



Approved by the Charlotte-
Mecklenburg Board of Education
October 9, 2007
Regular Board Meeting

Charlotte, North Carolina

June 26, 2007

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on June 26, 2007. The meeting began at 5:07 p.m. and was held in Room 267 of the Government Center.

Present: Joe I. White, Jr., Chairperson, Member At-Large;
Kaye McGarry, Member At-Large;
Trent Merchant, Member At-Large;
Larry Gauvreau (District 1);
Vilma D. Leake (District 2);
Tom Tate (District 4); and
Ken Gjertsen (District 6)

Absent: Molly Griffin, Vice-Chairperson, (District 5) 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 Mr. Tate, seconded by Mr. Merchant, the Board voted unanimously of those present for approval to go into Closed Session for the following purposes:

- **To consult with the Board's attorneys on matters covered by attorney-client privilege including but not limited to the litigation involving (a) Jerry Alan Reese, and (b) Chris and Wendy Hawkins;**
- **To consider the qualifications of and/or potential terms for hiring new employees; and**
- **To instruct the Board's attorneys and negotiating agents concerning the Board's position in negotiating the price and other material terms of proposed contracts for the acquisition of real estate.**

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 6:12 p.m. in Room 267 of the Government Center. CMS TV Channel 3 televised the meeting.

Present: Joe White, Chairperson, Member At-Large;
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 6:12 p.m. Chairperson White welcomed everyone to the Board's second meeting of the month which is held in a Work Session format. He noted that the June 12, 2007 Regular Board meeting had been cancelled due to a conflict with the graduation schedule and some of the agenda items from that meeting had been added to the agenda for this meeting. He apologized for starting the meeting late and noted that the Board had been conducting business in a Closed Session meeting.

A. Pledge of Allegiance

Chairperson White called upon Mr. Gauvreau to lead those present and in the viewing audience in the Pledge of Allegiance. Mr. Gauvreau invited everyone to stand and join him in reciting the Pledge of Allegiance.

B. Adoption of Agenda

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

Chairperson White asked the Board to approve adding the following two items from the previous Closed Session to the agenda:

Add Consent Item II.I. (Recommend approval of an alternative lease for the South Regional Office/ Learning Community).

Mr. Gjertsen moved, seconded by Ms. McGarry, that the Board approve adding Consent Item II.I. (Recommend approval of an alternative lease for the South Regional Office/Learning Community) to the agenda, and the Board voted 9-0 to approve the motion.

Add Action Item III.E. (Recommend approval to adopt a resolution ratifying execution of the Brooklyn Village Interlocal Cooperation Agreement with the County of Mecklenburg, North Carolina).

Ms. Leake moved, seconded by Mr. Merchant that the Board approve adding Action Item III. E. (Recommend approval to adopt a resolution ratifying execution of the Brooklyn Village Interlocal Cooperation Agreement with the County of Mecklenburg, North Carolina) to the agenda, and the Board voted 7-2 to approve the motion. Chairperson White, Ms. Griffin, Mr. Merchant, Mr. Gauvreau, Ms. Leake, Mr. Dunlap, and Mr. Tate voted in support of the motion. Ms. McGarry and Mr. Gjertsen voted against the motion.

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

II. CONSENT ITEMS

A. Recommend approval of minutes.

- May 30, 2007 Closed Session
- May 30, 2007 Joint Meeting
- May 22, 2007 Regular Board Meeting
- May 22, 2007 Closed Session
- May 17, 2007 Closed Session
- May 8, 2007 Closed Session
- April 27, 2007 Special Meeting/Closed Session
- April 24, 2007 Closed Session
- April 10, 2007 Closed Session
- February 27, 2007 Regular Board Meeting

B. Construction Items.

1. Recommend approval of lease for office space at Airport Center, 4948 Airport Center Parkway, Charlotte, North Carolina.
2. Recommend approval of permanent sub-surface easement agreements on CMBOE properties regarding City of Charlotte Briar Creek Relief Sewer PH1.
3. Recommend approval of permanent easement agreement and temporary construction easement on CMBOE property regarding City of Charlotte's Ranson Road Water Main Project.
4. Recommend approval of construction contract for new Belmeade Elementary School.
5. Recommend approval of additional construction services for Midwood School.
6. Recommend approval of construction contracts for supplemental work at various schools.
7. Recommend approval of additional construction services at Clear Creek Elementary School.
8. Recommend approval of construction contract for Garinger High School.
9. Recommend approval of construction contract for Olympic High School.

C. Recommend approval of appointment of administrative personnel.

D. Recommend approval of licensed/non-licensed hires and promotions for May 2007.

- E. Recommend approval of a resolution for Interim Appropriations for FY2007-08 as required by N.C. General Statute §115C-434.
- F. Recommend approval of filing fee for election of the Board of Education.
- G. Recommend approval of uniforms for J.T. Williams Middle School.
- H. Recommend approval of Career and Technical Education 2007-08 Application for State/Federal Funding.
- I. Recommend approval of an alternate lease for the South Regional Office/Learning Community.

Mr. Dunlap moved, seconded by Ms. Griffin, that the Board approve Consent Items A. thru I., and a discussion followed.

