

Approved by the Charlotte-  
Mecklenburg Board of Education  
November 14, 2006  
Regular Board Meeting



Charlotte, North Carolina

August 22, 2006

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on August 22, 2006. The meeting began at 4:37 p.m. and was held in Room 267 of the Government Center.

Present: Joe I. White, Jr., Chairperson;  
Kaye McGarry, Member At-Large;  
Trent Merchant, Member At-Large;  
Larry Gauvreau (District 1);  
George Dunlap (District 3);  
Tom Tate (District 4);  
Molly Griffin (District 5); and  
Ken Gjertsen (District 6)

Absent: Vilma D. Leake (District 2)

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; Maurice Green, Chief Operating Officer; James G. Middlebrooks, attorney from Helms Mulliss & Wicker, PLLC, representing the Board; and Nancy Daughtridge, Clerk to the Board.

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

- **To prevent the disclosure of information that is privileged, confidential, and not a public record;**
- **To consult with counsel regarding the case of *Charlotte-Mecklenburg Board of Education v. Miles Campbell Company, Inc.*;**
- **To consider the performance of specific employees; and**
- **To consult with and receive guidance from the Board's attorneys on matters covered by attorney-client privilege.**

**The motion was made pursuant to Sections 143-318.11(a) and 115C-402 of the North Carolina General Statutes and the Family Educational Rights and Privacy Act.**

Chairperson White reconvened the Regular Board Meeting at 6:15 p.m. in Room 267 of the Government Center. CMS TV Channel 3 televised the meeting.

Present: Joe White, Chairperson;  
Kaye McGarry, Member At-Large;  
Trent Merchant, 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. Peter Gorman, Superintendent; Members of Executive and Senior Staffs; James G. Middlebrooks, Attorney from Helms Mulliss & Wicker, PLLC, representing the Board; Carole Hamrick, Manager of Board Services; and Nancy Daughtridge, Clerk to the Board.

## I. CALL TO ORDER

Chairperson White called the meeting to order at 6:15 p.m. Chairperson White welcomed everyone to the Board's second meeting of the month which is designed to be held in a Work Session format. The Board has been working towards not including Action Items for the Work Session meetings but this agenda does have two items that the Board must take action upon.

### A. Adoption of Agenda

**Ms. Griffin moved that the Board approve the adoption of the agenda, seconded by Mr. Tate, and a discussion followed.**

Chairperson White asked the Board to approve amending the agenda to add Action Item III.B. (Recommend approval of performance bonus for Maurice Green for the 2005-2006 school year) which was an item the Board discussed in Closed Session.

**Ms. Leake moved to amend the agenda to add Action Item III.B. (Recommend approval of a performance bonus for Maurice Green for the 2005-2006 school year), seconded by Mr. Tate, and the Board voted 9-0 to approve the motion.**

Mr. Tate expressed concern that the agenda for the second meeting of the month does not include an opportunity for the public to make comments. He said Board policy for Board meetings includes an opportunity for public comment if permitted by the Board. He encouraged the Board to consider including an opportunity for public comment when meetings include important action items such as the approval of a revised budget or an item that has not been publicly discussed. Chairperson White said that is a policy imposed by the Board and the Board can address that concern if they so desire. Mr. Gauvreau said he would like on the agenda for the September 12<sup>th</sup> Regular Board Meeting a discussion of the Board of County Commissioners' approval of the \$123 million Stop-Gap Package. Chairperson White asked

Mr. Gauvreau to follow the procedure for placing items on the agenda. Ms. Leake said she would like a report on the Horizons Program on the next meeting's agenda and to include its growth and staff. Chairperson White asked Ms. Leake to follow the procedure for placing items on the agenda. Mr. Gauvreau said the point he is trying to make is that there is a lot happening in the district and this agenda includes only a few items. He expressed concern that the Board is not having substantive meetings. He wants the agendas to include more action items.

**Mr. Gauvreau moved that the Board adopt the agenda as amended, seconded by Mr. Dunlap, and the Board voted 9-0 to approve the motion.**

**B. Election of Board Vice-Chairperson**

Chairperson White said this item is the election of a new Vice-Chairperson which was created by the resignation of Kit Cramer.

