., H., and I. (the Board vote for naming the new schools) forward on the agenda, seconded by Mr. Tate, and the Board voted 9-0 to approve the motion. Mr. Dunlap said he is very disappointed that there was no diversity among the presenters for recommending the names for the three new schools. In the future, he would encourage that the presenters include representation from all the cultures of the community. Ms. Leake commended the representatives for naming the new Winget Park Elementary School, which is in District Two, for having children attend the meeting to participate in the naming of the new school. Ms. Leake thanked the children for attending the meeting.

Ms. Cramer moved that the Board approve the first choice names for each of the new schools (Consent Items III. G., H., and I.), seconded by Ms. Griffin, and the Board voted 9-0 to approve the motion.

The Board approved the new school names of Bailey Middle School, J. V. Washam Elementary School, and Winget Park Elementary School.

II. REQUESTS FROM THE PUBLIC

Cindy Pope is vice president of the PTA for Clear Creek Elementary School. She was a student in CMS and has four children who attend CMS schools. In November, she voted "no"

for the Bonds for the first time. She expressed concern about the fragmented process of the Board and the things that need to be fixed in CMS which included the renovations at Clear Creek, student assignment, overcrowding, and the failure of the school choice plan. If parents do not see a change, they will vote against the Bonds again.

Dee Duncan is president of the PTA for Clear Creek Elementary School. She expressed concerns about the inadequate renovation package and the relocation issue at Clear Creek. The renovations do not include additional classrooms or massive improvements. The parents of the school are opposed to the recommendation for off-site swing space at the old Windsor Park Elementary School site during the renovation process. Their relocation concerns include additional transportation time, safety of students, unfamiliar surroundings, and a loss of the volunteer base at Clear Creek Elementary.

Dan Paulson is a resident of the Thornhill neighborhood. He said he has spoken to the Board on several occasions to voice his objections to the neighborhood not being assigned to the new Ardrey Kell High School which is the school closest to their neighborhood. He asked the Board to reassign the Thornhill neighborhood to the new Ardrey Kell High School.

Michael Tepedino is the parent of students who attend Clear Creek Elementary School. He believes the renovations for the school are inadequate because the area is growing and the renovations do not include additional classrooms. The parents want on-site swing space and are opposed to being relocated to the old Windsor Park Elementary School site.

Rosemary DeGiovanni is a resident in the Thornhill neighborhood. She is opposed to the Board's decision not to assign the Thornhill neighborhood to the new Ardrey Kell High School which is only five minutes from their homes. She encouraged the Board to reassign Thornhill to the new Ardrey Kell High School.

Renee Trei is a resident in the Thornhill neighborhood. She said the students of this neighborhood should attend their neighborhood school which is the new Ardrey Kell High School. She asked the Board to do the right thing and to reassign the Thornhill area to the new Ardrey Kell High School.

Sam Spencer commended the Board for taking the time to conduct the Superintendent Search. He believes the candidate the Board selects will be a strong leader who can lead CMS into a new and very important era because the community cares about their schools and their children's education. He encouraged the Board and the community to work together.

Niksa Grier represented the non-certified workers of CMS. She asked the Board to include a salary increase for non-certified employees in the budget. She talked about the hardships these employees face and expressed concerns that these workers must take on additional full-time jobs to support their families. Many of these positions are for only nine-months and they must find outside employment during the summer months.

III. CONSENT ITEMS

- A. Recommend approval of minutes
 - January 24, 2006 Regular Board Meeting
- B. Construction Items
 - 1. Recommend approval of joint use agreement between Mecklenburg County and Charlotte-Mecklenburg Board of Education

2. Recommend approval for Charlotte-Mecklenburg Board of Education to grant a temporary construction easement to the City of Charlotte
 3. Recommend approval of swing space plan to move Clear Creek Elementary School to old Windsor Park facility from July 2006 to August 2008
- C. *Item Deleted*
- D. Recommend approval of appointment of administrative personnel
 - E. Recommend approval of supplementary funding request from North Carolina Department of Public Instruction for Charlotte Summer Science Institute (CSSI) for middle school science teachers
 - F. Recommend approval of supplementary funding request from North Carolina Department of Public Instruction, Career and Technical Education, for College Tech Prep (CTP) Enhancement Grant
 - G. Recommend approval of name for new Bailey Road Middle School
 - H. Recommend approval of name for new Westmoreland Elementary School
 - I. Recommend approval of name for new Winget Park Elementary School
 - J. Recommend approval of Financial Statements for February 2006
 - K. Recommend approval of Budget Amendments for February 2006

Chairperson White reminded Board members that they had already voted to approve Consent Items G., H. and I.

Ms. Griffin moved to adopt the Consent Items A. through K. excluding G., H., and I., seconded by Ms. Cramer, and a discussion followed.

Ms. McGarry asked for clarification on Consent Item B.3. Mr. Dunlap said he would also like to have item B.3. pulled and he has a motion to present for Board discussion. Chairperson White asked the Board to vote on the remaining Consent Agenda excluding items B.3., G., H., and I.

The Board voted 9-0 to approve Consent Items A. through K. excluding items B.3., G., H., and I.

