

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



Charlotte, North Carolina

September 12, 2006

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on September 12, 2006. The meeting began at 5:03 p.m. and was held in Room CH-14 of the Government Center.

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

Absent: Kaye McGarry, Member At-Large;
Vilma D. Leake (District 2); and
George Dunlap (District 3)

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 establish and instruct staff and attorneys concerning the position to be taken by the Board for the material terms of proposed contracts for the acquisition of real property;**
- **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 Section 143-318.11(a) of the North Carolina General Statutes.

Chairperson White reconvened the Regular Board Meeting at 6:08 p.m. in the Meeting Chamber of the Government Center. CMS TV Channel 3 televised the meeting.

Present: Joe White, Chairperson;
Molly Griffin, Vice Chairperson, (District 5);

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); 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 6:08 p.m. Chairperson White welcomed everyone to the Board's Regular monthly business meeting of the month.

A. Pledge of Allegiance

Chairperson White introduced Cadet Lauren Tasker, a 12th grade student at Hopewell High School, and Cadet Robert Freeman, an 11th grade student from North Mecklenburg High School, to lead those present and in the viewing audience in the pledge of allegiance and to speak to the September character trait of "respect." Cadets Tasker and Freeman are participants in the Law, Public Safety and Homeland Security Academy which is designed to teach high school students the skills needed to become better educated about the criminal justice profession and career opportunities. The career academy is offered as a two-year instructional cycle with voluntary admission for 11th and 12th grade students. The academy is held during the fall and spring semesters of each academic year and is open to juniors and seniors enrolled in CMS high schools. The classes are held at the Central Piedmont Community College (CPCC) North Campus on Tuesdays - Thursdays from 1:00 p.m. to 3:00 p.m. Chairperson White introduced Dr. Lili Johnson, Associate Dean of CPCC North Campus for Public Safety and Director of Forensics at CPCC North Campus; Margaret Austin, Division Director of Public Safety Programs; and Major Patricia Brown, CPCC instructor. Chairperson White recognized cadets from the program and family members of the cadets who were attending the Regular Board meeting. Cadet Tasker said the character trait for September is "respect." "Respect" is treating others with consideration and accepting their values. Cadet Freeman invited everyone to stand and join him in reciting the Pledge of Allegiance. He said the pledge would be recited in Spanish and then in English.

B. Adoption of Agenda

Ms. McGarry 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 as follows:

- Move Action Item IV.G. (Recommend approval of name for stadium at West Charlotte High School) to follow I.C. (Report on name for stadium at West Charlotte High School)

Mr. Dunlap moved that the Board approve amending the agenda to move Action Item IV.G. (Recommend approval of name for stadium at West Charlotte High School) to follow Item I.C. (Report on name for stadium at West Charlotte High School), seconded by Ms. Leake, and the Board voted 9-0 to approve the motion.

- Add Action Item IV.H. (Recommend approval of performance bonus for Dr. Frances Haithcock for the 2005-2006 school year) which was an item the Board discussed in Closed Session.

Mr. Tate moved to amend the agenda to add Action Item IV.H. (Recommend approval of a performance bonus for Dr. Frances Haithcock for the 2005-2006 school year), seconded by Ms. Leake, and the Board voted 8-1 to approve the motion. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Mr. Gauvreau, Ms. Leake, Mr. Dunlap, and Mr. Tate voted in favor of the motion. Mr. Gjertsen voted against the motion.

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

C. Community Report

- Report from Equity Committee

Chairperson White called upon Tom Tate, Board Liaison to the Equity Committee, to introduce the report. Mr. Tate said the Board had asked the Equity Committee to review the Citizens' Task Force Report to determine the impact the recommendations would have on equity in the schools. Mr. Tate introduced Vice Chair Rev. George Cook, James Henderlite, and Paul Haisley to present the report. Mr. Tate reported the Board of Education and the Equity Committee would have a Joint Meeting on October 3 and the Board would have an opportunity to discuss the report at that time. Mr. Tate thanked the committee members for their time and hard work on helping all students in CMS. Rev. George Cook said the Board asked the Equity Committee to review the twenty-one Citizens' Task Force recommendations; evaluate the recommendations; and reassess the recommendations to determine if they would impede or enhance equity. Rev. Cook said in order to fulfill the Committee's task of determining the impact on equity, several questions would have to be answered in detail to be able to evaluate the potential effect on equity. Until more information is gained, it would be difficult to evaluate the recommendations' impact on equity. Rev. Cook said the Equity Committee's report includes serious questions for each Task Force recommendation that would have to be answered for the Committee to be able to complete its task from the Board. The Equity Committee finds potential merit in the Task Force recommendations and they hope with targeted study and evaluation they will be able to provide a more definitive report at a later time. Messrs. Haisley, Henderlite, and Rev. Cook reviewed the Task Force recommendations and the list of questions raised by the Equity Committee. The Committee noted that CMS had already implemented several of the proposed recommendations. Rev. Cook said if the recommendations are going to work it would depend on the Equity Committee