Ms. Leake pulled items B.2, B.3., C., G., and H.
Chairperson White pulled item I.

The Board voted 9-0 to approve the Consent Items A. thru I. excluding items B.2, B.3., C., G., H., and I.

The Board discussed Consent Item B.2. Ms. Leake asked for clarification on the easement agreements on CMBOE properties. Mike Raible, Executive Director for Facilities Planning, said this is an easement for Charlotte-Mecklenburg Utilities to tunnel under a portion of the Myers Park High School site and a portion of the Selwyn Elementary School site to relocate sewer lines by the creek. There were two plans proposed and this plan will not disturb any of the trees on the two properties.

Ms. Leake moved, seconded by Mr. Dunlap, that the Board approve Consent Item B.2., and the Board voted 9-0 to approve the motion.

The Board discussed Consent Item B.3. Ms. Leake asked for clarification on the easement agreement. Mike Raible, Executive Director for Facilities Planning, said this is an easement at Torrence Creek Elementary School for a water main improvement project.

Ms. Leake moved, seconded by Mr. Dunlap, that the Board approve Consent Item B.3., and the Board voted 9-0 to approve the motion.

The Board discussed Consent Item C. Ms. Leake said she has mentioned several times the importance of experience regarding the personnel recommendations. She expressed concern regarding the experience of an individual who will have a great responsibility in the Achievement Zone. She asked Dr. Gorman to explain his rationale for the appointment of Shelton Jefferies. Dr. Gorman said Mr. Jefferies has been the principal of First Ward Elementary School from 2004-present and the assistant principal at Winding Springs Elementary School from 2000-2004. Prior to that, he was the assistant principal and teacher at Eastover Elementary School. He has been an educator for ten years and has experience with working with children of poverty and children who face challenges. He has experience leading a school and is viewed as one of our up and coming leaders in the district. Mr. Gauvreau said he would like to pull some personnel appointments. Ms. Leake said she had not finished making her comments. Chairperson White noted that the Board was not following

their agreement that Board members would ask questions of this nature to the Superintendent in his office rather than discussing their concerns in public. Ms. Leake said she is trying to ensure the quality of the staff employed who are held accountable with and for the students. Ms. Leake said she has a concern regarding the experience and longevity of Linda Kiser. Dr. Gorman said Ms. Kiser has been in education for thirty-four years. She was a teacher for twenty-three years, an assistant principal for six years, and a principal for six years. Ms. Leake asked if she had elementary experience. Dr. Gorman said this experience was at the elementary level. Ms. Leake said it is important that the staff at the Learning Communities who will be dealing with middle school, high school, and elementary school have the training that will impact the success of those students. Mr. Gauvreau said he is opposed to the concept of the Learning Communities and he would like to pull the six recommendations for Executive Director, Learning Community. Mr. Gauvreau does not believe it is necessary to have an executive director reporting to an area superintendent. He asked that the Board vote on these six recommendations separately.

Ms. Griffin moved, seconded by Mr. Merchant, that the Board adopt Consent Item C excluding the six recommendations for Executive Director, Learning Community, and the Board voted 8-1 to approve the motion. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Ms. Leake, Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Mr. Gauvreau voted against the motion.

Mr. Tate moved, seconded by Ms. Griffin, that the Board approve the six recommendations for Executive Director, Learning Community, and the Board voted 8-1 to approve the motion. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Ms. Leake, Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Mr. Gauvreau voted against the motion.

Dr. Gorman presented the following administrative appointments:

- Melissa Dunlap named Executive Director of the Northeast Learning Community. She previously served as principal at Ashley Park Elementary School.
- Lory Morrow named Executive Director of the North Learning Community. She previously served as principal at Long Creek Elementary School.
- Shelton Jefferies named Executive Director of the Achievement Zone. He previously served as principal at First Ward Elementary School.
- Ronald Dixon named Executive Director for Central Learning Community. He previously served as Assistant Superintendent for Middle School Curriculum and Instruction.
- Linda Kiser was named Executive Director for the Central Learning Community. She previously served as principal at Park Road Montessori.
- Monique Gardner-Witherspoon named Executive Director for the East Learning Community. She previously served as Executive Director of Employment and Licensure.
- Jennifer Pearsall named Director of ESL Student Education. She previously served as a Second Language Specialist.
- Kathleen Fox named principal at Hawk Ridge Elementary School. She previously served as assistant principal at Hawk Ridge Elementary School.
- Kevin Woods named principal at Windsor Park Elementary School. He previously served as assistant principal at Montclair Elementary School.

- Brian Bambauer named principal at Rama Road Elementary School. He previously served as assistant principal at Hickory Grove Elementary School.
- Rachel McKenzie named principal at Olde Providence Elementary. She previously served as assistant principal at McAlpine Elementary School.

Dr. Gorman presented the following personnel transfer:

- Pamela Espinosa named principal of McClintock Middle School. She previously served as the Executive Principal at Olympic Community of Schools and served as principal at Olympic High School from 2000 to 2006.

Mr. Gauvreau asked what were the responsibilities and purpose of an executive director and area superintendent? Dr. Gorman said he would explain this at a later time. Ms. Griffin asked if these recommendations fill the remaining principal vacancies? Dr. Gorman said, no. There are still a number of positions to be filled.