Ms. McGarry asked does the \$1 million renovation include the \$500,000 for modular space and could that be used for space that would be needed because of the population statistics in that area? She also asked would the renovations for Clear Creek accommodate the needs for long-term? She said she is undecided about moving the swing space or spending the \$1 million and, of course, she is opposed to spending money unless it is done wisely. Guy Chamberlain, Associate Superintendent for Auxiliary Services, said the questions involve several areas and he would try to cover each one. He said there are differences between the on-site swing and off-site swing. There is approximately \$400,000 for the acquisition of a ten-classroom mobile unit which would be needed to house a portion of the population of the school. It is our intent to provide a ten-classroom modular building when Mallard Creek opens for student growth. If we do this now, it would cost \$400,000 to make that happen. In addition, the on-site swing space will extend the construction period from about fifteen months to thirty months and this is the compelling reason to move the campus to Windsor Park. Mr. Chamberlain said he understands all the concerns of the parents but this will be a construction zone. Access to the site will be limited and areas will not be accessible because of lay-down space. The traffic in and out of the school will be more challenging than it will be to go from the Clear Creek area to the Windsor Park area. The two primary reasons the off-site swing space were recommended were cost and, more significantly, the thirty month tenure on a campus that will be in total disruption with multiple phases moving from one section of the campus to the other. Mr. Chamberlain said Myers Park Traditional Elementary School recently experienced on-site swing

and it became unattainable. When the new Sedgefield Middle School opened, Myers Park Traditional was very smoothly moved to the old Sedgefield Middle School site. He said he understands distance is an issue for the Clear Creek parents and staff has reviewed the travel time for buses. He said while some rides will increase in time there are an equal number of rides that will decrease. Mr. Chamberlain said half of the students live as close to Windsor Park as the other half live to Clear Creek. Ms. McGarry asked when the renovations are completed would the modular unit be used? Mr. Chamberlain said it would be the intent to leave that modular unit there until the future elementary school in the area of Albemarle Road and I-485 is opened which will relieve the overcrowding at Clear Creek. Ms. McGarry asked what is the total cost of the renovation project? Mr. Chamberlain replied approximately \$5.4 million.

Mr. Dunlap moved that the Board approve on-site swing space for Clear Creek Elementary School, seconded by Mr. Gjertsen, and a discussion followed. Mr. Dunlap said it is important to understand the history that goes with this situation. The Bonds for this project were approved in 1997 and we are now nine years beyond that. The monies approved in 1997 will not pay for what it will cost today, especially with the increase in the costs of construction. Mr. Dunlap has visited the school and met with the parents of Clear Creek to discuss their concerns. He said it will cost the district to have on-site swing space but there will also be costs for off-site swing space that should be taken into consideration. These include the additional transportation costs for buses running the additional miles, lost time for students with their additional travel time, inconvenience of the schedule, and the loss of time for tutors and volunteers. The real question is what is the cost? Mr. Dunlap said this community has already been through a lot and they are not receiving all the money they were initially promised. If this project was completed when it was promised, they would have gotten everything they requested. Mr. Dunlap commended the Clear Creek families for showing their support for school and for attending the meeting to voice their concerns to the Board. Mr. Dunlap asked the Board to consider the concerns of the families when voting on the motion. Ms. Cramer asked could the old Hickory Grove Elementary School be used as an option for swing space and is there a way to delay the consolidation of the pre-K so that the space could be used? Ms. Cramer said this is not the same as on-site space but she is very concerned about the additional cost of on-site space because CMS is already short of available funds. Mr. Chamberlain said staff did not abandon Hickory Grove Elementary as an option for swing space because of the pre-K consolidation. Hickory Grove Elementary is a focus school so it has a lower student-teacher ratio. With that school's current enrollment, there would not be space for the entire Clear Creek student body in the new facility and the plan for Hickory Grove is already underway. Ms. Cramer said another option for consideration was to go across the county line to use a facility in Cabarrus County. She asked what was the outcome of that option? Mr. Chamberlain said staff reviewed the feasibility of using an abandoned school site, Bethel, but Cabarrus County has already salvaged all the mechanical and kitchen equipment out of that facility and the building is not usable. Ms. Cramer asked are there any other alternatives or creative uses of space that could be used in the area such as a church or other building? Mr. Chamberlain replied, "no." Ms. Griffin asked how will the additional costs for the on-site swing space be funded? Mr. Chamberlain said that is a good question because we are running out of money for projects. In another two years, all the Bond funding will be spent. Staff would have to review the scope of projects that have not been bid to trim funds from each one to find that amount of money. Ms. Griffin asked will this on-site swing space take away from another project? Mr. Chamberlain said this would have to be done to build this budget to \$5.5 million. The off-site project is \$4.5 million. Ms. Leake asked did the funds for the Clear Creek renovation come from the 1997 Bonds? Mr. Chamberlain said not exclusively. There were fifteen phase five projects that were funded by the 1997 Bonds. In November 2001, the Board approved supplementing them with funds from the next issue of Bonds. The Clear Creek

