

Approved by the Charlotte-  
Mecklenburg Board of Education  
February 12, 2008  
Regular Board Meeting



Charlotte, North Carolina

October 9, 2007

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on October 9, 2007. The meeting began at 6:06 p.m. and was held in the Meeting Chamber of the Government Center. CMS TV Channel 3 televised the meeting.

Present: Joe I. White, Jr., 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; Regina H. Bartholomew, General Counsel; Members of Executive and Senior Staffs; and Nancy Daughtridge, Clerk to the Board.

**I. CALL TO ORDER**

Chairperson White called the meeting to order at 6:06 p.m. He welcomed everyone to the Board's Regular monthly business meeting.

**A. Pledge of Allegiance**

Chairperson White introduced Samuel Hamorsky, an eighteen-year old high school student at Metro School, to lead those present and the viewing audience in the Pledge of Allegiance. Samuel has attended Metro School for several years and is an active student in many of the school programs. Samuel is an excellent student and active in Boy Scouts. He competes on the school's swimming, soccer, and basketball teams, and Special Olympics matches. He takes violin lessons at school and is a member of the Metro High School chorus. He loves to travel with his family to Edisto Island and the beach. Samuel has many friends at school and is always happy and smiling. Chairperson White introduced Samuel's parents, Wayne and Fay Hamorsky, and his principal, Denise Comeaux. Samuel invited everyone to stand and join him

in reciting the Pledge of Allegiance.

B. Adoption of Agenda

Chairperson White said Agenda Item I.C. (Report/Update on the Strategic Project Plan Charter: Achievement Zone/The Parthenon Group) may be lengthy and there were not many speakers signed up to speak during the Requests from the Public. He asked the Board to approve moving Agenda Item I.C. to follow the Request from the Public section. Chairperson White said there may also be a number of people in the audience to support Consent Items III.E. (Recommend approval of naming for driveway leading to Martin Luther King, Jr. Middle School as the "Charlie Williams Parkway.") and III.F. (Recommend approval of naming for baseball stadium at Independence High School as the "John Matthews Stadium."). He asked that the Board approve moving III.E. and III.F. before I.C.

**Ms. Griffin moved, seconded by Ms. Leake, that the Board change the order of the agenda by moving I.C. to follow the Request from the Public section and that agenda items III. E. and III.F. be presented prior to I.C.,** and a discussion followed. Mr. Dunlap asked that item III.G. (Recommend approval of citizen appointment to the Bond Oversight Committee by the District Three Representative) be pulled from the agenda. He said he was not prepared to make that appointment and would like it placed on a future agenda.

**Ms. Griffin moved that her motion be amended to include the deletion of Consent Item III. G.,** and a discussion followed. Ms. McGarry said she had requested that Report Item V.B. (Report on 2007-2008 student enrollment) be an Action Item so that the Board could have discussion and expedite a reply to the Board of County Commissioners. She said she did not receive a reply and would like to know why this item is not an Action Item. Chairperson White said he and the Superintendent decided to not make this item an Action Item. He said Ms. McGarry may request to amend the agenda and this would be the fourth amendment to the agenda.

**Ms. McGarry moved that the Board approve amending the agenda by making Report Item V.B. (Report on 2007-2008 student enrollment) an Action Item, seconded by Mr. Gauvreau,** and a discussion followed. Ms. Griffin said her motion only included the first three amendments and did not include the motion by Ms. McGarry. Chairperson White said the Board would vote upon Ms. McGarry's amendment to the agenda separately. The Board voted on Ms. Griffin's motion to make three amendments to the agenda.

**The Board voted 9-0 to amend the agenda by moving Item III.C. to follow the Request from the Public, moving Items III.E. and III.F. prior to III.C., and deleting item III.G.**

The Board voted on Ms. McGarry's motion to amend the agenda.

**The Board voted 2-7 and Ms. McGarry's motion to make Report Item V.B. an Action Item failed. Ms. McGarry and Mr. Gauvreau voted in support of the motion. Chairperson White, Ms. Griffin, Mr. Merchant, Ms. Leake, Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted against the motion.**

Mr. Gauvreau said the Board could take action during that report if they so desired and the

Board could make a motion. Ms. McGarry said for the record she would like it noted that her request was put in a week ago and it should have been on the agenda. Chairperson White said Ms. McGarry put her request in through Carole Love, Manager of Board Services, and for the record he would say that he declined the request one week ago. Ms. McGarry said she was not informed of the decision.