The Board discussed Consent Item G. Ms. Leake commended the staff and parents at J. T. Williams Middle School for requesting uniforms for the schools. Ms. Leake encouraged the Board and the district to consider implementing a uniform policy for the entire district.

Ms. Leake moved, seconded Mr. Dunlap, that the Board adopt Consent Item G., and the Board voted 9-0 to approve the motion.

The Board discussed Consent Item H. Ms. Leake asked for clarification regarding the grant application for state and federal funding. Jimmy Chancey, Director of Career and Technical Education, said this is the application process for applying for state and federal funds which is an annual requirement. Each year, the Career and Technical Education Department must apply for the Carl. D. Perkins funds and the state funds. This is the local plan for funding teacher level positions and support level for three budget categories which covers approximately \$31.2 million.

Ms. Leake moved, seconded by Mr. Tate, that the Board adopt Consent Item H., and the Board voted 9-0 to approve the motion.

The Board discussed Consent Item I. Chairperson White said this is a proposed alternate office site lease for the South Regional Office/Learning Community located at 8500 Pineville Matthews Road. The previous site was the Eckerd sublease located at 9201 Baybrook Lane.

Ms. Griffin moved that the Board approve the lease for the South Regional Office in accordance with the business terms as presented, subject to approval by the Mecklenburg County Board of Commissioners as required by North Carolina General Statutes § 115C-530, seconded by Mr. Dunlap, and the Board voted 8-1 to approve the motion. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Ms. Leake, Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Mr. Gauvreau voted against the motion.

III. ACTION ITEMS

A. Recommend approval of one citizen appointment to the Central Piedmont Community College Board of Trustees

Chairperson White called upon Mr. Merchant to present the recommendation for one citizen appointment to the Central Piedmont Community College Board of Trustees.

Mr. Merchant moved that the Board approve the appointment of Carlos Sanchez to the Central Piedmont Community College Board of Trustees, seconded by Ms. Griffin, and a discussion followed.

Ms. Leake moved that the nominations be closed on the said one name and appoint by acclamation, seconded by Mr. Dunlap, and the Board voted 9-0 to approve the motion.

Ms. McGarry commended Vincent James for serving very ably at Central Piedmont Community College for fourteen years.

B. Recommend approval of two appointments to the Charlotte-Mecklenburg Planning Commission

Chairperson White said this item is two Board appointments to the Charlotte-Mecklenburg Planning Commission. One appointment will be for a full term which is three years. The other appointment will be to fulfill a partial term for an individual who has resigned and that appointment will begin June 30, 2007 and end June 30, 2009.

Mr. Tate moved that the Board approve the reappointment of Wesley Simmons to the Charlotte-Mecklenburg Planning Commission for a full term ending June 30, 2010, seconded by Ms. Griffin, and the Board voted 9-0 to approve the appointment.

The Board nominated individuals for the partial term ending June 30, 2009.

Ms. McGarry nominated Rhonda Lennon.

Ms. Leake nominated Rev. Dr. Dwayne A. Walker.

Ms. Leake moved that the nominations be closed on the said two names, seconded by Mr. Dunlap, and the Board voted 9-0 to close the nominations.

Ms. Lennon received 3 votes and Rev. Dr. Walker received six votes. Dr. Walker's term will end on June 30, 2009

C. Recommend approval of one appointment to the Citizens' Transit Advisory Group

Chairperson White said this item is one Board appointment to the Citizens' Transit Advisory Group and the term length is for two years.

Ms. Leake moved that the Board approve the reappointment of Aaron Houck, seconded by Mr. Dunlap, and the Board voted 8-1 to approve the motion. Chairperson White, Ms.

Griffin, Ms. McGarry, Mr. Merchant, Ms. Leake, Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Mr. Gauvreau voted against the motion.

D. Recommend approval for a Board member to change a vote from the May 30, 2007 Open Session

Chairperson White called upon Ms. Leake to present the recommendation. He noted that Ms. Leake has requested to change her vote from the May 30, 2007 Open Session. The procedure for a Board member to request a vote change is that the Board must unanimously approve the request. Chairperson White called upon Ms. Leake to present her recommendation. Mr. Middlebrooks, General Counsel representing the Board, reminded the Board that the procedure for this according to *Robert's Rules of Order* does not allow discussion on the item. Ms. Leake requested a Point of Personal Privilege. Chairperson White said the rules do not allow discussion and a Point of Personal Privilege would not be allowed. Mr. Middlebrooks said Ms. Leake may review the vote that she would like to change but she cannot discuss the reason why.

Ms. Leake requested that this item be removed from the agenda. There was no objection from the Board and Chairperson White deleted Action Item III.D. from the agenda.

E. Recommend approval to adopt a resolution ratifying execution of the Brooklyn Village Interlocal Cooperation Agreement with the County of Mecklenburg, North Carolina

Chairperson White called upon Mr. Middlebrooks to present the resolution ratifying the execution of the Brooklyn Village Interlocal Cooperation Agreement with the County of Mecklenburg, North Carolina. Mr. Middlebrooks said Board members have been provided a copy of the resolution and this item has been discussed by the Board in Closed Session. Mr. Middlebrooks said at the May 8, 2007 Regular Board Meeting, the Board approved the adoption of the Brooklyn Village Interlocal Cooperation Agreement. That agreement has been signed by both the chairperson of the Board of County Commissioners and Board of Education. This is requesting the Board to adopt a formal resolution ratifying execution of that agreement. Mr. Middlebrooks summarized the resolution agreement.