asking the right questions, collaborating, and communicating. Chairperson White thanked the Committee for the report. He believes that most of the questions asked by the Equity Committee have already been asked by members of the Board. Chairperson White said action has been taken on a number of the items and the Superintendent is reviewing several recommendations for consideration of implementation. A discussion with the Board members followed. Mr. Tate said the Equity Committee would welcome comments from the Board. He would recommend that the Board members reflect on the report and save their questions for the Joint Meeting scheduled for October 3. Ms. McGarry thanked the Equity Committee for their hard work. She supports the Citizens' Task Force recommendations and findings and believes they warrant additional discussion by the Board. Mr. Dunlap thanked the Equity Committee for their work and looks forward to the discussion on October 3. He noted that several of the questions have been asked by Board members. He asked that another step be added to the process. He said the Board has heard a report from the Equity Committee and from the Citizens' Task Force Committee which no longer exists. He believes it would be beneficial for all three groups (Board of Education, the Equity Committee, and the Citizens' Task Force Committee) to have a Joint Meeting following the October 3 Joint Meeting. Mr. Dunlap believes this would help to clarify questions and answers. Rev. Cook said the Equity Committee would gladly consider that suggestion. Chairperson White said that meeting could be difficult because the Task Force no longer exists and members made it clear that the committee was disbanded. Chairperson White said he would work on that request. Ms. Leake thanked the Equity Committee for their time and interest in helping all children. She said the Board of Education appointed the Equity Committee to review and determine equity in our schools. She does not believe the reports of other committees should take priority over the reports of the Equity Committee because they were appointed by the Board. She encouraged the Board to respond to the Equity Committee's reports.

- Report on Middle College Proposal

Chairperson White called upon Dr. Gorman to present the report. Dr. Gorman called upon Muffet Garber, Associate Superintendent for Education Services, to provide the report to the Board. Ms. Garber said this is an opportunity for CMS to continue one of the many partnerships with Central Piedmont Community College (CPCC) and is another part of the high school reform movement. Ms. Garber introduced Margaret Austin, Division Director of Public Safety Programs; Dr. Lili Johnson, Associate Dean of CPCC North Campus for Public Safety and Director of Forensics at CPCC North Campus; Wanda Ray, Director of Cooperative High School Programs; and Dr. Jimmy Chancy, Director of Career and Technical Education. Ms. Garber said the presentation is for a proposed Middle College High School. The design of the Middle College would be a small autonomous high school on a community college campus. The purpose of the small high school is to better prepare students to enter college or the workforce. The program would accommodate approximately two hundred students and would attract students who are extremely focused and academically capable. The program is for 11th and 12th grade students and it would allow them to continue their high school curriculum and take college courses. When students graduate they would have a High School Diploma and transferable college credits that can be used at reciprocating colleges. An important aspect of the initiative is it would also provide an opportunity for job shadowing and internships. CMS and CPCC must apply to the Department of Public Instruction for approval to implement the Middle College High School. The program is not a magnet school but it