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

## **II. REQUESTS FROM THE PUBLIC**

Several residents of the Mountain Island community discussed their likes and dislikes of the proposed boundaries for the Mountain Island Community. They offered suggestions for keeping their community together kindergarten through high school which included students attending Bradley Middle School rather than the overcrowded Coulwood Middle School. This option would optimize stability, maximize capacity, and create continuity in the community because this would provide them the opportunity to remain under one learning community. The speakers were as follows:

- Melissa Hershberger
- Kelly Pledger
- Brett Rhinehardt

James McRavion is a former CMS employee and he expressed his concerns regarding the PBIS Program, the elimination of BMT positions, and the safety of students in the classroom. He encouraged the Board to review the PBIS Program.

Bolyn McClung, Larry Huelfman, and Rodney Moore represented Meck Bonds 2007 and provided a Bond Campaign progress report. The Bonds include new schools; better classrooms at Central Piedmont Community College and CMS; completion of the Greenway; a start to a new regional library; and the preservation of the watershed. The Bond Campaign is optimistic that the people will vote yes on November 6<sup>th</sup> for all three Bonds. They encouraged the community to support the Bonds because they represent our future.

Claire Tate represented Partners in Out of School Time. Ms. Tate invited Board members to visit one of the three new after school programs, which is part of a project called Middle School Matters, on October 18<sup>th</sup>. The project is a public-private partnership with CMS and the City, County, foundations, corporations, and individuals who have come together to provide after school programs at three CMS middle schools (Quail Hollow Middle School, Coulwood Middle School, and Albemarle Road Middle School). The programs are run by non-profit organizations and provide safe places for students to go, interact, and learn skills for the 21<sup>st</sup> century.

Tom Lamb is the principal at Albemarle Road Middle School and he commended the Partners in Out of School Time Program at his school. The program makes a big difference to his students because it provides them an opportunity to learn and be engaged as well as allowing them to push themselves and grow. This program is very important to the students. Students are begging to be able to stay at school for an additional three hours a day because they are

excited about participating in the opportunities that they would not have otherwise. He would like to see this program expanded at his school as well as implemented at every school in the system. He invited Board members to visit the Lights On event at his school on October 18<sup>th</sup>.

Julian Rance is the Campus Director at Citizen School at Albemarle Road Middle School. He explained the process of the after-school program and its importance to the students and parents.

Ms. Leake requested a Point of Information. She said she appreciates programs for children. Chairperson White said he does not believe this is appropriate at this time. Ms. Leake said she called for a Point of Information and would like to ask a question regarding the information provided by the speakers. Ms. Bartholomew, General Counsel, said this is the time for public comment and the Board should dispose of all public comments. She said Board members may comment at the time on the agenda when Board members are allowed to make comments. Chairperson White noted that the Board does not answer public comments. Ms. Leake said she has a question regarding the information provided. Chairperson White said the question would not be on the agenda and he would need a ruling from the General Counsel because he believes it would not be appropriate at this time. Ms. Bartholomew said the only time that comments from Board member are allowed would be if the agenda allows for comments from Board members. At this time on the agenda, it is for public comment only. Mr. Gjertsen called for a Point of Information. He said the policy allows Board members to question members of the public but the Board does not do that as a practice. Ms. Leake said she has a Point of Information as a Board member and the Chairperson cannot deny her right to inquire about information. Chairperson White said for the Board's agenda to be effective, we cannot call for a Point of Information at any time if it is not on the agenda. He would allow this if the Board so desired. Ms. Leake said the speakers spoke to an issue that she would like to ask a question regarding. Mr. Dunlap said for clarification, this is the time for the public to make comments. If Ms. Leake has a question, the public comment section must be ended and then she can ask a question. Chairperson White said he would allow this if the Board does not object. There were no objections from the Board members. Ms. Leake said regarding these after school programs, when did the Board vote to accept and approve the programs? She does not have a problem with the programs but the County said when they provided the funds that the School Board would have to approve the receipt of those funds. She is unaware of a meeting in which the Board voted to approve the funds for that program. Dr. Gorman said he does not have that information at this time and would provide that information at a later time. Ms. Leake said CMS has an after school program that is provided by the school system and these three programs are different. She wants to ensure that this is done right and that any other agency that wished to be a part of this process would have the same opportunities as this program. Chairperson White said this is going beyond a question. Ms. Leake said she needed to clarify what she is saying and if she is going to be hindered from that she will put this item on a future agenda. She said this should be a discussion item by the Board before there is an approval for those funds to be available for that program. Chairperson White said that would be a more appropriate process and he asked Ms. Leake to finish her comments. Ms. Leake said she would make that request because this needed to be discussed by the Board. She would like to see the minutes and she asked that they be sent to the County. Chairperson White said we will take care of that request.