- **Ms. Leake nominated Kaye McGarry.**
- **Ms. McGarry nominated Molly Griffin. Ms. McGarry thanked Ms. Leake for the nomination but asked that her name be withdrawn from the nominations.**
- **Mr. Dunlap nominated Tom Tate. Mr. Tate asked that his name be withdrawn from the nominations.**
- **Ms. Leake nominated George Dunlap. Mr. Dunlap respectfully declined the nomination.**
- **Ms. Leake nominated Ken Gjertsen. Mr. Gjertsen respectfully declined the nomination.**

Chairperson White asked the Board to appoint Molly Griffin as the Vice-Chairperson by acclamation. Mr. Dunlap asked that the vote be taken.

**Ms. McGarry moved that the Board appoint Molly Griffin as Vice-Chairperson of the Board of Education, and the Board voted 7-2 to approve the motion. Chairperson White, Ms. McGarry, Mr. Merchant, Mr. Gauvreau, Mr. Tate, Ms. Griffin, and Mr. Gjertsen voted in favor of the motion. Mr. Dunlap and Ms Leake voted against the motion.**

Chairperson White congratulated Ms. Griffin on her election as Vice-Chairperson.

**II. CONSENT ITEMS**

- A. Recommend approval of minutes.
  - August 3, 2006 Special Meeting/Public Hearing
  - July 20, 2006 Closed Session
- B. Recommend approval of construction items.
  1. Recommend approval of agreement between Norfolk Southern Railroad, North Carolina Department of Transportation, and Charlotte-Mecklenburg Board of Education.
- C. Recommend approval of requests for release of students to other school districts.
- D. Recommend approval of appointment of administrative personnel.

Chairperson White noted that there were no administrative personnel appointments tonight.

**Ms. Leake moved that the Board approve Consent Items A. thru D., seconded by Mr. Tate, and the Board voted 9-0 to approve the motion.**

### III. ACTION ITEMS

#### A. Recommend approval of Charlotte-Mecklenburg Board of Education 2006-2007 Budget

Chairperson White called upon Dr. Gorman to present the recommendation. Dr. Gorman said one of his first tasks as Superintendent was to meet with Harry Jones, County Manager, to work on communications between the Board of Education and the Board of County Commissioners, and to help move the budgeting process forward. Dr. Gorman said this budget reflects our success in trying to move forward the relationship between the Board of Education and the Board of County Commissioners. Passing the budget will send an important message about our willingness to show leadership and accept it as a compromise for the students. The revised budget is a compromise and, like all compromises, it is not perfect but it is as close as we are likely to get. Dr. Gorman said he strongly recommends that the Board show willingness to work with the County by voting to approve the budget. Dr. Gorman said \$16.8 million has been cut or redirected from the budget in an effort to trim expenditures. The budget is already smaller than the original CMS proposal. The budget has been adjusted to adapt to the pay raises from the state which were larger than originally anticipated. Dr. Gorman said it is important to note that 85% of the budget is directed to personnel and 86% of our personnel are school-based and not central administration. The budget also includes opening five new schools and adding 1.2 million square feet of new space. The space is needed to ease overcrowding but we must absorb the extra cost of operating the five new sites. Dr. Gorman said last year 46.99% of students met or exceeded the federal standard for poverty which is a total annual income of \$19,000 or less for a family of four. This percentage is expected to increase this year. Weighted student funding is an effort to address issues related to poverty, particularly at schools that did not qualify for Focus School status. The proposed budget includes a staffing model that provides a more equitable distribution of resources to meet the needs of students at all schools. This will be the first year of implementation for this model and it will be evaluated as we further review weighted student funding. The primary goal at CMS is putting money where results will be visible and working to help children learn. This budget is reflective of that goal. As we progress with restructuring and school reform, there may be additional efficiencies that can be incorporated into our finances. Dr. Gorman introduced Sheila Shirley, Chief Financial Officer, to review the revisions and specifics of the budget. Ms. Shirley said the total current expense budget, including all funding sources, is \$1,051,197,156. This represents an overall increase of \$107.2 million over the prior year which equates to an 11.4% increase. The primary drivers for the increase are the salary and benefit increases approved by the state budget which equated to \$58.7 million of the increase, and student enrollment growth and new school facilities for the new school year which equated to \$40 million of the increase. The Capital Replacement budget is set at \$5.2 million, Capital Nutrition budget at \$46,231,319, and the After School Enrichment Program budget at \$14,119,303. In April, the Board approved the 2006-2007 Budget request for submission to the County. Since that time, there have been key factors that have contributed to the changes to the budget. The state budget included the elimination of the