Mr. Dunlap moved that the Board adopt a resolution ratifying execution of the Brooklyn Village Interlocal Cooperation Agreement with the County of Mecklenburg, North Carolina, seconded by Ms. Leake, and the Board voted 6-3 to approve the motion. Chairperson White, Ms. Griffin, Mr. Merchant, Ms. Leake, Mr. Dunlap, and Mr. Tate voted in support of the motion. Ms. McGarry, Mr. Gauvreau, and Mr. Gjertsen voted against the motion.

IV. REPORTS/INFORMATION ITEMS

A. Report on Monthly Financial Statements for April 2007

Chairperson White called upon Dr. Gorman to introduce the report. Dr. Gorman said items A., B., and C. are the monthly reports and they are as presented.

Mr. Dunlap said the Enterprise Fund-Child Nutrition Program has a net profit of \$2,871,197

for 2007. He said we have previously discussed providing benefits to part-time employees who work in food services. He asked could these funds be used to provide benefits to those employees? He noted the Board had previously voted this issue down. He expressed concern that there are employees who have been working with this program for a long time and do not have health benefits, and this fund pays for its own employees. He believes it would be better to utilize the profits from this program to provide a portion of health benefits for those employees who help generate that revenue. Lu Ellen Richard, Executive Director of Accounting, said the \$2.8 million is the financial status as of the end of April and we have not completed the fiscal year. May and June are historically not good months for Child Nutrition compared to the rest of the school year because school is out earlier. Contributed Capital has a balance of almost \$2 million and that line item impacts the \$2.8 million total. This funding is provided by Bond money to be used to get the schools and cafeterias ready for operation and that is not profit. Mr. Dunlap said he would defer this discussion until the year-end report is available. Ms. Richard said we have done a year-end projection and that balance will be greatly reduced. Ms. Leake said she believes there was approximately \$1 million in funds carried over from last year. Ms. Richard said that would be retained earnings. Ms. Leake said each year there has been a profit in this area and there has been a continued concern regarding providing benefits for part-time workers (cafeteria workers and bus drivers). Ms. Leake believes these profits should be used to provide health benefits to those valued employees. Dr. Gorman said this is part of the budgeting process and it can be reviewed during the budgeting cycle.

B. Report on Budget Amendments for April, May and June 2007

Presented with item A.

C. Report on Capital Project Ordinances for April, May and June 2007

Presented with item A.

D. Report/Update on the Strategic Plan Project Charter: Expanded School Day

Chairperson White called upon Dr. Gorman to present the report. Dr. Gorman called upon Dr. Elva Cooper, Area Superintendent for the West Learning Community, to provide an update on the Strategic Plan Project Charter for Expanded School Day. Dr. Cooper said the Strategic Plan 2010 identifies the Expanded School Day as a strategy to improve student achievement. A pilot program will be implemented at Billingsville Elementary School for the next school year based on Billingsville being identified at the end of the 2005-2006 school year as a low-performing school by the North Carolina State Accountability System. Less than 50% of the students at Billingsville in grades three through five are on grade-level in reading, writing, and math. This year, Billingsville gained eight points in reading, fourteen points in math, and fifteen points in writing. In order to increase student achievement at Billingsville, it is critical that quality teachers are attracted and those teachers choose to remain at the school to provide stability and a strong instructional program for all students. The Expanded School Day will provide an additional hour of focused instruction to address the needs of a diverse and mobile student population. Dr. Cooper said Byron Campbell, principal at Billingsville Elementary School, was enthusiastic to be the first school and first principal to pilot this program. The additional hour will be highly relevant and motivating to students, and rewarding and exciting

to staff. The instruction will be hands-on learning that is themed-based and integrated with reading, math, and science. The framework will be high interest activities. This hour will be designed to make the students want to come back to school the next day. The week of June 18 thru June 22, the staff at Billingsville participated in Teacher Advance Professional Development in which they learned how to prepare strategies to effectively teach this additional hour. This was a great team building week. Dr. Cooper reviewed frequently asked questions and responses included the following:

- All staff of the school will be involved in implementing the additional hour.
- All staff will be compensated.
- The school has a Communication Plan that will communicate the activities of the school to the parents and the community.
- The Accountability Department has developed an Evaluation Plan to measure its success which includes a self-study, hard data regarding student achievement and attendance, and soft data regarding how the teachers and parents feel about the program.

Dr. Gorman reviewed the following statistics for Billingsville Elementary School:

- 92% of the students qualify for free-and-reduced lunch.
- 37% of the students are English Language Learners.
- 17% of the students are refugees.
- 18% of the students are homeless (70 students).
- This is the home school for the local Battered Women's Shelter.

Dr. Gorman said this school faces a great number of challenges with some of the other services provided besides the educational environment.

Board members were invited to ask questions and make comments.