project was to begin in 2001. That project was stopped and was supplemented with 2002 Bond funds to make it a better project. The majority of the work included in the 1997 Bonds would have been transparent to the parents and students of the school and staff wanted the project to be more meaningful. Mr. Chamberlain said he has never stated the project was inadequate. He said he has stated that everything promised in 1997 and 2002 would be delivered. Mr. Chamberlain said this is not an inadequate project and is fairly comprehensive. Mr. Chamberlain reviewed the scope of the project. Ms. Leake said if the Bonds had passed in November, we would not have had this impact and we would have the funds available to do what we need to do. Ms. Leake expressed concern about having school sites outside Mecklenburg County. Mr. Chamberlain said the parents made the suggestion of using the Bethel site and staff reviewed the feasibility of the site. He said the law does allow adjacent LEAs to share space. Mr. Dunlap asked how much money did the voters approve for the project in 1997 and how much did they approve in 2002? Mr. Chamberlain said in 1997, there were not line-item specific dollars. In 2002, there were estimated values that were not in the Bond dollars. The Bonds included a generic statement regarding new schools, renovations, and additions with a total amount. Mr. Chamberlain said the Bonds included an estimated amount that he would provide to the Board members at a later time. Mr. Dunlap said he is concerned that if the estimated Bond amount was for \$8 million and this project is only for \$5.4 million, it would mean some of the monies may have been used for other projects that are currently under construction. Mr. Dunlap said if the money from this project was not used to accommodate another project, the additional \$1 million would be available now to do this project. Mr. Dunlap said the money would have been there if it had not been spent. Ms. Griffin said she wants to provide the voters what was promised. She asked is it correct that we promised scope and not dollars at the time? Mr. Chamberlain replied, yes, that is correct. She asked does this project cover the scope that was promised? Mr. Chamberlain replied, "yes." She said she would not want to reduce the scope of another project to allow on-site swing space. Ms. Griffin asked could the scope of the Clear Creek project be reduced so as to not jeopardize other projects? Mr. Chamberlain said he would prefer other ways to find funds. Mr. Gauvreau asked was this project part of the 1997 critical need dollars that the previous Board approved to halt construction until it could get more funding to bring the projects to base-line standards? Mr. Chamberlain replied, "yes." Mr. Gauvreau said that is the problem. He supports the motion. He said the Board should not think about doing this the same way as they have done in the past. Mr. Gauvreau said this will take COPs money to get it done. Ms. McGarry said the more important issue is the families involved because parent and volunteer support keeps the schools going. She believes the additional money could be found and the Clear Creek community would work in partnership to make this work. Ms. McGarry said the \$500,000 expense for the mobile unit will not go to waste. Ms. Griffin asked is it critical that the Board make a decision on this issue tonight? Mr. Chamberlain said it is not critical but he would like a decision within the next two Board meetings. Ms. Griffin said she is uncomfortable voting for an additional \$500,000 cost when the funds are not available. Ms. Griffin would like information on how the additional costs will be funded because she is concerned that this could be viewed as mismanagement of funds. Mr. Gauvreau said he would include the additional cost of this in his next COPs proposal for the acceleration of construction of new schools. He encouraged the Board to take action now. Chairperson White said he is very concerned about the on-site swing space for several reasons. It will double the time it will take to complete the project, construction sites are not safe, CMS cannot guarantee the safety of a construction site for students, and there is no way to limit the accessibility of people on the construction site. Anyone can come and go as they please on a construction site. Mr. Chamberlain said these are good points but when we do on-site renovations we make sure the students are safe. Mr. Chamberlain said on-site construction will not be convenient and it will be very loud. Mr. Dunlap said the PTA surveyed the parents and had a good response. He said 80% of the

parents and teachers understood the implications and support the on-site project. He said staff assured the parents that they could do this project in a safe manner. He said the parents fully understand the on-site concerns and they are willing to deal with the inconvenience.

The Board voted 3-6 on the motion and the motion failed. Ms. McGarry, Mr. Dunlap, and Mr. Gauvreau voted in favor of the motion. Chairperson White, Ms. Cramer, Ms. Leake, Mr. Tate, Ms. Griffin, and Mr. Gjertsen voted against the motion.

Ms. Cramer moved that Consent Item B.3. be tabled until the next Regular Board meeting scheduled for May 9, 2006, seconded by Ms. Griffin, and a discussion followed. Ms. Cramer requested information on how the additional costs for the on-site swing space would be funded and other swing space options including the Hickory Grove Elementary School site.

The Board voted 9-0 to approve the motion.

Chairperson White requested a five minute recess at 7:45 p.m. The Board reconvened the Regular Board meeting at 7:56 p.m.

IV. ACTION ITEMS

A. Recommend approval of proposed 2006-07 Charlotte-Mecklenburg Board of Education Budget

Chairperson White called upon Dr. Haithcock to present the recommendation. Dr. Haithcock said the budget proposal is about operations and the costs to place a teacher in every classroom and a textbook in the hands of every student. This year's budget represents an increase and is driven by the goals the Board has set, the Balanced Scorecard, and the real needs of the students. Dr. Haithcock said the operating budget has been cut to the bone over the past five years. Over \$111 million have been redirected, primarily to fund student growth. Any future cuts will have to come out of the classroom which would mean raising teacher-student ratios, increasing class sizes, and cutting teachers, teacher assistants, and other school-based personnel. This will cut into our core business of teaching and learning. Dr. Haithcock said with 85% of our budget tied to personnel and 86% of our personnel based in our schools, there is no place else to go. Dr. Haithcock said CMS will have more than 4,400 new students next year and five new schools are scheduled to open. These new schools must be staffed, supplied, and provided electricity which will require additional funding. The budget is recommending an increase of \$31.8 million in local funds from the County Commission. More than \$29 million is needed to keep the doors open, lights on, a teacher in every classroom, a seat for every student, and supplies. The balance of the proposed local funding increase is for meeting the needs of at-risk students, boosting teacher recruitment, and pay-for-performance and incentives for teachers and administrators which is a top priority in the district. The budget is also focused on student safety by proposing a new truancy suspension center and increasing efficiency by bringing the state's new student data system on-line along with other initiatives. Dr. Haithcock said the proposed budget does not have fat or waste and decreases the total operating budget by \$9 million. Dr. Haithcock said she and staff have thoroughly reviewed the data to identify areas that may be bloated and could be cut but they have not found any bloat. Dr. Haithcock said the facts are although local funding for CMS has increased since 2000-2001, our share of the County's general revenue has decreased by 4.7%. For CMS, this means a loss of \$41.2 million. The same trend is evident at the state and federal levels as well. The cost of living as accounted for by the Consumer Price Index (CPI) for this same period of time has increased 12.7%. Since 2001, our total cost per pupil has only increased 11.8%. The County's funded cost per pupil has only increased 6.3%, staff's salaries have only increased 6.5%, and increases in teacher's pay are barely keeping up with inflation. Since 2000-2001,