- III.E.** Recommend approval of naming for driveway leading to Martin Luther King, Jr. Middle School as the “Charlie Williams Parkway.”
- III.F.** Recommend approval of naming for baseball stadium at Independence High School as the “John Matthews Stadium.”

Chairperson White said items III.E. and III.F. were moved from the Consent Agenda and would require a Board vote. He requested a motion to approve the two items.

**Ms. Griffin moved, seconded by Mr. Tate, that the Board approve III.E. (Recommend approval of naming for driveway leading to Martin Luther King, Jr. Middle School as the “Charlie Williams Parkway”) and III.F. (Recommend approval naming for baseball stadium at Independence High School as the “John Matthews Stadium”),** and a discussion followed.

Ms. Leake requested an opportunity to make a comment. She said she has known the two individuals and their families for a long time. She thanked staff and the families for their efforts in facilitating the two recommendations. She also commended Charlie Williams and John Matthews for their contributions to the community.

Chairperson White invited members of the Charlie Williams family and school staff to stand and be recognized. He also invited members of the John Matthews family and school staff to stand and be recognized.

**The Board voted 9-0 to approve agenda items III. E. and III. F.**

**I. C. Report/Update on the Strategic Project Plan Charter: Achievement Zone/The Parthenon Group**

Chairperson White called upon Dr. Gorman to introduce the report. Dr. Gorman said this is a report for the Strategic Project Plan Charter for the Achievement Zone (AZ) and the work CMS has been doing with the Parthenon Group which is in conjunction with the funding received from the Gates Foundation. Dr. Gorman said the AZ has been in operation for a brief period of time and it consists of a group of under-performing schools when compared to other schools in the district. These schools are at-risk and may be on a list for restructuring from the state. The AZ schools face great challenges and business as usual has not been working and different strategies must be taken with these schools. Dr. Gorman said the AZ has many intense challenges and students face a constellation of academic, economic and social challenges that contribute to high absences, difficult performance issues, and high disciplinary incident rates. This year, CMS is putting a focus on the eleven schools. These schools may not remain in the AZ forever because a school may come off the list or be added to the list. Staff is reviewing the resources needed to assist these schools as well as the placement of those resources. Staff anticipates many of the different strategies and resources being implemented in the AZ may also be needed at other schools because there are students struggling academically and dealing with difficult situations throughout the district. Dr. Gorman introduced Curtis Carroll, Area Superintendent of the Achievement Zone; Karl Cheng, Parthenon Consultant; and Shelton Jefferies, Executive Director of the Achievement Zone, to present the report. Mr. Carroll said the mission of the AZ is to improve academic

performance for eleven schools. He introduced the staff of the AZ and commended them for their hard work in helping to ensure that the 11,500 students of the AZ are academically prepared. Mr. Cheng said through a planning grant funded by The Bill & Melinda Gates Foundation, CMS formed a partnership with The Parthenon Group to design and implement the AZ model. The group first identified the challenges which included high-need student populations made up of concentrated populations of Exceptional Children, students with Limited English Proficiency, and free-and-reduced lunch students. These schools have higher numbers of high-poverty students and students with frequent absences. The unique challenges of the AZ create obstacles to learning that, despite tremendous efforts over the years, has generated a persistent achievement gap which has not closed. Combining the student challenges with teacher challenges (intense hiring needs, inexperienced teachers, and high turn-over) require a different set of approaches and solutions in order to reach the achievement goals set by the AZ and the district. Mr. Cheng reviewed the performance gap (EOG and EOC scores) of the elementary, middle, and high schools in the AZ compared to the non-AZ schools. The high school percentage point gap in the 2001-2002 school year was approximately 25% which is a reduction when compared to the 2006-2007 school year of approximately 20%. However, the gaps in middle school and elementary school have been rising. Indicators of gaps in performance at these schools include free-and-reduced lunch status which usually consists of families in situations of poverty; Limited English Proficient students; absences; suspensions; and teacher experience levels. Mr. Cheng presented initiatives and strategies to address each of the areas which included addressing the needs of the students; discipline project management that focuses on monitoring and measuring to ensure the processes are happening effectively and will have an impact; and using data to drive decision-making at the classroom level. The ultimate goal is to provide all students with the best education available anywhere. Mr. Cheng reviewed specific recommendations to meet the AZ needs which included professional development and support services for staff, wrap-around services and comprehensive student support, and alternative school models to turn around the improvement at those schools. The AZ is focusing on the four core areas of curriculum and instruction, quality staff, learning environment, and community engagement to address the challenges of these schools because there is not a one-size-fits-all solution to drive student performance. Mr. Cheng said it is important to do the right thing but it is even more important to stop doing the things that are not effective. Mr. Jefferies said staff identified forty-six initiatives that had been implemented in the AZ and those have been honed down to thirteen based upon their expected impact on student performance and the availability of resources. This prioritization process has helped to apply a laser-like focus as it relates to the targeted interventions at each of the schools. By applying a building-by-building approach, they have been able to maximize the resources related to student achievement. The challenges at each of the schools are unique and require customization accordingly. This process will allow staff to provide excellent support to all schools. The primary planning and program implementation will be on a school-by-school basis. The focus will be to provide plans for incremental and continuous growth for each of the schools from their baseline from year to year throughout the Achievement Zone. The thirteen initiatives are in alignment with the four core focus areas. Mr. Jefferies said with the help and guidance of the Parthenon Group, staff is confident they will be able to engage in a thorough review of the initiatives to analyze their benefits as it relates to student achievement. Mr. Cheng highlighted the next steps of the implementation of the business plan for the AZ. Mr. Cheng said staff has developed a solid set