discretionary funding reduction which provided an additional \$3.9 million that could be redirected for other purposes. CMS also received its first allocation for Disadvantage Student Supplemental funding from the state which was approximately \$1.5 million for at-risk students. The approved state salary increases were higher than what was in the proposed budget. The revised salary increases are 8.23% for teachers, 7% percent for principals and assistant principals, 5.5% for central office positions and non-certified personnel, and a guarantee that 12-month employees would not make less than \$20,112 or \$9.12 per hour. The additional salary and benefit increase required a \$17.1 million adjustment to the budget. The County approved an appropriation of \$316,160, 298 for CMS which was \$7.1 million less than the original budget request. This funding shortfall, in addition to other adjustments such as matching the state salary and benefit increases, meant that staff had to identify \$16.8 million in additional cuts to the County budget. As a result, CMS identified \$16,823,189 in reductions and redirections to the base budget. The 2006-2007 CMS budget is as follows:

Total Current Expense	\$1,051,197,156
Total Capital Replacement	\$ 5,200,000
Total Child Nutrition Program	\$ 52,914,054
Total After School Enrichment	\$ 15,253,064
Total	\$1,124,564,274

On June 6, 2006 the Mecklenburg County Board of County Commissioners (BOCC) approved funding for the Charlotte-Mecklenburg Schools for FY 2006-2007 as follows

Total Current Expense	\$ 312,570,297
Total Operating Expense (funded via Court Fines and Forfeitures)	\$ 3,590,000
Total Capital Replacement	\$ 5,200,000
CMS Debt Service	\$ 89,230,679
High School Challenge Grant	\$ 4,900,000
Restricted contingency for developing weighted student funding formula and studying decentralization	\$ 500,000

**Mr. Dunlap moved that the Board adopt the budget resolution for the Current Expense, Capital Replacement, After School Enrichment, and Child Nutrition Budgets as well as compensation recommendations for FY 2006-2007, seconded by Ms. Leake, and a discussion followed.**

Mr. Tate supports the budget because it fits with the Board's Vision and Mission statements for providing the best education and maximizing academic achievement. He is concerned that the teacher allotment, with a first step toward weighted student funding, does not go far enough concerning student achievement. For many years, CMS has provided additional resources to schools with high numbers of free and reduced lunch students in order that those

students could maximize their academic achievement. The new formula intends to bring that assistance to even more students. He believes CMS must boost student achievement for all students regardless of which school they attend. He expressed concern that the process caused some schools to lose one or more needed teachers while other schools unnecessarily gained one or more teachers. Teachers held in reserve at the beginning of the year will be placed where the need is greatest and he encouraged that to take place as quickly as possible to minimize any difficulty that some schools may face. He asked that staff study the impact of the first step toward weighted student funding. He also encouraged the Board to give their support to improving the system as they move forward so that all schools, especially those that need it the most, will receive support. Mr. Gauvreau said he will not support the budget and noted that he has a record of not supporting the budget in the past. He believes there are many good reasons not to support the budget and the reason is the state of public education in Mecklenburg County. Mr. Gauvreau said last year's budget was \$943 million. This budget request is \$1.051 billion and Dr. Haithcock's budget request in May was \$1.034 billion. This budget is dramatically larger than Dr. Haithcock's request and the budget of last year. He expressed concern that the Board of Education over the past ten years has never decreased the budget. He believes the budget has increased at twice the rate of the enrollment growth of the district. This year, the budget increased 11.4% and enrollment increased only 3%. Mr. Gauvreau said the system does have bloat and needs to do some serious housecleaning. He encouraged Dr. Gorman to review the spending in CMS. The Bright Beginnings Program receives about \$18 million annually and that is \$10 million too much. CMS should be serving the neediest students and then reform that program. He believes \$15 million of the \$57 million annual transportation budget could be cut and it would not impact service delivery in the district. The Bilingual Education Program is out of control. It is approximately \$18 million, it is not generating results, and the Latino students are driving that program. The three-minute discussion time for Mr. Gauvreau ended.