- Mr. Dunlap asked why was Billingsville selected for the pilot over Shamrock Gardens Elementary School? Dr. Cooper said Billingsville volunteered to be part of the Charter. At the time the school was selected, the teaching staff at Shamrock Gardens was more stable and their achievement scores were higher. Mr. Dunlap asked for the End-of-Grade testing scores for the two schools. Mr. Carroll provided that information. Mr. Dunlap expressed concern regarding the school was selected based upon being identified as a low-performing school by the North Carolina State Accountability System. He asked how does that low-performing standard compare to the No Child Left Behind Legislation? Dr. Cooper said our goal is to increase student achievement. Billingsville did not make Average Yearly Progress (AYP) for the 2005-2006 school year which is No Child Left Behind. The results for 2006-2007 have not been received. We have also not received whether Billingsville made high growth or expected growth for this year. In the past, they have not been consistent and that has been the issue. The information provided by Dr. Gorman and the mobility rate impacts the inconsistency. We believe stabilizing the staff at Billingsville will improve student achievement. Dr. Cooper said goals of the project include stabilizing the teaching staff and the student population. Mr. Dunlap encouraged staff to review the differences between North Carolina Accountability System and No Child Left Behind Legislation

because we are responsible for ensuring our schools meet the goals of both. He believes having an analysis of the accountabilities of the two programs will help ensure the Board and staff makes decisions that are in the best interest of the district. Dr. Gorman said he would provide the Board a chart that reviews the expectations and repercussions. He said in reality this needs to be done at a number of schools.

- Mr. Gauvreau said he would like to accelerate Dr. Gorman's last sentence because the Expanded School Day is the most important task that this district should be doing. He expressed concern that this was a pilot at only one school with only four hundred students. This plan should be more aggressive because an extra hour of instruction time could benefit students greatly and it could be the most important step to change things in CMS. Mr. Gauvreau encouraged Dr. Gorman to make this program a part of the Strategic Plan and implement it in every school. Mr. Gauvreau said he was not impressed with the current Strategic Plan because it is filled with things that don't generate huge dramatic educational changes in our students. The Expanded Day School would provide educational opportunities for our students.
- Ms. Griffin is eager to expand this program beyond the pilot. She is impressed with Dr. Gorman's Strategic Plan and it holds the promise of significant gains for a lot of students. She understands the importance of testing and measuring this program to ensure it is right before implementing it in other schools. She congratulated Mr. Campbell and his staff on the recent student achievement gains at Billingsville and believes they are capable of making the pilot succeed. Ms. Griffin asked for a breakdown of the staffing costs. Dr. Cooper said the teachers will be paid an additional \$5,000 based on their certificate rate and this will be paid on a monthly basis. All staff will be compensated and teacher assistants will be paid according to their regular per hour basis. Ms. Griffin asked if there were state regulations or requirements regarding pay and number of hours in the instructional day? Dr. Cooper several options were reviewed and our goal was to make it fair and attractive to teachers. Ms. Griffin said this is a significant cost for a fairly small school and that could be a prohibiting factor in duplicating this at other schools. She would like to discuss this further and will ask her additional questions later. Ms. Griffin is excited about the program and is eager to see the results. Maurice Green, Chief Operating Officer, said there are employees who are non-exempt who will also be working the additional hour. Part of the issue was some people, by working the additional hour, would receive additional money for that hour while others, who are exempt employees, may not necessarily have to be paid more and that could have created some tension. We wanted to be fair and part of that fairness was reviewing exempt versus non-exempt status.
- Ms. McGarry said normally in a business if you are non-exempt you put in the time in order to do the job regardless of being paid more because you are already paid at a higher level. She asked is this similar to that or do we feel obligated to pay them more? Mr. Green said exempt employees could be paid at whatever rate that is agreed upon. A teacher assistant would have to be paid for the additional hour and staff felt it was best to also pay those teachers for that additional hour. Staff also wanted to ensure they compared Billingsville's teachers to the schools next door because the school next door does not have to work that additional hour. This contributed to providing the additional compensation to the teachers at Billingsville. Dr. Cooper stated several factors were included in the decision process including considering the fact that many of the teachers at Billingsville had second jobs and we tried to make the compensation

comparable to that salary. Ms. McGarry said the instructional day has not changed in fifty years and this is past due. She believes this should be a normal fact of life and implemented in the schools that would benefit from having the extra hour because it is the right thing to do. She believes the hour for meaningful instruction will be key for the success of this program. She recently visited the school and commended Helms Mulliss & Wicker, PLLC, for volunteering seventy of their employees at the school for the day.