health insurance has risen 66% for CMS and 67% for our employees. This is against a CPI of 12.7%. Dr. Haithcock said another area of concern is the misconception about the facts regarding poverty in the community and the rapidly growing immigrant population. The school system reflects this community. This community has increasing numbers of young families with children who do not earn more than \$19,000 per year for a family of four. Poverty is increasing and the children in the community are burdened the most. These students bring those burdens to school with them each day and our teachers deal with all of those problems in the most professional way that they can. This year, 45.8% of our students met or exceeded the federal standard for poverty. This number is actually low because high school students do not declare free-and-reduced lunch. Dr. Haithcock said many of our support staff meets this same standard. They are working but they are working poor. Dr. Haithcock said the number of children in our schools who do not speak English as a first language has increased since 2000-2001 yet they must take the same test and CMS is accountable for the same high quality instruction. Kindergarten mirrors this same trend. More than one third of the more than 6,000 homeless in our area are children. Dr. Haithcock said we teach all children in CMS and we teach them well. It is impossible to believe that these children have the same needs and can be taught on the same level of resources as those students who are more advantaged. CMS must do what is right and fair for these children. Dr. Haithcock encouraged the Board to support the budget because it is not an overstated budget. It is basically a stay-even budget in a very challenging district that is not staying even. She asked the Board members to stand up for the budget and the community's children. A discussion with Board members followed. Mr. Dunlap said he agreed with the Superintendent. He believes it would be irresponsible not to support the budget. Mr. Dunlap said he believes the Board should ask the Board of County Commissioners for what CMS needs and then use what is received to accomplish the goals of the district.

Mr. Tate moved, seconded by Ms. Leake, that the Board approve the proposed 2006-2007 Charlotte-Mecklenburg Board of Education Budget, and a discussion followed. Mr. Dunlap said he has additional items that he believes are important that he would like added to the budget. The cost of living in this community has increased by 12.7% but the salaries for CMS employees have only increased 6.5%. This is a 6.2% cost of living deficit for our employees. Mr. Dunlap said in response to his concerns, he would like to offer several motions to be added to the budget for the Board's consideration. Mr. Dunlap said once the monies have been approved by the Board of County Commissioners, the Board can decide the merits of the items in the budget as well as the items that have been added. Chairperson White asked Board members to be prepared to cut items for any items added. Chairperson White said he planned to support the budget as proposed. Mr. Dunlap said the first motion would only require action if the proposed budget from the state is not approved.

Mr. Dunlap moved to amend the motion that if the state does not grant the salary increase for non-certified personnel to receive a salary increase, the Board approve a 3% increase for all non-licensed positions to include bus drivers, cafeteria workers, teacher assistants, bus monitors, office personnel, and central office staff to the cost of \$4.9 million in local dollars, seconded by Mr. Tate, and a discussion followed. Ms. Leake said over the years she has been a champion for non-certified staff and she believes the Board should provide an increase for staff. She expressed concern for the CMS employees whose employment is only for nine-months and the employees who do not have benefits. Ms. Leake asked that the music program in elementary schools be reinstated and added to the budget because the arts are important for children. Chairperson White said this is off the subject of non-certified employees and asked Board members to discuss the item on the table. Mr. Gjertsen said these people are our responsibility and not the responsibility of the state. He

believes the salary increase should be added to the budget no matter what the state decides. He will support the motion. Chairperson White said this appears to be a contingency item and he is concerned how the Board of County Commissioners (BOCC) will react to it as the state will not adopt their budget until after this budget had been presented to the BOCC. Sheila Shirley, Chief Finance Officer, said she would need clarification on how the Board would like this item presented in the budget. She said what is currently in the budget is the increase for the locally paid employees that matches what we anticipate the state will provide. This budget is a proposal to take to the BOCC and the Board will adopt the final budget in August or September which will be after the state's budget adoption. Ms. Shirley said the estimated \$4.9 million for non-certified staff would need to be added as a contingency line and that would increase the budget request. Ms. Leake expressed concern that the salaries of CMS bus drivers compared to other districts in the state are among the lowest. Ms. Leake believes that this would also apply to CMS cafeteria workers, custodians, and office employees. Ms. Leake said the non-certified workers for CMS stay employed with CMS for an average of fifteen or more years while our teachers leave. She said our non-certified workers stay with us with low salaries and she would like that consideration reviewed. Chairperson White noted the bus driver comparison information shows the lowest paid CMS bus driver or the beginning salary. The salary range for CMS bus drivers is among the highest paid in the state. Chairperson White asked Board members to vote on the amendment which is to increase the proposed budget request to about \$37 million.

The Board voted 5-4 on the amendment. Chairperson White, Mr. Dunlap, Ms. Leake, Mr. Tate, and Mr. Gjertsen voted in favor of the amendment. Ms. Cramer, Ms. McGarry, Mr. Gauvreau and Ms. Griffin voted against the amendment.