**Ms. Griffin moved that the Board waive the three-minute discussion rule for tonight's meeting, seconded by Mr. Gauvreau, and the Board voted 9-0 to approve the motion.**

Mr. Gauvreau said the Bilingual Program needs to be reformed as well. CMS is just spinning students out and the result is the Latino students in the high schools are leaving because they are not making the mark. He believes CMS is spending too much in the emotion of the immigration story and it should be cut back. Those programs are too rich and are depriving some students in the district while over-emphasizing the education of others. He believes there is money in those programs that could be garnered to other student populations. If that cannot happen, CMS should give it back to the taxpayers. Mr. Gauvreau expressed concern about the process for requesting local funding from the County and that should be changed. CMS should return the monies that are not needed. He said the system could be improved by cutting the general full-time staff of the district. He believes the budget could be trimmed by \$50 million which would only be 10% based on the teachers alone. He is not suggesting that CMS pay teachers less. He is suggesting that those amounts be trimmed. He said there is bloat at the Education Center that should be eliminated and those funds could be returned to the taxpayers. He believes the redirections that are done every year are smoke and are a small amount in the bigger picture. He asked Dr. Gorman to review the budget more closely and trim it back. Ms. McGarry appreciates the work of staff to spend the state, federal, and county

monies. She believes the revised budget is a status quo budget. She believes a \$1 billion budget is excessive and it cannot be justified. She will not support the budget. She said if the budget is approved, the per pupil spending, which was approximately \$7,600 in 2006-2006, will increase to \$8,200 in 2006-2007 yet the results for student achievement are not there. This indicates that the problem is not the lack of money but how CMS is spending the money they have. There are school systems around the country that are showing student achievement with less per pupil spending. She said the Citizens' Task Force Report indicated that several focus groups referred to CMS as bloated, excessive bureaucracy, and lack of accountability. She stated since 1998 the public school K-12 population in Mecklenburg County has risen 26% yet the funding for CMS has increased 60%. She does not believe giving more money to CMS is the solution. She urged the Board to defeat the budget because it would give Dr. Gorman the support he needs to say to the community that he will look for areas to cut spending. This is an opportunity to meet the challenge to eliminate waste, prioritize needs, justify costs, streamline and reduce the bureaucracy, and reexamine the entire CMS structure. This is an opportunity to become transparent and justify what we currently have until the results are guaranteed in student achievement. This is something that can be done and this is the time to do it. Mr. Merchant will vote against approving the 2006-2007 Budget. He has respect for the finance staff and their efforts to engineer a complicated budget from multiple sources that provide mostly restricted funds. He believes for a number of years, staff developed a budget under Superintendents that did not place proper emphasis on sound, strategic, fiscal policy. This is not a vote against Dr. Gorman because for the most part he inherited the budget and has not had the opportunity to enact policies that would affect the bottom line in a substantive manner. He believes Dr. Gorman is a reformer with a passion for excellence, a dedication to create a culture of accountability, and the will to institute transformative change. He said reform does not happen tomorrow and changing an institutional mind set requires tough choices. Mr. Merchant is ready to start the change today. He does not support cutting increases on teacher compensation. He is concerned that CMS may be over-staffed in areas that fall outside of the Board's mission. He asked Dr. Gorman to consider the potential elimination of non-essential functions and positions resulting in a return of budgeted funds to the County. He said cutting the school budget is not a vote against the children. The cuts would free up County funds for other essential services, ease the tax burden on parents, and would pay down the debt now so that future generations would not be saddled with the financial implications of our choices. These are responsible moves with positive outcomes. Mr. Dunlap agreed with the statements that Mr. Tate made regarding the student weighted teacher allocation. Mr. Dunlap requested, pending budget approval, that an analysis be completed as to the outcome of the different allocations and appropriations of dollars. He believes there is grave concern regarding the way teacher allocations are being proposed. He will support the budget. He expressed concern that some Board members would not support the budget and asked what is the alternative? The budget is the policy statement of the Board and denotes the areas that the majority of the Board supported and requested the appropriation of dollars. Mr. Dunlap said to not support the budget would result in not supporting a pay increase for teachers and not providing funding for areas of concern. It would be a vote against supporting students, teachers, and support personnel because the largest percentage of the budget supports staff. He has heard the community say, "Support the Superintendent." This is the Superintendent's budget and he has had the opportunity to make changes that he deemed necessary. All Board members had the opportunity to meet with staff and Dr. Gorman