would recruit students similar to the style used by magnet schools such as using the lottery process, signing parent-student contracts; and utilizing an interview process with principals. Ms. Garber encouraged the Board to support the initiative because it would provide one more option for students and would be a win-win situation for CMS and CPCC. Margaret Austin said this is a great opportunity to work with the Law, Public Safety and Homeland Security Academy. The Academy originally began with four high schools in CMS and this is their third year of operation. The first year they had fifteen students, last year twenty-three students, and this year fourteen students. They are hoping they can continue to increase enrollment. The partnership they have with CMS and in making this initiative work is a great opportunity for them. The Academy is implementing many initiatives and they hope to continue to have the support of the Board of Education. A discussion with Board members followed. Mr. Dunlap said this is an exciting opportunity for CMS. He expressed concern regarding the expense for college level text books if CMS did not provide college level text books for all students who wanted to participate in college level classes. He is not sure this would be an acceptable expense for state funds. Mr. Dunlap asked that this funding be reviewed. Mr. Chancey said currently through the College Experience Program, local funds are used to provide textbooks for college experience students who participate as 11th or 12th grade students. The fiscal implications for this item are additional monies that we are asking the Board to consider for the budgeting process to continue what we are currently offering to other students at the college level. Mr. Chancey said this expense is already in our budget. Ms. Griffin said this is a great idea and a real opportunity for a small high school environment which the Board has committed to support. She asked why would a student choose this program and how many transferable college credits would a typical student expect to earn? Dr. Chancey said the program is designed to accelerate the high school career and earn college credits at the same time. There is a large population of students interested in that concept. Earning college credits would depend on the particular schedule of a student and how many high school credits they have accrued. Students could earn potentially three to eighteen credits during the two-year program. Students would take regular CPCC courses with CPCC students. Ms. Griffin asked what would be the process for job shadowing and internships? Dr. Chancey said this would be an extension of some of the existing programs within CMS. The internships would take place in the summer during the transition from the junior to senior year. Students could participate in job shadowing as part of the program early in the morning or after school. Some students would be on a traditional college schedule which would allow for time flexibility. Mr. Gjertsen said this is a good idea. He said regarding the fiscal implications, the program includes five staff members and five teachers making an average of \$55,000. He asked when will the staff be hired and the spending of the dollars begin? Ms. Garber said the spending will not start until next year when the students begin the program. The five staff positions are provided by the state and CMS would be responsible for the five teacher-level positions which would be included in the budget for next year. The expense items listed are not for the current planning year. Ms. Garber said this program would attract students who want to accelerate their course work and be in a small setting for their college experience. Ms. Leake is excited about the program. She said Durham is not the only county with this program. Guilford County also has the same program and she would like that program reviewed to evaluate its success and the types of students it attracted. She hopes the program will attract students who have difficulty in adjusting to a regular school setting and students who may not have the funds to attend college. Ms. Leake requested an evaluation of

the Guilford County Schools program versus the Durham program. Ms. Leake asked would the students in the program be required to have 28-credits to graduate? Ms. Garber said students would be expected to have 28-credits to graduate and some of those credits would be dual credits that would be transferable as college credits. Ms. Leake asked how will our students be monitored for attendance and behavior? Ms. Garber said this would be a small independent high school with a principal and staff. Students would be closely monitored in the same manner as our other high schools. CPCC has stressed an extra focus on safety to ensure our students are protected as they enter a college campus with older students. Ms. Leake asked why do the fiscal implications include a college liaison because CPCC already employs someone in that position? Ms. Garber said this would be an additional person that the state would provide to assist CMS in implementing this program. Ms. Leake asked would the grant be financed by the CMS budget or the state budget? Ms. Garber said this is an initiative by Governor Easley and the state would sponsor it. Ms. Leake asked will CMS be responsible for continuing to fund the program should the state funding stop? Dr. Chancey said the intent of the state is the program would become part of the overall administrative package for the district. Currently, it is an initiative and the Department of Public Instruction (DPI) is considering including those positions in the normal allocations to the district two or three years in the future. DPI is aware of the continuation needs and funding to include above and beyond what they normally provide to a school district at the current time. The teacher positions would be the normal positions allocated to a high school within the district based upon student population and that is already built into the budget. Ms. Leake asked will Curriculum and Instruction play a major role in the program? Ms. Garber replied, yes. Ms. McGarry is excited about the program and fully supports it.

- Report on name for stadium at West Charlotte High School

Chairperson White called upon Dr. Gorman to present the report. Dr. Gorman called upon Ann Clark, Regional Superintendent for High Schools, and John Modest, principal at West Charlotte High School, to present the report. Mr. Modest asked the Board to approve naming the stadium after a beloved and dedicated former teacher, Coach Jack Martin. Mr. Modest provided a brief summary of Coach Martin's teaching career, the impact he had on the lives of many students, and his accomplishments. Mr. Modest recognized members of the West Charlotte National Alumni Association; PTSA; Athletic Booster Club and other leadership groups; and Coach Martin's widow, Ms. Gloria Munez Martin. Mr. Modest asked the Board to approve changing the name of the stadium to the Thomas M. "Jack" Martin Stadium. Mr. Dunlap, Ms. Leake, and Mr. White praised Mr. Martin for his contributions to the community and students of CMS.