Mr. Dunlap asked when dealing with cafeteria workers because those salaries are an enterprise fund and those costs are not passed on through the budget but through the cost of meals, how does this motion affect this issue? Ms. Shirley said those employees are not included in that calculation. Mr. Dunlap said CMS has cafeteria employees who have worked with CMS for more than ten years, they work less than six hours per day, and that job is their only source of income. These employees have no benefits including no health insurance, no FICA, and no retirement. Mr. Dunlap said benefits could be provided for those employees with ten years of service by increasing the cost of lunches twelve cents per meal. This would cost the average family about \$21.60 per year. This small increase could provide benefits for those employees and it would not add any additional dollars to the budget.

Mr. Dunlap moved to amend the motion that the Board approve part-time employees with ten years of service receive a benefit package to include health insurance, FICA, and retirement by increasing the cost of student lunches by twelve cents, seconded by Ms. Leake, and a discussion followed. Mr. Tate said he does not believe this is an appropriate amendment because it does not affect the budget. Mr. Dunlap said the lunch budget is part of the budget. It is an enterprise program which means everything is paid out of the cost of the lunch and it has to be adopted during this period of time. Mr. Tate asked what are the additional costs for this item? Mr. Dunlap replied it would be an additional \$391,920 and the cost of the meals would increase twelve cents to realize this amount. Mr. Tate said he supports the intent of the motion but has some concerns. He asked how does this impact the budget? Ms. Shirley said this is not part of the general fund budget but the enterprise budgets are part of the budget request. The Child Nutrition and the After School Enrichment Program enterprise budgets are part of the budget document under the enterprise funds and Mr. Dunlap is suggesting that the Child Nutrition budget be modified. Mr. Tate does not believe this item is in order because the discussion is on the budget request to the BOCC. Mr. Dunlap said this item

does not increase the budget request to the County but it is a budget item and must be adopted during this period of time. Mr. Dunlap said he would table this motion because he has other motions to offer. Chairperson White expressed concern about this item. He said there are other CMS employees and bus drivers who also do not qualify for benefits because they do not work enough hours. Chairperson White does not believe it is fair to make arrangements for one group of employees to get benefits but not all groups. Mr. Dunlap said there is a difference between the two because the salaries of these employees are dependent upon the cost of student lunches. Mr. Dunlap asked when was the last time CMS increased the cost of school lunches? Ms. Shirley said she believed it was in 2000 or 2001. Mr. Dunlap said the cost of lunches has not increased in six years and this motion will increase the cost of a lunch by only twelve cents and that increase will provide benefits for part-time cafeteria workers with ten or more years of service. Mr. Dunlap believes this is very fair. Ms. Leake said the revenue from the district's lunch program last year was \$1 million. She asked where are those funds distributed and why can't those funds support our free-and-reduced lunch parents who work in the district. Ms. Leake said the lunch program makes a profit and she does not understand why some people would like this program outsourced. Ms. Leake asked who benefits from this profit because it is not going into the classrooms? Ms. Shirley said income generated from the enterprise programs are maintained in retained earnings which essentially means the resources remain within that fund. Ms. Shirley said she would not recommend a salary increase, which is an ongoing cost, with one-time money. Ms. Shirley said she would recommend making a change to the meal price rather than relying on retained earnings to provide a salary increase. Ms. Griffin is concerned about this motion because CMS must be consistent for all employees. She believes all employees who work less than six hours in any department should be treated in the same manner. Mr. Dunlap said not all employees are paid out of the same fund. He expressed concern that CMS has short-changed its employees because salaries have not increased at the same rate as the cost of living. He said non-certified employees face many hardships and make family sacrifices to perform their jobs. He said all Board members should care about these issues but he realizes they don't because they all did not support his previous motion. Mr. Gauvreau said the first thing the Board should do is reduce the number of bus drivers because CMS has three hundred more drivers than Wake County which is a larger district. He said this could potentially be done by cutting in areas that are not needed and that is a management issue. Chairperson White said the motion is to increase the cost of student lunches by twelve cents. Ms. Shirley asked for clarification. She said the estimated cost provided included that those employees would work six hours per day so they would qualify for benefits under the thirty hours or more requirement and some of those employees would have to increase the number of hours they work. Mr. Dunlap said that is correct. Maurice Green, General Counsel to the Board, asked Mr. Dunlap to clarify the motion. Mr. Dunlap reviewed the details of the motion. Ms. Shirley said this is for the employees who have more than ten years of service and they would work a full six hours per day. Ms. Shirley said this includes an additional hour or so of salary for each of those employees who have more than ten years of service. Ms. Cramer expressed concern that these employees would be paid to work an additional hour whether that time was needed or not.

The Board voted 3-6 on the amendment and the amendment failed. Ms. Leake, Mr. Dunlap, and Mr. Gjertsen voted in favor of the amendment. Chairperson White, Ms. Cramer, Ms. McGarry, Mr. Gauvreau, Mr. Tate, and Ms. Griffin voted against the amendment.

Mr. Dunlap said the city police department no longer provides a drug education program in our schools. Mr. Dunlap discussed his concerns about the elimination of the DARE Program and the increase in students driving while impaired and substance abuse. He believes the

elimination of the program has increased these incidences. He would like the Dare Program reinstated in the district.