to discuss the budget and offer recommendations. He believes the concerns should have been addressed during those meetings. He will support the budget. The budget does not have everything that he wants and does not address all the areas that he is concerned about but the district cannot operate without a budget. He encouraged Board members to think about the statement they are making when they do not support teacher raises, funding allocations for needed areas, and students. Mr. Gjertsen said this budget was originally presented as a continuation budget. It is still a continuation budget that is \$17 million higher. He believes some parts of the community are not satisfied with the results that CMS is providing. He said a definition of insanity is to continue doing the same thing and expect a different result. CMS needs changes. Mr. Gjertsen said he previously stated that he would not support a \$1 billion budget until every program, every policy, every position, and every penny has been reviewed to ensure that it is part of the core mission of educating children. Mr. Gjertsen will not support the budget. Ms. Griffin thanked Dr. Gorman and staff for their hard work on developing the budget. She agreed that CMS must continue to work on fine-tuning the weighted student formula because there are areas of concern but it is a strong, first step in the right direction. She trusts that Dr. Gorman and his staff will step-in to alleviate any problems that may arise. Ms. Griffin will support the budget and believes it is a fair representation of the needs in the school system. Ms. Leake agreed with the comments made by Mr. Tate regarding the student weighted formula. She is concerned about the schools that have been impacted and will be impacted by that process. She thanked Dr. Gorman and his staff for evaluating CMS and taking it to a different level. She believes it will cost money to go to the next step. It is more important to spend money to educate children than to spend to incarcerate. She believes the community would be upset if the Board was not willing to provide the necessary resources to impact the greatest number of children in the district and to make them viable citizens who are able to give back to the community what the community has invested in them. To help the weakest children in the community is an investment and not a waste of time or money. She expressed concern that some Board members would not support a budget that educates all children. The cost of everything has increased, especially the cost of living and the price of gas, which impacts the costs of CMS. It is important to provide salaries that will get and retain quality teachers and principals to work with the children and to provide the best education for every child in the district. She expressed concern that some of the High School Challenge funding was used for consultants. She believes those funds should be directed to impact the children in the classrooms. She will support the budget and continue to work towards the betterment of all children in the district. She was concerned that a social worker was eliminated from the staffing at Walter G. Byers Elementary School because some of those students are homeless. She said Dr. Gorman reviewed the budget to do what is right for every child in the district. She believes as Dr. Gorman continues to review the spending and the student weighed funding that he will develop the right process to ensure that CMS provides the right resources for every child, teacher, staff, and bus driver. It is important to match the salary increase for all CMS employees because many of the free and reduced lunch students are children of CMS employees. She encouraged all Board members to support public education and Dr. Gorman's budget. Chairperson White said the philosophies of parts of the community and among Board members on what should be done in the school system are far apart. He thanked Dr. Gorman and his staff for doing an excellent job developing the budget. Developing a budget is one of the toughest jobs in the system because of the varied opinions about how and where the system should be going. It would be hard to address the concerns of



everybody. It should not be hard to understand why it costs more to run the district because we have continued to grow by 4,000 to 5,000 students every year. We have all discussed the importance of increasing the salaries for employees and an increase in salaries for teachers, principals, and staff will cost more than it did last year. The price of gas has increased and it will cost more to transport students to and from school. He expressed concern about the comments that CMS is bloated by staff and programs. Chairperson White will support the budget. Mr. Gauvreau said our mission should not only be to academically prepare students but also to reduce the cost and burden to taxpayers. CMS should not just continue to increase costs thinking that more money will drive better student achievement because we all know that is not the case. The challenge and mind set for CMS should be to dramatically drive academic achievement and to reduce the cost to taxpayers. Mr. Gauvreau said this is what management is all about and it can be done.