IV. G. Recommend approval of name for stadium at West Charlotte High School

Ms. Leake moved, seconded by Mr. Dunlap, that the Board approve changing the name of the West Charlotte High School stadium to the Thomas M. "Jack" Martin Stadium, and the Board voted 9-0 to approve the motion.

II. REQUESTS FROM THE PUBLIC

Tina Wright represented Mecklenburg ACTS and expressed concern about the implementation

of the weighted student staffing formula. The changes in the allocation of reserved teacher positions shifted teachers from a number of schools with above average poverty rates to schools with poverty levels of below 50%. This is contrary to the Board's commitment to decrease class size for schools with 50% and above poverty range. She encouraged the Board to review how teachers are assigned in the future to remedy the teacher losses at schools with significant numbers of children living in poverty. She also recommended the Board request a committee of members from the public be formed to study and review the proposed funding and staffing formula.

Mary McCray represented the Charlotte-Mecklenburg Association of Educators. A mission of the organization is to make great public schools a reality for all children. She presented a professional development plan that would assist educators throughout the school system and help provide a highly qualified educator in every classroom.

III. CONSENT ITEMS

- A. Recommend approval of minutes.
 - August 16, 2006 Closed Session
 - August 17, 2006 Closed Session
- B. Construction Items.
 - 1. Recommend approval of Winget Park joint-use agreement between Mecklenburg County and Charlotte-Mecklenburg Board of Education.
 - 2. Recommend approval of design contracts for 2006 COPs elementary schools.
- C. Recommend approval of requests for release of students to other school districts.
- D. Recommend approval of appointment of administrative personnel.
- E. Recommend approval of licensed/non-licensed hire reports for July and August 2006.
- F. Recommend approval of Budget Amendments for June and July 2006.
- G. Recommend approval of 2006-07 Application for Title I, Part A.
- H. Recommend approval of supplementary funding request from Magnet Schools Assistance Program, United States Department of Education, for *Advancing Equity, Diversity and Student Achievement*.

Mr. Dunlap moved that the Board approve Consent Items III.A. through H., seconded by Mr. Tate, and a discussion followed. Ms. McGarry asked for clarification regarding Consent Item III.B.2. She said this is related to the COPs 2006 package. She has asked for the last year when would it be appropriate to place a review of the CMS construction management contract on the agenda. Ms. McGarry requested this item be placed on a future agenda. She expressed concern that this item may be approved prior to that review. She said it was evident in the Citizens' Task Force recommendations and findings that changes needed to be made in how CMS builds schools to include building them less expensive, quicker, and in the areas where students live. She said in view of the defeat of the \$427 million 2006 Bond package, she understood CMS would work through a process to ensure that it was studied. She understood that if a construction management company took over the COPs 2006 package, they would take over the entire \$123 million package. She asked at what point should this be placed on the agenda? Dr. Gorman said as he has shared with Ms. McGarry, a company does not get an entire contract for all of a COPs program by approving work on one portion. He would be glad to place this on an agenda at the Board's discretion. Ms. McGarry said if this

item is approved, she would like the remainder of the COPs proposal on an agenda to ensure that CMS follows the RFP process for future construction of facilities. Mr. Gauvreau agreed with Ms. McGarry's concerns. He expressed concern that in the past, the previous Superintendents refused to discuss this or put the construction management contract with Bovis out to RFP. He said that was fundamentally wrong and the cost results have proven that. He said at the previous Board meeting, he asked the Board to take an official vote on the \$123 million COPs proposal by the Board of County Commissioners (BOCC) for the record. He said that plan is a flawed compromise from the BOCC which was a compromise plan from the Martin Commission. He expressed concern that this agenda item is for design only and is not for building schools. He said the \$123 million COPs proposal is not going to build schools, particularly in the suburban areas. Mr. Gauvreau said at the next Board meeting, he would like an official stance by the Board on its plans for the compromise package from the BOCC. He said the package will build two schools, design several, and slow roll what needs to be accelerated in the suburban areas. Mr. Gauvreau said he will support this item because the design includes reducing the floor space of schools by 10%. Mr. Gauvreau said the Board must discuss the \$123 million proposal and offer motions to increase that amount because that is not requesting enough funding and is not properly prioritized. Dr. Gorman asked does the Board want the \$123 million COPs proposal on an agenda? Mr. Gauvreau said Ms. McGarry is requesting that the Bovis Construction Management and Facilities Contract be placed on an agenda and he supports that request. Ms. McGarry said she is not questioning the COPs. She is requesting a review of how CMS manages construction. Dr. Gorman said he wanted to note that Mr. Gauvreau first stated the \$123 million COPS proposal did not include construction of new schools but later clarified that it did include the construction of two schools. Mr. Gauvreau said it does include two schools but there needs to be twenty schools built and a lot of those in the suburban areas. Mr. Dunlap said there could have been more schools being built had the Bonds passed. He said regarding construction management, the Board has new members and some of them need to be educated on how CMS does business as it relates to the construction management process. He said it would be unwise to place this item on an agenda when a substantial number of Board members do not understand the process in the first place. He suggested this item be considered as a Work Session item so that Building Construction Management can discuss why we are doing what we are doing, what we are doing, and the possibilities that exist. He does not believe it would be wise to debate an issue that many people are not familiar with. Chairperson White asked Board members to discuss the Consent Items only. Ms. McGarry said time is running out. In order to be prepared for considerations for school construction bonds for November 2007, it would behoove the Board to go through the process because it is good business to review existing contracts and issue RFPs. She believes this would help keep CMS on track and straight.