of initiatives; diagnosed the challenges; understands what they are facing; and realizes it will not be an easy problem to solve. Staff is confident the plan will achieve the desired results. The next steps include staffing, identifying school specific resources needed to reach the goals of closing the achievement gap, and sustainability. Regarding staffing, staff must identify and select more qualified staff in the remaining AZ positions as well as streamline the hiring process to include replacement and retention. Funding is clearly an important issue and staff must determine the funding requirements to implement this approach as well as identify sources of funding to bridge any funding gaps. The AZ is presently focused on eleven schools but many of our other schools face the same challenges. The sustainability portion of the plan must determine how the existing schools may exit and how other schools may enter the AZ.

Board members were invited to ask questions and make comments.

- Ms. Griffin thanked staff for an informative and clarifying presentation. She thought the graph that displayed the different challenges for each school was helpful because each school is different and there is not one solution for all the schools. She asked regarding the exit/entry process and deciding which programs that will be implemented at each school, will those schools include the same programs of the other schools in the learning community to which that school would otherwise belong? Mr. Cheng said this has been taken into consideration but has not been determined. The transition process will be carefully planned and staff will try to bridge the gap of coordinating what is happening in the school with the learning community and that will be a gradual process. Dr. Gorman said staff has discussed an exit plan that includes specific supports needed and a possibly a third tier of resources for the schools exiting or entering the AZ. Ms. Griffin asked what are the thirteen initiatives that made the cut? Mr. Jefferies said the five targeted initiatives regarding literacy are Fast Forward, Read 180, Data Driving Decision-Making, AVID, and Expanded Day at Billingsville Elementary School. The initiatives under quality staffing include a major emphasis toward restructuring the recruiting strategy, engaging in a process to provide mentor teachers per content area at each school, area and school level Professional Development Plans, and Safety. The initiatives under public perception are strong ties with key community stakeholders, frequent leader community meetings, an innovative Media Plan, and creating a forum for the community to provide feedback.
- Mr. Dunlap said the report is revealing because it indicates we have not been doing what we said we have been doing. He said CMS initiated data driven decision-making several years ago and to make that a part of a recommendation suggests that we have not been doing that. He asked have we or have we not been doing that? Dr. Gorman said data has been used when the program was implemented but we have not been effectively using the data after the program's implementation to determine its effectiveness in what we should remove. Mr. Dunlap expressed concern regarding the initiative for restructuring the recruiting strategy to target candidates with a highly likelihood of success because he thought this had been in place for some time. Dr. Gorman said we have not been able to fill numerous vacancies in the AZ schools over the years. Last year, CMS had eighty vacancies in the middle of the year and twenty-seven of them were in the four AZ high schools. This year, the recruitment strategy was done differently and the schools had their own staff for recruitment. This year, there were fewer vacancies. Mr. Dunlap said prior administrations had programs that