**The Board voted 5-3 to approve the 2006-2007 Budget. Chairperson White, Ms. Leake, Mr. Dunlap, Mr. Tate, and Ms. Griffin voted in favor of the motion. Ms. McGarry, Mr. Merchant, and Mr. Gauvreau voted against the motion. Mr. Gjertsen was not present at the time of the vote.**

B. Recommend approval of a performance bonus consideration for Maurice Green for the 2005-2006 school year

Chairperson White said this item was added to the agenda and is a bonus consideration for Maurice Green serving as the Board's General Counsel for the 2005-2006 school year.

**Ms. Leake moved, seconded by Mr. Dunlap, that the Board approve a 15% of salary performance bonus for Maurice Green for the 2005-2006 school year with half of the bonus as a traditional bonus and half of the bonus being paid as a contribution to his 401(a) retirement plan.**

**Ms. McGarry made a substitute motion that the Board approve a 7.5% of salary performance bonus for Maurice Green for the 2005-2006 school year with the bonus being paid as a contribution to his 401(a) retirement plan, seconded by Mr. Gauvreau,** and a discussion followed. Ms. McGarry said the traditional bonus is an optional bonus that is not in his contract. Ms. McGarry said this motion is no reflection on the integrity or work ethic of Mr. Green.

**The Board voted 2-6 and the substitute motion failed. Ms. McGarry and Mr. Gauvreau voted in favor of the substitute motion. Chairperson White, Mr. Merchant, Ms. Leake, Mr. Dunlap, and Mr. Tate, and Ms. Griffin voted against the substitute motion. Mr. Gjertsen was not present at the time of the vote.**

Mr. Gauvreau said this is an excessive bonus to an already excessive and unwarranted salary. He commended Mr. Green on his capabilities and expertise. He said the Board previously discussed this item in Closed Session. Mr. Green's contract includes an optional bonus but an extraordinary circumstance has occurred. Mr. Green was promoted from Board attorney to a position making a higher salary than the former Superintendent. Mr. Gauvreau said it is not in the public's interest to then award Mr. Green a fat bonus. Mr. Gauvreau believes the bonus

and salary are out of line and outrageous. Mr. Gauvreau will not support the motion because it is too excessive and the public would not approve. Ms. Leake commended Mr. Green for exhibiting and providing the quality leadership that CMS needs. She said you pay for what you get and we have asked that CMS employ the very best. Mr. Green has done a yeoman's job and completed all the tasks that the Board asked of him. He is brilliant and knows what he is doing. Ms. Leake believes it is important to have a person with experience and the Board should support Mr. Green's salary and bonus. Mr. Dunlap does not believe it is right to discuss salaries in public. Mr. Dunlap said there are positions within CMS that receive a bonus based upon a performance evaluation at the end of the year. Mr. Green is in one of those positions. He has done a yeoman's job and actually went over and above the call of duty. Based upon Mr. Green's contract and his performance, he is entitled to a bonus. Mr. Green should be rewarded for having done over and beyond what was expected of him. Mr. Dunlap does not believe it is fair to say at the end of the year after performing an exceptional job that a bonus is excessive and will not be provided because the Board has provided Mr. Green a performance bonus in the past. Mr. Gauvreau said many people in America work seventy hours a week and work hard. He does not believe the Board is representing the public when we do that because we are worried about how we are going to look. We are here for the public and can do better on the dollars. Mr. Green is paid more than a federal judge and his salary is out of step with a public sector job. Mr. Gauvreau said the Board should question what it is going to pay people. Mr. Merchant encouraged Board members to be consistent in the way they make comparisons. He expressed concern that comparisons to the public sector or private sector are conveniently used to help the Board member's cause. Mr. Merchant believes the salary and bonus consideration for Mr. Green is in-line for the general counsel of a \$1 billion dollar company. Mr. Merchant said it is important that CMS not lose its best staff to the private sector. He encouraged Board members to approve the motion.

**The Board voted 6-2 to approve the motion. Chairperson White, Mr. Merchant, Ms. Leake, Mr. Dunlap, Mr. Tate, and Ms. Griffin voted in favor of motion. Ms. McGarry and Mr. Gauvreau voted against the motion. Mr. Gjertsen was not present at the time of the vote.**

Chairperson White said the Board was scheduled for the same process for bonus consideration for Dr. Frances Haithcock but there was not enough time in the Closed Session to discuss the matter. This item will be scheduled for discussion at the September 12<sup>th</sup> Closed Session and Regular Board meetings.