Mr. Dunlap moved to amend the motion that the Board approve to reinstate the DARE Program in the district at a cost of \$767,800 which would provide for thirteen officers, one supervisor, uniforms and supplies, fourteen cars, and program materials, seconded by Mr. Gauvreau, and the Board voted 1-7 on the amendment and the amendment failed. Mr. Dunlap voted in favor of the amendment. Chairperson White, Ms. Cramer, Ms. McGarry, Mr. Gauvreau, Ms. Leake, Mr. Tate, and Ms. Griffin voted against the amendment. Mr. Gjertsen was out of the room at the time of the vote.

Ms. Leake said she is concerned about the elimination of the music program in elementary schools. She said the program was an asset to the students and she was opposed to the removal of the program. The cost to reinstate this program would provide for twenty-four teacher positions.

Ms. Leake moved to amend the motion that the Board approve to reinstate the music program in elementary schools, seconded by Mr. Dunlap, and a discussion followed. Dr. Haithcock said there is music in every elementary school. What was eliminated was the fifth grade band and orchestra program which was an additional music program in that one grade. CMS currently has music in every grade in elementary school. Ms. Leake asked are there music teachers? Dr. Haithcock replied, "yes." Ms. Leake asked do we have band? Dr. Haithcock said we do not currently have band and orchestra in the fifth grade and that was an additional music program in that grade. Ms. Leake clarified her motion.

Ms. Leake moved to amend the motion that the Board approve to reinstate band and orchestra in the fifth grade, seconded by Mr. Dunlap, and a discussion followed. Chairperson White asked how much would this item cost? Ms. Shirley said the estimated cost is \$1,322,160 which would provide for twenty-four teacher positions. Mr. Dunlap said to support the proposed budget is approving decentralization at a cost of about \$2.2 million. He expressed concern that Board members would approve the cost of decentralization to better serve our population but would not approve an item that would have a direct impact on students. Ms. Griffin said she is a fan of arts in our schools because it enhances the lives of students. She recalls that the elimination of this item was the result of a unanimous request from the principals of our elementary schools because it was so difficult to work the time into the schedule. She believes principals understand what is best for their schools and that is why she supported the elimination of band in the fifth grade. She believes CMS has a rich arts program in the schools that is supplemented by ArtsTeach and other community organizations. Ms. Griffin does not believe this program needs to be added at this time. Ms. Leake said it is important to impact the students in the classroom by providing programs that will enhance the growth of students. She does not recall that all elementary principals wanted to eliminate this program. Ms. Leake said elementary principals have talked to her about the need for band and orchestra because it positively impacted discipline, attendance, and the students who participated in the program.

The Board voted 4-5 on the amendment and the amendment failed. Ms. Leake Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted in favor of the amendment. Chairperson White, Ms. Cramer, Ms. McGarry, Mr. Gauvreau, and Ms. Griffin voted against the motion.

Mr. Gauvreau said he wished the Board could have approved this item because CMS should put band back in the educational program. Mr. Gauvreau said he voted against this item

because he is not going to increase costs when he knows there are millions in the budget that can be reduced. Mr. Gauvreau believes there are social programs that could be eliminated that would allow band to be reinstated. Chairperson White said the proposed budget has been amended to add one item at a cost of approximately \$5 million for a 3% salary increase for non-certified employees. Ms. Leake said regarding the \$6 million funding for the High School Challenge schools, this funding is to provide truancy and suspension sites for those three schools. She asked where are the locations of the sites for West Charlotte, West Mecklenburg, and Garinger high schools and what are their costs? Chairperson White asked is this part of this budget or is it a separate item? Ms. Shirley said there is a new academic center included in the budget but Ms. Leake is referring to the three that already exist for the High School Challenge schools and that is not a part of this budget. Ms. Leake asked is the new academic center in addition to the three that are allocated through the \$6 million for the High School Challenge schools? Dr. Haithcock replied, "yes."

Mr. Dunlap moved that the Board adopt the proposed 2006-2007 budget as amended, seconded by Mr. Tate, and a discussion followed. Ms. Leake expressed concern that the budget includes decentralization and the Board has not adopted to activate this process. Chairperson White said the Board adopted the Theory of Action and it included decentralization. Ms. Leake withdrew her concern. Ms. Griffin said after a great deal of consideration and reviewing the proposed budget for cuts she was prepared to support the Superintendent's proposed budget. She would prefer to support the budget now but will not be able to because of the additional \$5 million. She will vote against the motion with regret because she does support the Superintendent's budget as originally proposed. Chairperson White noted that the \$5 million is a contingency item which will only occur if the state fails to approve the salary increases. Mr. Dunlap said this budget is only a request to the BOCC and the BOCC has not provided CMS what they requested in the last four or five years. He said this is the Superintendent's budget and the adoption by the Board will make it the Board's budget. Mr. Dunlap believes it is acceptable for the Board to have different ideas than the Superintendent for what the budget should include. Dr. Haithcock said for this to be a contingency budget item means CMS will have to provide the money at the time it is known the state will not fund the item. This will have to be added to the request to the BOCC to ask them to fund it at a later point because we do not receive the state budget until July or August. If it is not in the request to the County, CMS will have to cut the budget in other areas by \$5 million. This will be difficult because 85% of our personnel are hired by that time. Mr. Dunlap believes that statement is not correct. He said this means, at that time, the budget would have to be revisited. At that time, the Board could decide they do not want to cut anything else and could take this item out. Mr. Dunlap said the budget process allows the Board to revisit the budget until its final adoption which will be at a later time. Ms. Griffin said since this would be the only contingency item in the budget request to the BOCC, could this item be treated separately from the Superintendent's recommendation? She suggested that the Board submit the proposed Superintendent's budget and the contingency item to the BOCC separately which would allow the BOCC to act on them separately. Ms. Griffin is concerned because it is not known when the state will approve their budget and CMS will have to know how to pay its employees at the beginning of the school year. Ms. Griffin said although she supports the intent of the motion to ensure a pay increase for our support staff, she will not support adding it to the budget request to the BOCC. Chairperson White said in past years, CMS employees have retroactively received a salary increase from the state because the state raise was usually approved after the beginning of the year. Chairperson White believes the increase would begin only after the state has made a decision. At that time, the salaries will be paid from state money or the Board will have to revisit the budget to find those funds or cut this item. Ms. Griffin asked what is the recommendation of the Superintendent on this issue? Dr. Haithcock believes these employees