Mr. Gauvreau requested to pull item III.H.

The Board voted 9-0 to approve Consent Items III.A. through G., excluding Item III.H.

Mr. Gauvreau said he would not approve Item III.H. He expressed concerned that this item is the school district's endorsement of the Magnet School Program and requests financial assistance from the federal government. He believes these monies come with huge problems and CMS should be narrowing the Magnet School Programs. National experts support these thoughts but the Board and previous Superintendents refuse to make that acknowledgement.

He expressed concern that this is a request for over \$4 million and requires the BOCC to start funding the program with local dollars as well. Mr. Gauvreau does not believe the Chinese Immersion, Military Magnet, and the Museum Magnet are worthy of federal funding, especially the Museum Magnet. He believes the existing magnet programs are causing “white flight” from the district. CMS is now a minority-majority school district and this will make that worse. Mr. Gauvreau requested Dr. Gorman provide him a copy of the CMS’ Magnet Schools Assistance Program request to Washington. He said this is a huge policy problem. The Board should be discussing neighborhood schools and not magnet school funding deals that are so institutional that they are causing the public to leave. Ms. Griffin noted the Museum Magnet would not be a stand-alone magnet and would be an additional program to the existing programs at First Ward Accelerated Learning. She said the majority of the Board previously approved the Chinese Immersion Program at Smith Language Academy and the Military Magnet at Marie G. Davies. Mr. Dunlap expressed concern about comments such as magnet schools are forcing the school district to be a minority-majority school system. Mr. Gauvreau called for a Point of Information and Mr. Dunlap declined. Mr. Dunlap said he addressed this statement because too many times incorrect comments go unchallenged. When those comments go unchallenged, people are led to believe they are true. Mr. Dunlap does not believe the district is becoming a minority district simply because it allows students to learn in various and different ways with a diversified student population. Mr. Dunlap would like to see the evidence that supports this statement. He said magnet schools are designed to foster diversity and CMS should continue to look for innovative ways to allow children to learn together in as many ways as possible. Mr. Gauvreau said he has provided the Board research on this information previously and he will forward that again to Mr. Dunlap. That research indicates when you over-supply a district with magnet schools you cause and exacerbate the problems of white flight and you try to fix that through magnet schools. Mr. Gauvreau said CMS has too many magnet schools and the evidence is there. CMS continues to lose white students in the school district which is now at 37% compared to several years ago at over 50%. He said neighborhood schools are being taken away and CMS is creating programs that do not have merit or worth, particularly in the elementary schools. Mr. Gauvreau said this is the wrong approach. Chairperson White asked that a motion be offered to allow for the continuation of the discussion.

Ms. Griffin moved that the Board approve Consent Item III.H., seconded by Ms. Leake, and a discussion followed. Mr. Dunlap asked the Superintendent to provide any research he may have on this matter. He is concern about the suggestion that CMS is increasing magnet schools at the expense of neighborhood schools. He does not believe that is an accurate statement and there is not evidence to support it. Mr. Dunlap said he supports students attending schools close to home or proximity schools. Ms. Leake said she supports the motion. She said magnet schools provide diversity for the community and she believes the Board and the community support diversity. Magnet schools help students compete across the state, country, and the world. CMS must provide an environment that will enhance the education of every child in the district. Ms. McGarry said she will support the motion. She asked what would happen should the funding stop? She also asked would the grant impact local funds or will it be totally supported by federal money? She said the information on the fiscal implications could be provided at a later time. She said bottom-line, the community just wants education and CMS must educate students. She hopes this will be a method to educate

students. Ms. McGarry encouraged CMS, ongoing, to delete magnet programs that are not working.