- Mr. Gjertsen said this was a great recap and wished all the future reports would follow the same format of brevity, clarity, meaningful information, and delivery. He believes it is important to implement accountability measurements that will track success or failure. He said we know that the school has been identified as low-performing, that the students are performing at a certain level, that there is a certain level of teacher turnover, and these items can be benchmarked. He asked if the plan included goal? Dr. Cooper said the goals are listed in the charter and are reviewed at the monthly PMOC meetings. The basic goals are student achievement; attraction of teachers; parental involvement; and community involvement. There are also specific goals under the Strategic Plan 2010.
- Ms. Leake expressed concern regarding staff members who will be paid outside of teachers. She asked does this include secretaries, custodians, cafeteria workers, and bus drivers? Dr. Cooper said the plan does include secretaries, custodians, and bus drivers. It does not include cafeteria workers because they leave at a certain point of the day. Ms. Leake asked if there was a contract signed with the parents to participate in this process? Dr. Cooper said there is not a contract but we are providing incentives that will draw the parents to the school such as children performing, serving food, and working with the community to provide other incentives. Attendance would be counted and recorded. Ms. Leake asked what are we doing outside of the box regarding curriculum with and for the children to improve their academics? Dr. Cooper said the Teacher Advance Professional Development provided strategies to teach hands-on and high interest activities. Ms. Leake asked if this was a uniform school. Dr. Cooper said, yes. Ms. Leake requested a report of the teacher attendance for the past three years. Dr. Cooper said she would provide this at a later time. Ms. Leake expressed concern that this is being piloted at only one school because we know the needs and what can happen with an extended school day.
- Mr. Merchant is excited that the additional hour will be focused on making the students excited about coming back to school the next day. He believes the extra hour is a great concept. He thanked Dr. Gorman for starting this program and hopes he will be more aggressive with these types of programs in the future. Mr. Merchant noted that Billingsville has a strong community partnership and asked if the extra hour will allow for more structured opportunities for volunteers to be in the school? Dr. Cooper said the partnerships with Billingsville have been very involved with the Teacher Advance training and provided breakfast and materials.
- Mr. Tate said this program is very exciting. He would like to expand the program to other schools but the costs must be taken into consideration. The program provides opportunities to show advances in academic achievement and he hopes there will be funding available next year to expand it to other schools.

E. Report/update on proposed shared stadiums and auditoriums

Chairperson White called upon Dr. Gorman to present the report. Dr. Gorman said this is an update regarding regional facilities for high school stadiums and auditoriums. Dr. Gorman called upon Mike Raible, Executive Director for Facilities Planning, to provide a presentation. He said following the presentation he would present staff's recommendation for Board discussion. Mr. Raible said when the Board received staff's recommendations from the Superintendent's Standard Review Committee, they asked staff to do further study on the concept of regional stadiums and auditoriums. Mr. Raible said staff has completed the research and has developed several options. Mr. Raible presented four stadium options and two auditorium options.

Stadiums:

- Option One, status quo. A new 4,000 seat stadium at each new high school in the proposed ten-year plan and bring the existing stadiums to 4,000 seats (Estimated construction cost of \$80,805,000).
- Option Two, partners. One 4,000 seat stadium shared by two schools, each new school will receive a 1,000 seat stadium, and existing schools will also have their playing field upgraded to artificial turf (Estimated construction cost \$70,005,000).
- Option Three, triplets. Three high schools would share one stadium. Each new high school and eight existing high schools will be partnered with an existing school for football games and each new high school will receive a 1,000 seat stadium (Estimated construction cost \$51,795,000). An additional game day, in some cases two additional game days, will be required to accommodate all schedules.
- Option Four, practice only with partners. Each new high school will be partnered with an existing school for all interscholastic games and each new school will receive fields for practice only (Estimated construction cost \$42,665,000). This will cause a major adjustment to game schedules.

Auditoriums (does not include land acquisitions):

- Option One, status quo (Estimated construction cost \$2 million per site).
- Option Two, cafetorium. At the new high schools, the stage house would be built adjacent to the cafeteria (Estimated construction cost \$1.1 million per site).

Mr. Raible said the information provided also includes the costs of a 4,000 seat stadium, 1,000 seat stadium, and a practice only stadium, as well as the results of a telephone survey of all fifty states and the District of Columbia regarding shared facilities.

Board members were invited to ask questions and make comments.

- Mr. Tate said regarding Option Two, when will the existing stadiums be reconfigured? Mr. Raible said when they are up for renovation and this is a ten-year continuum. It is important to note that if a decision is made, that decision will be first employed with the two new schools that will be operational in late summer 2010 (Matthews/Mint Hill and Bailey Road high schools). Mr. Tate asked how will the school partnerships be determined? Mr. Raible said one consideration would be based on geography and paring the schools that are close to one another. Other considerations would depend on

the existing stadium and its ability to be renovated to a 4,000 seat capacity stadium and meeting the zoning, noise, set back, and lighting codes for that school. It would be best to select the stadiums in the best condition to upgrade because it would minimize the costs. Mr. Tate asked how many schools currently have a 4,000 seat stadium. Mr. Raible said Ardrey Kell and Mallard Creek high schools meet that standard and he will provide other schools, if any, at a later time. Mr. Tate expressed concerns regarding schools sharing the stadiums and the difficulties with scheduling an additional game and scheduling the fields to accommodate all the activities of the two or three schools.

- Mr. Merchant asked when will the additional game day be required. Mr. Raible said this will begin 2010 and there could be a sequence of events to gradually plan for the option that is selected and as other new schools are built. Mr. Merchant asked what is staff's recommendation? Dr. Gorman said he planned to share this at the end of the Board discussion but he could share at this time.