should have a 3% raise. She feels strongly the state will approve this raise as well as the 5% raise for teachers. She expressed concern that the motion did not also include a contingency for teachers. Dr. Haithcock said her recommendation would be, believing in good faith that the state will approve the budget, to present the budget to the BOCC as originally proposed. Dr. Haithcock said a contingency upfront is not needed. If the state should decide not to approve the salary increase, the Board, at that time, could decide to cut the budget to provide a salary increase. Dr. Haithcock believes the Board has the decision-making power at a later point to accommodate this request. Mr. Dunlap hopes the Board members will honor that opportunity because he would like to ensure these employees receive a salary increase.

The Board voted 4-5 to approve the budget as amended and the motion failed. Chairperson White, Ms. Leake, Mr. Dunlap, and Mr. Tate voted to approve the motion. Ms. Cramer, Ms. McGarry, Mr. Gauvreau, Mr. Gjertsen, and Ms. Griffin voted against the motion.

Ms. Leake moved to adopt the 2006-2007 budget as proposed by the Superintendent, seconded by Ms. Griffin, and a discussion followed. Ms. McGarry said this is a \$1 billion budget and the County portion of \$323 million is excessive and unrealistic. She said the monies to support the classrooms and the students are well-spent. She is opposed to the funding request for the other administrative areas because they should be more efficient and effectively allocated. She believes CMS has too many layers of administration. She had requested ways for those areas to be cut by at least 10%. The response she received was that this would wait until after notification of approved state and county funding allotments. Ms. McGarry believes this is a game that CMS plays every year. She said it should not be the responsibility of the BOCC to determine an efficient, effective, and fiscally accountable budget for CMS. This is the responsibility of the Board. The Board should develop a more realistic budget and practice greater fiscal discipline and accountability. Ms. McGarry believes this can be done and still meet the needs of educating all students. Ms. McGarry will not support the budget as proposed. Ms. Cramer expressed concern about the Board's practice of sending a request to the BOCC and allowing them to cut the request without the Board suggesting where those cuts should be. She does not believe that practice is appropriate. She said she does not believe CMS is excessively bloated or mismanages funds. She made the decision to not support the budget prior to the results of the survey and that decision is consistent with her decision last year. Ms. Cramer believes it is important to continue to look for ways to trim the budget. She said although she loves the new initiatives that were outlined she believes the budget request is unrealistic because the BOCC will not approve that amount. She believes the Board should make those choices and show the BOCC that they can make those choices. Ms. Cramer said she appreciates the \$9 million in redirections but she would like to find more cuts because that is what other businesses have had to do in the past several years. She believes the Board must make tough decisions and show they can do that. Ms. Cramer said she supports the initiatives that were outlined and she does not believe there is gross mismanagement of the district but she believes CMS must be more reserved in deciding what we have to have and finding other ways to supplement the things that we want to do. Mr. Dunlap expressed concern that some Board members say the budget is bloated but voted to approve additional items. He believes Board members would support the budget if they got the items they wanted. Mr. Dunlap said the budget is about needs and to accommodate the additional students it would cost \$29 million. This budget is asking for an additional \$2 to \$3 million over the amount needed to accommodate new students. He said all Board members had an opportunity to meet with the Superintendent to offer suggestions for cutting the budget prior to this vote but no one met with her. He finds it interesting that Board members did not express their concerns earlier. Mr. Tate believes it is important for the Board to adopt the

budget request because it is a realistic budget that basically provides for CMS to operate next year as it did this year. Mr. Tate said he has not heard anyone suggest where cuts can be made and where the bloat is located. He would like to hear those suggestions. Mr. Tate believes the Board must do the things needed to take care of the students next year and that is this budget. Mr. Tate encouraged the Board to adopt the budget and then fight for it because this is what is needed. Mr. Gjertsen said this is a continuation budget or a stay-even budget. He said insanity is doing the same thing and expecting different results. He believes CMS must do things differently. He is concerned that if CMS does the same thing next year, CMS will still have ten failing high schools; half of the students who start as freshmen will be lost and will not graduate; teacher satisfaction will remain at an all-time low; and the community's dissatisfaction with the CMS system will remain at an all-time high. Mr. Gjertsen believes CMS needs change and will not support the budget as it stands. Ms. Leake said CMS must maintain a quality staff and that requires money. She does not believe CMS is bloated. She also does not believe students are leaving the district because CMS is growing. She encouraged the Board to be fair to every student and provide the needed resources for teachers and facilities. Ms. Leake has always supported the budget because it provides for students. She encouraged Board members to implement what they talk about because the budget will provide students a quality education. She believes the Board should ask the BOCC for the funds necessary to educate every child in the district. Ms. Leake commended Dr. Haithcock for presenting the budget with strength and showing leadership. Chairperson White said in the eyes of other districts, CMS is considered to be among the very best and on the cutting edge. He said unless the Board adopts a budget that includes an additional \$29 million, CMS will not be able to fund the status quo and will move backwards. Chairperson White expressed concerns that other items such as gas can go up but education is not supposed to cost more money. He is concerned that investing in the greatest resource that this nation has, our children, is not supposed to cost any more money. To open five new schools next year will cost money. He said the BOCC will probably not provide the full amount of the request but they do not cut our budget. The BOCC may cut our request but it is the Board's decision to decide what comes out of the budget. Chairperson White encouraged Board members to acknowledge the items they believe should be cut and not depend on the Superintendent to make those decisions.