#### **IV. REPORTS/INFORMATION ITEMS**

##### **A. Report on Opening of Schools**

Chairperson White called upon Dr. Gorman to present the report. Dr. Gorman called upon Maurice Green, Chief Operating Officer, to present the report. Mr. Green thanked the Board for the bonus consideration. He said it has been his pleasure to serve the Board as its general counsel. He has worked hard but he enjoys working hard for the Board and the community.

Mr. Green provided a status report on opening of schools for the 2006-2007 school year. Overall, CMS is in good shape for the start of school but there is room for improvements. Mr.

Green believes with the new Superintendent, the addition of his position, and the implementation of changes in the system for next year will mean an excellent start of school. Mr. Green said the facilities are ready; mobile units are in place; textbooks, computers, and classroom materials have been delivered to the schools; schools are staffed at almost 100%; and principals, teachers, and support staff are prepared and ready to make this a great year for the students. Mr. Green commended and thanked staff for their phenomenal efforts in doing an excellent job in preparing for the opening of schools. Mr. Green said there are still some staffing vacancies and there have been some issues regarding high school scheduling. Staff is continuing to address these areas of concern. Mr. Green said over the years, CMS has improved its ability to allow the public and parents to communicate their concerns to CMS. CMS is continuing to strive to make improvements in this area. Mr. Green highlighted student enrollment, school facilities, staffing, transportation, and scheduling as follows:

#### Student Enrollment:

- 128,300 students projected for K-12. An increase of 4,442 students over last year.
- 3,200 students projected for Pre-K.
- Student Placement Department handled over 6,000 transfers request with 3,200 transfers approved (includes requests for students to return to home schools).
- 148 No Child Left Behind transfer applications processed.

Mr. Green commended Scott McCully, Executive Director of Student Placement Services, and his staff for their outstanding efforts in working with parents on school assignments.

#### School Facilities:

- Overall physical plant.
  - 18,400,000 square feet.
  - 4,500 acres of school and district grounds.
  - 1,020 modular units (includes mobile classroom units).
  - 585 buildings.
  - 162 schools.
- New construction/renovation.
  - Opening 5 new schools: Ardrey Kell High School, Bailey Middle School, Winget Park Elementary School, J. V. Washam Elementary School, and Highland Creek Elementary School.
  - Completion of 5 major renovations: Oakdale Elementary School, Sharon Elementary School, Dilworth Elementary School, Winterfield Elementary School, and Hickory Grove Elementary School.
- 126 mobile classrooms relocated.
- 22 new mobile classrooms purchased and delivered

Mr. Green commended Guy Chamberlain, Associate Superintendent for Auxiliary Services, and his staff for the excellent job on coordinating the construction of the new schools and renovations so that they would be ready to open on schedule.

#### Staffing:

- CMS has 16,700 employees which includes 9,700 teachers and instructional staff and

7,000 non-instructional support staff.

- Human Resources Department processed 5,200 teacher applications from April to July and hired 936 instructional staff since June 19<sup>th</sup>.
- Vacancies include 3 principal positions to be filled by the first day of school, 1 assistant principal, 88 instructional staff, and 55 bus drivers.

Mr. Green commended Kathy Auger, Acting Assistant Superintendent for Human Resources, Monique Gardner-Witherspoon, Executive Director for Human Resources Employment & Licensure, and their staff for doing an excellent job on staffing. Staff is continuing to hire employees to fill the vacancies. Plans are in place to have a qualified adult in every classroom on the first day of school. Instructional staff from the central office, substitute teachers, and retirees will be used to cover the vacancies. CMS needs 1,200 bus drivers and this is a tough area to fully staff. Lead drivers, substitute drivers, and part-time drivers will be used to cover the bus routes until the staffing needs are met.

Transportation:

- Bus stop information sent to schools on August 16<sup>th</sup>.
- Schools mailed information to parents on August 17<sup>th</sup>. If parents have not received that information, they need to contact the school.
- Dry runs for bus routes August 21<sup>st</sup> and 22<sup>nd</sup>.
- Overall information.
  - 1,200 school buses, including 31 new vehicles.
  - 1,206 bus routes.
  - 107,638 students assigned to bus stops.
  - 38,635 morning bus stops.
  - 41,070 afternoon bus stops.
  - 1,363 day care stops assigned.
  - 141,242 miles driven daily.