Dr. Gorman said staff's recommendation will be given in two parts. From a fiscal standpoint where services for programs can be offered, staff recommends Option Three, triplets. The impact of triplets must also be taken into consideration as it will greatly impact students, staff, families attending the game, police, security personnel, and other individuals (grounds keepers, concession stand vendors, officials, and opponents). Dr. Gorman said from a cost standpoint, staff recommends triplets. From an impact standpoint, staff does not feel comfortable recommending triplets and would like additional time to do further study on the items mentioned. Dr. Gorman said regarding auditoriums, staff recommends Option One, status quo, because staff believes cafeteriums would negatively impact the services or programs. Staff cannot guarantee that the same academic program will be delivered.

- Mr. Merchant said he would like the additional information on the impact because that would help with the decision-making process as these are emotional issues.
- Ms. Leake expressed concern regarding stadium ownership and asked who originated the idea of shared stadiums? Dr. Gorman said in summarizing the Ten-Year Capital Facilities Plan, staff said they would review various options for cost saving and this was one of those options. Ms. Leake expressed concern regarding the impact on the schools of shared stadiums because revenues are generated by the sports programs. Dr. Gorman said the home team would continue to get the gate. Dr. Gorman said if a game is scheduled for a Thursday there could be a decrease in revenue because that would be a school night. Ms. Leake also expressed concern for the impact on students, coaches, the athletic program, scholarships, and community. Ms. Leake said athletics is a part of the total package of the wholeness of educating students and believes saving money now may make us loose in the long run. Ms. Leake wants to provide the same quality athletic program in every school in the district. She encouraged the Board to not support shared facilities.
- Ms. Griffin said regarding the auditoriums, she does not believe there are significant savings as this is an integral part of each school. She is concerned that many of the existing auditoriums are in such bad shape that they cannot be used. She supports the status quo option for the auditoriums. She would like more time to review the information on the shared stadium options. She struggles with how the triplet option would work but is interested in the cost savings.

Ms. McGarry and Carole Hamrick, Manager of Board Services, left the Regular Board meeting at 8:10 p.m.

- Mr. Gauvreau said he would prefer to be discussing classroom time because he does not believe this is a big deal. He believes the Board should be more restrained with the spending habits on the auditoriums, stadiums, and fields. He said if fields and more reasonably athletic environments were built as opposed to stadiums there would be more money available to do something at each school. He said the baseline standards that are in place are over-inflated. He is not interested in Option One, Two, or Three. The public wants quality athletic fields and they can be provided at a greatly reduced price.
- Mr. Dunlap said this is similar to what the Board did with limiting parking spaces to 300 at schools to save money. Many of these schools have student populations of 2,500 and parents must walk two miles to attend games. Mr. Dunlap expressed concerns regarding scheduling the fields fairly among the several schools. He said an item that has not been considered is offsetting the cost of construction with the potential revenue, although typically the revenue supports the athletic program. He asked how much money has been generated at Independence High School over the last two years? He believes additional revenues could be used to offset the costs of the new stadiums. Mr. Dunlap asked staff to review the potential of a smaller stadium with 1,000 seats accommodating every program except football at a school. He foresees football growing in the community rather than shrinking. He believes the recent stadium upgrades have benefited the community and in the long run were cost effective. He suggested that CMS allow the community more access to the stadiums to generate additional revenues. He encouraged the Board to allow staff to review this item further.
- Chairperson White this is an emotional issue. He thanked Dr. Gorman for understanding the real issues. He expressed concern that athletic directors, principals, and coaches have not been given an opportunity to provide input on this issue. He expressed concerns regarding eliminating home stadiums and scheduling the fields for games and playoff games. He said the “main thing” is the “main thing” and that is student achievement but it will be very difficult to explain to students that may have to play a game on Thursday night and then be expected to be in school at 7:15 a.m. on Friday prepared to give their best academically. He expressed concerns regarding the revenue losses for Thursday night games and the conflicts of scheduling games on Saturday in competition with the Atlantic Coast Conference and Southern Conference. Chairperson White is opposed to the triplet option but he will keep an open mind.

Dr. Gorman asked the Board to take a straw vote on whether they would like staff to continue researching this item. He expressed concern that Board members may have their minds made up. He said the financial side related to construction has been presented and there is an impact that relates to operation, people, communities, etc. Mr. Dunlap said even if his mind was made up there is a possibility that information could provide him with a compelling reason to change it. Mr. Dunlap said based upon what he knows today, he would not vote to do something differently. Ms. Leake said she does not need staff to review this item further. Chairperson White said he has lived shared stadiums as Olympic and Independence high

schools were built without stadiums. Chairperson White believes the Board should consider Option Two. Dr. Gorman said there is no way to do Option Two without someone who has home fields now losing that home field.

Ms. Leake moved that the Board not do anything differently, and a discussion followed. Mr. Gauvreau expressed concern about the Board taking a straw vote. Chairperson White said he does not like straw votes because they are not real but he is doing what he is asked. Mr. Gjertsen asked if Mr. White would resign. Chairperson White said no, under no conditions.

Chairperson White noted that most of the Board declined to vote on the motion.