The Board voted 5-4 to adopt the 2006-2007 as presented by the Superintendent. Chairperson White, Ms. Leake, Mr. Dunlap, Mr. Tate, and Ms. Griffin voted in favor of the motion. Ms. Cramer, Ms. McGarry, Mr. Gauvreau, and Mr. Gjertsen voted against the motion.

V. REPORTS / INFORMATION ITEMS

There were no Report/Information items on the agenda.

VI. REPORT FROM SUPERINTENDENT

Chairperson White called upon Dr. Haithcock to present the report. Dr. Haithcock announced that Marian Yates, principal at South Mecklenburg High School, was named the 2006 Wachovia Principal of the Year. Ms. Yates was selected from among eight regional finalists following interviews by a regional panel of principals, teachers, and professors from the UNC system. Ms. Yates will receive \$3,000 from Wachovia for personal or professional use and a matching amount will be given to South Mecklenburg High School. Dr. Haithcock also announced that Mark Nixon, principal at East Mecklenburg High School, won the MetLife Foundation Ambassadors in Education Award for his extraordinary efforts to bridge gaps between schools, parents, businesses, and organizations that make up the surrounding community. He won the

award after being nominated by students, staff and faculty of the school, as well as members of the local community. Mr. Nixon worked with the senior board to raise money to build a Habitat for Humanity home and hosted a political forum for students so that local citizens could participate in discussing issues affecting the school. East Mecklenburg High School will receive a \$5,000 grant to continue its community building work.

VII. REPORTS FROM BOARD MEMBERS

Tom Tate reported the Board would have a Joint Meeting with the Equity Committee on April 13th at 11:00 a.m. in the Board Room of the Education Center.

Vilma Leake said she recently attended a National School Boards Association conference in Chicago and many people congratulated Dr. Cheryl Atkinson, Associate Superintendent for School Administration, for being accepted as a Broad Fellow in the Broad Superintendent Academy.

Chairperson White said at the National School Boards Association conference, Ms. Leake made a very emotional speech and was elected to the Steering Committee of the Council of Urban Boards of Education (CUBE). He congratulated Ms. Leake on her appointment.

Chairperson White asked for a motion to recommend the Board return to the Closed Session meeting for the purpose of continuing the process of the Superintendent Search. Chairperson White said following the close of the Closed Session meeting, the Board would return to the Meeting Chamber with some type of announcement and to adjourn the Regular Board meeting.

Mr. Tate moved, seconded by Mr. Gjertsen, to approve that the Board reconvene the Closed Session meeting for the purpose of continuing the process of the Superintendent Search, and the Board voted 9-0 to approve the motion.

The Board recessed the Regular Board meeting at 9:26 p.m. to return to the Closed Session meeting.

The Board reconvened the Regular Board meeting at 11:20 p.m. All Board members were present. Chairperson White called the meeting to order.

Mr. Gauvreau moved that the Board approve to extend the Superintendent Search deadline until May 1, leaving Dr. Gorman and Dr. Haithcock as finalists, with the planned intention of completing the search by May 9, 2006. The motion did not receive a second.

Ms. McGarry moved that the Board of Education approve to offer the position of Superintendent of the Charlotte-Mecklenburg Schools to Dr. Peter Gorman, subject to negotiation of a contract to be approved by this Board, for the position of Superintendent pending contract negotiations, seconded by Ms. Leake, and a discussion followed. Chairperson White said the Board members had left the Closed Session with the agreement to not speak to the motion. Mr. Gauvreau said he would like to be allowed to speak to the motion because that is the proper thing to do. Chairperson White allowed Mr. Gauvreau to speak. Mr. Gauvreau said he would abstain from the vote because the Board of Education owes the public a more thorough search with no disrespect to the search by Ray and Associates. He believes the Board created an environment to generate only a few candidates and the Board did not do their job. He is disappointed the search did not generate more non-traditional candidates which the Board promised. Mr. Gauvreau is respectful that there is a

good candidate in the mix but he will not vote on this motion. He believes the public wanted a more thorough search.

The Board voted 8-0-1 on the motion. Chairperson White, Ms. Cramer, Ms. McGarry, Ms. Leake, Mr. Dunlap, Mr. Tate, Ms. Griffin, and Mr. Gjertsen voted in favor of the motion. Mr. Gauvreau abstained from the vote.

Chairperson White said on behalf of the Board he would like to thank Gary Ray, president of Ray and Associates, and his staff for conducting the Superintendent Search. He said the search was a thorough and valid process that yielded very good candidates, especially the three finalists, who were very capable of operating a large school system.

ADJOURNMENT

Upon motion by Ms. Leake, seconded by Ms. Cramer, by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 11:27 p.m.

Chairperson, Joe. I. White, Jr.

Clerk to the Board, Nancy Daughtridge