The Board voted 7-2 to approve Consent Item III.H. Chairperson White, Ms. McGarry, Mr. Merchant, Mr. Dunlap, Ms. Leake, Mr. Tate, and Ms. Griffin voted in favor of the motion. Mr. Gauvreau and Mr. Gjertsen voted against the motion.

The Consent Agenda included the following administrative appointment:

- Robert Avossa named Chief of Staff. Mr. Avossa has a Specialist Degree in Educational Leadership from Nova Southeastern University; a Master of Arts in Varying Exceptionalities from University of South Florida; and a Bachelor of Science in Behavioral Disorders – Exceptional Education from the University of South Florida. Mr. Avossa previously served as principal at Olympia High School in Orange County Public Schools, Orlando, Florida.

IV. ACTION ITEMS

Mr. Dunlap said the Board previously discussed the appointment recommendation of individuals to Board committees by Board members would be on the agenda as a Consent Item. He requested this be considered for future appointments. Chairperson White said he would verify the legality of this with the attorney. Chairperson White said generally when the appointment is by an individual Board member, the remainder of the Board has confirmed that appointment as a courtesy. Chairperson White said the Superintendent and he would make this type of appointment a Consent Item in the future if there was no opposition from the Board. There was no objection from the Board members. Dr. Gorman said he also understood that the naming of school facilities would also be a Consent Item.

- A. Item Deleted
- B. Recommend approval of Middle College Proposal

Ms. McGarry moved, seconded by Ms. Leake, that the Board approve the proposed Middle College, and the Board voted 9-0 to approve the motion.

- C. Recommend approval of one citizen appointment to the Bond Oversight Committee by an At-Large Representative

Chairperson White called upon Mr. Merchant to present the recommendation. Mr. Merchant requested the item be postponed until the next Board meeting to allow him additional time to further consult with the person he would like to appoint. Chairperson White said he would accept the request if there was no objection from the Board members. There was no objection from the Board members.

- D. Recommend approval of one citizen appointment to the Bond Oversight Committee by the District 1 Representative

Chairperson White called upon Mr. Gauvreau to present the recommendation.

Mr. Gauvreau moved that the Board approve the appointment of Jay Morrison as the District 1 representative to the Bond Oversight Committee, seconded by Ms. Griffin, and the Board voted 9-0 to approve the motion.

- E. Recommend approval of one citizen appointment to the Bond Oversight Committee by the District 2 Representative

Chairperson White called upon Ms. Leake to present the recommendation.

Ms. Leake moved that the Board approve the reappointment of Mary Gill as the District 2 representative to the Bond Oversight Committee, seconded by Mr. Tate, and the Board voted 9-0 to approve the motion.

- F. Recommend approval of one citizen appointment to the Bond Oversight Committee by the District 6 Representative

Chairperson White called upon Mr. Gjertsen to present the recommendation.

Mr. Gjertsen moved that the Board approve the appointment of Mike Love as the District 6 representative to the Bond Oversight Committee, seconded by Mr. Tate, and the Board voted 9-0 to approve the motion.

- G. Recommend approval of name for stadium at West Charlotte High School

Item previously presented on the agenda (followed item I.C.).

- H. Recommend approval of a performance bonus for Dr. Frances Haithcock for the 2005-2006 school year

Chairperson White said this item was added to the agenda.

Ms. Griffin moved that pursuant to Dr. Frances Haithcock's contract with the Board of Education that the Board approve a discretionary performance bonus of 5% of the base salary or \$10,435.53 for the 2005-2006 school year, seconded by Ms. Leake, and the Board voted 5-4 to approve the motion. Chairperson White, Ms. Leake, Mr. Dunlap, Mr. Tate, and Ms. Griffin approved the motion. Ms. McGarry, Mr. Merchant, Mr. Gauvreau, and Mr. Gjertsen voted against the motion.