Mr. Green commended Carol Stamper, Executive Director for Transportation, and her staff for doing a tremendous job on preparing for the start of school.

Scheduling:

- Middle School.
  - All schools, with limited exceptions, have their students scheduled.
- High School.
  - All schools, with limited exceptions, have their students scheduled.
  - Schedules include A-day, B-day, 4x4, and a blend which presented some challenges. Counselors and staff are working to ensure schedules are set by the start of school. Other challenges included technology difficulties with the new NCWise Program which will require technical support from the state. This has the highest priority and staff is working diligently to resolve the issues.

Mr. Green said the first day of school will be managed efficiently. A discussion with Board members followed. Mr. Dunlap said he recently held two meetings in his district and parents expressed concern regarding the number of bus stops. He said he offered parents the challenge

to voluntarily give up their bus stop. The parents also expressed concerns about the A-day, B-day, and 4x4 schedules. This concept was a management decision and not a Board decision. The implementation of the scheduling methods generated questions and it will continue to be an issue. Mr. Dunlap requested an analysis of what is the best method of preparing a high school schedule. He believes the 4x4 schedule works to the advantage of the district because students are tested at the end of the course and usually will perform better as opposed to being tested at the end of the school year where some information could be forgotten. Ms. Leake reminded everyone that there is an initiative to encourage men to take children to school the first day of school and participate in school activities throughout the year. She hopes each school is aware of the Million Father March 2006 Initiative and will be receptive to the participants as this will have a great impact on support for children and the public school system. Ms. Leake thanked Mr. Green for all he has done and will continue to do for the school district. Ms. Griffin said she has received fewer phone calls this year regarding parent concerns for school opening and believes it is an indication that CMS is doing a good job. She commended staff on completing the placement of mobiles at the various schools. She is confident that the vacancies will be filled. She believes the bus driver vacancies may generate more parent complaints than other areas of the school system. She hopes there will be an efficient call system established to handle the calls from concerned parents. Mr. Green said it has been brought to Dr. Gorman and his attention that CMS is not adequately staffed for the first two weeks before and after the start of school to deal with communication issues. This area could be improved and will be assessed after the opening of school. CMS is striving to be responsive to parents and will continue to work to improve this area. Ms. Leake said many parents have commended Dr. Gorman on receiving a personal telephone call from him. Dr. Gorman said he did not make 128,000 telephone calls. He reported this is the new phone calling system and it worked very well. A huge concern is the large volume (28%) of incorrect student phone numbers in the system. Dr. Gorman said if an emergency should occur these parents could not be contacted. Staff is working to get accurate information for the new system. Ms. Griffin suggested an easy process be established to allow parents to report a change in their phone numbers. Mr. Gauvreau made comments regarding transportation because that is a hot button for him. He said the transportation issue in the school district has become an emergency because of the policies of the Board, the way transportation is assigned, and the funding requirements. He encouraged Dr. Gorman to visit the office of the Transportation Department to view the computer system that shows where students are in the school district and where the buses go. Mr. Gauvreau expressed his concerns regarding too many buses in the system, bus routes, and 50% of the buses are only filled to 60% of capacity. He believes these issues are a result of the policies for student assignment. The number of buses is a problem in Mecklenburg County and must be reduced. This can be done through policy and not by creating systems, support personnel, and processes showing what is not working and how to improve that. The number of buses has grown disproportionately to the enrollment growth. Mr. Gauvreau encouraged Dr. Gorman to dismantle the transportation system. Chairperson White commended Dr. Gorman, Mr. Green and staff for their efforts on the gigantic task of opening the school system for the new year. He encouraged all employees who will be answering phone calls from concerned parents to do so with concern, compassion, and courtesy.

Chairperson White reported the Board would have a Broad Training Session on August 26 at

8:30 a.m. in the Board Room of the Education Center.

**ADJOURNMENT**

**By consensus, the Board agreed to adjourn the meeting.**

The Regular School Board Meeting adjourned at 8:15 p.m.

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Chairperson, Joe. I. White, Jr.

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Clerk to the Board, Nancy Daughtride