- Mr. Dunlap said the Board can take a straw vote or they can move on if no one is compelled to speak up.
- Mr. Merchant said the Board has been discussing this as a serious option for some time and he believes it would be foolish to just drop it now. He believes the Board needs quantifying information to make the right decisions. The Board should see it through and have an up or down vote on the merits and the facts.
- Ms. Leake asked if this item required a Board vote? Chairperson White said this item was for informational purposes only. Dr. Gorman said he would like guidance on how much time staff should spend on this item. Ms. Leake expressed concern that there is no clear direction from the Board on this item.
- Mr. Tate said he is opposed to the triplet option. A \$10 million savings over ten years is significant but in reality that does not build very much. He is not sure what will be gained by these savings and if it will be financially worth it. Mr. Tate is in favor of saving money but it would be more worthwhile saving \$50 or 80 million. He does not believe saving \$1 million a year over ten years is sufficient to cause the negative impact it will have on students, staff, and the community. He asked in the telephone survey were there districts that built shared stadiums and then later had to go back and build new stadiums or they discovered it was not worth it? Mr. Raible said they have not found that to be the case. Richland, South Carolina has just built a second high school with a regional stadium and they said they would never do one stadium with three high schools again because they found that to be difficult.

Mr. Gjertsen moved, seconded by Ms. Leake, that the Board approve the status quo option, and a discussion followed. Chairperson White said this was a Report Item that does not require a Board vote and it will take a 2/3 vote to amend the agenda.

Mr. Gjertsen moved, seconded by Ms. Leake, that the Board approve amending the agenda to make Report Item IV.E. an Action Item, and a discussion followed.

- Mr. Merchant believes the Board should stick to the process and timeline but he will understand if there is not support by the majority of the Board to continue reviewing this item. He asked should we seek public comment on this issue? He wants to ensure the Board is following the correct process.
- Mr. Dunlap said we have never sought public comment on something that we were not going to do. Mr. Dunlap said Mr. Gjertsen's motion was based on the Superintendent's recommendation in which he did not recommend Option One, Two, or Four. The

question is will the Board support the Superintendent's recommendation which was Option Three. Mr. Dunlap said he has heard what Mr. Gjertsen has heard from this Board discussion in which the majority of the Board has stated they will not support Option Three. Mr. Dunlap said the point that Mr. Gjertsen has made is this item needs to be voted up or voted down.

The Board voted 8-0 to approve the motion to amend the agenda to make Report Item IV.E. an Action Item. Ms. McGarry was absent.

Chairperson White said the Board would now discuss Mr. Gjertsen's motion that the Board approve maintaining the status quo.

- Mr. Gauvreau expressed concern that no Board member suggested restraining costs. He believes the costs of the stadiums should be cut by 20%. Mr. Gauvreau is opposed to remaining status quo because there is a better way that should be discussed by the Board.
- Mr. Dunlap said Mr. Gauvreau has a valid point but the Board is reacting to the recommendation by the Superintendent. No one has asked the question if we would consider something different. The Board used a process that allowed us to make some cost saving cuts such as cutting locker rooms out of schools. Mr. Dunlap suggested that the Board recommend using the same process to review options for cutting costs in the construction of stadiums but still retain stadiums at every school. He said this vote is regarding the Superintendent's recommendation which is to vote to approve or not approve Option Three. An alternate proposal would be to ask the Superintendent to review cost reductions by eliminating some of the items that go into a stadium
- Ms. Griffin said she would be interested in reviewing cost saving options in the construction of stadiums.
- Mr. Tate supports Mr. Dunlap's recommendation to review cost saving options but that would mean he would have to vote against the motion on the table. Mr. Gjertsen asked would someone like to offer an amendment to the motion or a substitute motion. Mr. Dunlap said this is a separate issue and it would not have to be done prior to the vote on the motion. Mr. Gjertsen said his motion means to approve building a stadium at each school. Mr. Dunlap said this does not include what goes into a stadium and that gives the Board the right to make a decision to cut costs at a later time. Chairperson White said he believes everyone agrees to that even though Mr. Gjertsen did not add that to his motion.

The Board voted 4-4 and the motion failed. Chairperson White, Ms. Leake, Mr. Dunlap, and Mr. Gjertsen voted in support of the motion. Ms. Griffin, Mr. Merchant, Mr. Gauvreau, and Mr. Tate voted against the motion. Ms. McGarry was absent.

Chairperson White said this brings the Board back to the beginning of this item and there are no other items on the agenda. He asked Dr. Gorman if he had anything else to discuss? Dr. Gorman replied, no. Mr. Dunlap said this is unfair because Dr. Gorman has asked the Board to provide direction on this item and that has not happened. Ms. Griffin said the reason she did not want to remain status quo was because she wanted to consider Option Two which was a \$10 million dollar savings over ten years. She would like staff to explore other ways to

achieve cost reductions such as considering building a 3,000 seat stadium. She would like to have a report on other cost saving options rather than spending any more time on discussing the triplet option. Chairperson White said Dr. Gorman has heard the Board's comments. Chairperson White and Dr. Gorman will discuss this item further.

ADJOURNMENT

Mr. Dunlap moved, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 8:47 p.m.

Chairperson, Joe. I. White, Jr.

Clerk to the Board, Nancy Daughtride