V. REPORTS/INFORMATION ITEMS

- A. Report on the Horizons Program

Chairperson White called upon Dr. Gorman to present the report. Dr. Gorman called upon Linda Morris, Assistant Superintendent for Elementary Curriculum & Instruction to present the report. Ms. Morris recognized parents, teachers, administrators, and staff of the Horizons Program who were in the audience. Ms. Morris provided a history of the program, eligibility requirements, and class size. The Horizons Program for highly gifted students was established

in 1999 with three classes at Barringer Academic Center. The purpose of the program was to create a challenging, highly motivated environment for elementary students whose current level of aptitude and achievement required radical acceleration and differentiation from that available in the regular classroom or a self-contained Talent Development class. Previously, the only option for these students was to be skipped a grade. As the original Horizons students reached middle school age, a class was added for them at Marie G. Davis Middle School. When the magnet programs were moved, a classroom was added at Randolph Middle School. This summer, staff began updating processes and procedures for the Horizons Program. During the research, they discovered such a program is extremely unique in North Carolina and across the country. Many schools only offer either a resource program or a catalyst program for elementary students. A few schools offer self-contained classes for gifted students but very few offer self-contained programs for highly-gifted students. The CMS program is a joint effort of the Curriculum and Instruction, Talent Development, and Magnet Program offices. The program serves a diverse group of students. Racial demographics fluctuate between the elementary and middle school levels but currently boys outnumber girls 2:1 in both school levels. CMS is focused on raising community awareness of the program and hopes that will bring a better balance to the program. The elementary program is currently organized into four multi-age classes. Each class is taught by a teacher who is certified as both a classroom teacher and a teacher of the gifted. Much of the students' work is conducted in small groups and individualized instruction mode. Since the classes are established in a multi-age format and students typically work two to three years above grade-level, the teacher often serves as both the teacher and facilitator of learning. National research on gifted education advocates children should be involved in real world problem-solving and that philosophy fits well within the concept of the Horizons Program. The middle school program is a combination of honors classes in the core areas and a language arts course designed specially for the Horizons students. Students are expected to operate as scholars with assignments such as a ten-page research paper patterned upon college level criteria as the norm. Ms. Morris said future plans for the Horizons Program include increase the visibility of the program; a child find initiative to increase the enrollment; increasing the number of classes and school sites based upon an increase in population; study the feasibility of providing a more comprehensive program model for high school age students; and continue the collaboration with the Charlotte community and parents. A discussion with Board members followed. Ms. Leake is excited about the program. She wants to ensure the community is aware that CMS provides support to students who have the ability to participate in highly academic and challenging programs. She believes increasing the visibility of the program will enhance its student population. She thanked the parents of the Horizons Program for being actively involved with their children and supporting the program. She encouraged parents to become aware of the program and consider it for their children. Ms. McGarry thanked Dr. Gorman and Ms. Morris for the report and for providing detailed fiscal implications.

B. Report/first reading on proposed Policy AE, School Accountability System

Chairperson White called upon Ms. Griffin, chair of the Policy Committee. Ms. Griffin said before the Board for first reading are three significant new policies (Policies AE, AEC, and GC) and important revisions to current policies (Policy BDD and Bylaw BAA). Taken together, the five policies represent a major portion of the Board's work over the past two years with the Broad Foundation and the Center for the Reform of School Systems. They are

focused on the Board's role of a Reform Governance Board. They are consistent with the Board's Theory of Action and they will offer significant guidance to Dr. Gorman as he develops his action plan which he will reveal in the coming months. The policies represent the Board's commitment to accountability and empowerment based upon performance throughout the district. This includes the Board, Superintendent, teachers, principals, and staff members. Ms. Griffin said Dr. Gorman will address these initiatives later in the meeting. Ms. Griffin said the policies will be posted on the CMS website and public input will be welcomed. There will be a Public Hearing and Board vote scheduled at the October 10th Regular Board meeting. Ms. Griffin said this is the work of the Board working together as a committee of the whole. Ms. Griffin thanked the Board members for their commitment to the important work.

- C. Report/first reading on proposed Policy AEC, Data Dashboard
- D. Report/first reading on proposed Policy GC, Effective Teachers and School Administrators
- E. Report/first reading on proposed Policy BDD, Superintendent Board Relations
- F. Report/first reading on proposed Bylaw BBA, Duties of the Board

VI. REPORT FROM SUPERINTENDENT

Dr. Gorman said the three new policies and revisions to existing policies will serve as the foundation for the district's reform initiatives and will help execute the Board's Vision, Mission, Core Beliefs, and Theory of Action. They are intended to help move the district forward. They will also lead to urgent and dramatic reforms by CMS by increasing the district's accountability and transparency. The three new policies establish an accountability framework that is both specific and flexible. The framework defines requirements for how individual schools, teachers, and administrators will be accountable. The new policies will create a Data Dashboard that specifies how the Board will measure and monitor CMS progress. The Data Dashboard will use a variety of indicators including measures of academic achievement; fiscal effectiveness; operational efficiency; and satisfaction of students, teachers and parents. The Data Dashboard will be available to the public on the CMS website so that the public can be informed of the progress. It will be updated at a minimum of once per year. The School Accountability Policy creates a district-wide accountability system. Each school's results will be reported to the Board every year. Staff will be required to develop the Accountability System. It will incorporate the three key elements of performance classification, performance rewards and sanctions, and a communications plan to disseminate the yearly results to the Board and the public. The Effective Teachers and School Administrators Policy is a plan to ensure that each school has a strong principal and every classroom has an effective teacher. Dr. Gorman said he will work to develop procedures to attract and keep strong principals and teachers. He will also ensure they get support and professional development training, schools are safe, and teachers have a protected planning time. The policy provides him much needed flexibility to allow staff, at his lead, to transfer teachers and principals including and up to total school reconstitution. Dr. Gorman said the revisions will significantly improve how we work together and help him as he sets about making reforms that we agree are necessary. The revised policy and bylaw are needed because they clearly define his responsibility and duties as well as the Board's. The revisions

sharpen and clarify our lines of responsibility and accountability, and will make the relationship more effective. There are new portions of the policies that require the Board to review the district's major operations. The first review is scheduled for the second meeting of October when the Board will review the Finance Division. Dr. Gorman asked Board members to provide him a list of questions they would like staff to answer by September 15th.

VII. REPORTS FROM BOARD MEMBERS

Trent Merchant said he has met with Guy Chamberlain, Associate Superintendent for Auxiliary Services, members of his staff, developers, architects, general contractors, and manufacturing representatives to better understand the CMS construction methods and practices. He also met with Dr. James Woodward who is the new chair of the Mecklenburg Citizens For Public Education. Mr. Merchant said the meeting was informative and he is encouraged by how that group will work with the Board of Education.

Vilma Leake thanked Wachovia bank for donating 559 book bags to Reid Park Elementary School and the New Empowerment Ministry for providing resources for the children at Walter G. Byers and Nations Ford Road elementary schools. Ms. Leake read a poem written by a student in kindergarten. She visited several schools in the district. She thanked the community for their support to children and encouraged them to help students to follow the rules of the district which will help ensure safe environments for all students.

Tom Tate reported there would be a District 4 Parent Forum Meeting at East Mecklenburg High School on October 12 at 6:30 p.m., and Dr. Gorman would be attending the meeting. There would be a Joint Meeting of the Board of Education and the Equity Committee on October 3 at 2:00 p.m. in the Board Room of the Education Center. He said he would be attending a County School District Conference on September 13. The conference is sponsored by the American Association of School Administrators and the National Association of Counties. The purpose of the meeting is to discuss common understandings on improving the health of children and youth to ensure the education of the whole child.

Ken Gjertsen said three new elementary schools are scheduled to open in District 6 over the next three years. Public meetings to discuss those school boundaries have been scheduled at Community House Middle School on September 14th and September 21st. He encouraged the parents of District 6 to participate in those meetings.

Kaye McGarry thanked Dr. Jim Woodward, former Chancellor of UNC-Charlotte, for his willingness to chair the new education group which was formed with the merger of four groups (Charlotte Advocates for Education, the CMS Public Schools Foundation, the Citizens' Task Force, and the Charlotte Chamber K-12 Education Arm). Ms. McGarry recently attended a business conference in San Diego and was inspired by the motivational talk by Steve Ford, son of former President Gerald Ford, on the value of strong family bonds and character leadership integrity. Ms. McGarry believes good family values will lead to student achievement.

Coach White thanked every CMS employee for their efforts in opening CMS for the new school year. He reported the Board members would be attending a Broad Training event in

New York on September 17-19. He said most every week he attends football games at various schools. This week he will be attending the football game at West Mecklenburg High School on Thursday and the game at Ardrey Kell High School on Friday.

ADJOURNMENT

Ms. McGarry moved that the Board adjourn the Regular Board meeting, seconded by Ms. Leake, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 8:12 p.m.

Chairperson, Joe. I. White, Jr.

Clerk to the Board, Nancy Daughtride