were specially designed that after a school obtained a certain level of proficient teachers that any other teacher would be moved to a school that was lacking in that area. He believes this is no longer taking place. Mr. Dunlap asked are initiatives and programs the same? Mr. Carroll said the recruitment process in the AZ is a year long endeavor that has a strong focus on the retention of teachers. We must retain the teachers that we have today and ensure they work to standard. Mr. Shelton explained the difference between programs and initiatives. Mr. Dunlap expressed concern that there are over forty programs in place and staff has not determined which programs work and which programs are not effective. He would like to hear that staff has evaluated the programs and determined which programs work, and the programs that are not working will be eliminated. He expressed concern for the success of this plan because it may include programs that are not working. Dr. Gorman said this year, we are in the process of reevaluating the thirteen initiatives but we are not evaluating all forty-six at this time. Staff considered the ones that have had the most impact thus far. Mr. Dunlap encouraged the elimination of the other thirty programs because that would provide money to bridge the funding gap.

- Mr. Gauvreau expressed concern that this is nothing new and the determination of long-term funding requirements indicates staff believes more money will solve the problems in the AZ. He does not believe that. He said these are the same programs that the four previous superintendents implemented and he does not foresee any future change. He encouraged Dr. Gorman to commit to something radically different rather than focusing on process. He is opposed to the process to increase funding because it will fail as the previous processes. He encouraged Dr. Gorman to reduce the funding because that may generate material change and results.
- Ms. Leake expressed concern regarding the funding and the amount of money that has already been spent in these low-performing high schools as part of the High School Challenge because there have been no results. She also expressed concern regarding the students that have graduated from these schools and whether they received an adequate education with appropriate staffing and wrap-around services. She said the programs or processes are not adequately saving the students. She said the teacher in the classroom and the principal in the school are critical. She said if staffing is a problem in these schools why has this not been effectively addressed sooner. She believes quality teachers should be placed with the students that need it the most because their job is to help students. She is concerned about providing additional funding for this process because there have been failing high schools for a number of years and now there are failing middle and elementary schools. She encouraged staff to use the processes that are working at successful schools such as Davidson IB Middle School. She said an important part of student education is parental responsibility of attendance for students and attitude of students. She believes this process must include safety in the classroom for students and teachers. She said students bring their problems from the community to the school and that can disrupt the classroom. She believes teachers must be taught how to manage urban children and the principal must support the teachers in the process. She said years ago, she encouraged that the AVID Program be implemented in all schools in the district. She requested a report on the number of programs that work in the schools and the cost of the consultant work from the Parthenon Group. She said because a student is hungry does not mean they can not



learn. She does not like the labeling of free-and-reduced lunch students and the indication that they are the major problems in the district.

- Mr. Tate thanked staff for an understandable and clear presentation. He asked regarding the EOG and EOC performance, are the gaps for high school and elementary school falling this year? Mr. Cheng said, yes, the gaps are falling for the 2006-2007 school year. Mr. Tate requested a report with the years of experience for each teacher for each school to better understand the experience level of the teachers and schools.
- Mr. Gjertsen said the differentiated approach is providing freedom and flexibility, and each school will be allowed to do what fits that population of students to solve the problems of that school. Mr. Gjertsen said this is a good idea because it follows the Board's Theory of Action of having autonomy in the school system, although the Board's original design for that was to be implemented in the higher-performing schools first. He asked when will that be rolled out to all schools? Dr. Gorman said this plan is different than the freedom and flexibility discussed in the Theory of Action. This is considering implementation of certain programs and initiatives in certain schools. Mr. Gjertsen supports the concept of developing a plan for a population of students with a certain set of needs at a particular school and this is what we will do to meet that set of needs. He encouraged that this be rolled out to other schools.
- Ms. McGarry asked if the AVID Program was required in the AZ in the ninth and tenth grades? Mr. Carroll said the AVID Program is a secondary initiative and it is in grades six thru twelve. Ms. McGarry said do we already do individual plans for students? Dr. Gorman said Judge Manning has talked about the effectiveness of Personal Education Plans (PEP) for students across the state. CMS uses PEPs for students who are not achieving on grade-level. Ms. McGarry asked if this included plans for students who wanted to be pushed to a higher level? Mr. Jefferies said, no, PEPs are only utilized for students who are performing below grade level. Ms. McGarry does not like the terminology free-and-reduced lunch students. She previously requested that CMS use terminology that reflects students at or above grade-level because many of the free-and-reduced lunch students are not below grade-level. She believes more resources should be applied to the students that are below grade-level. She would like CMS to stop utilizing that terminology. Mr. Carroll said the free-and-reduced lunch students in the AZ tend to not be as academically successful as students who are not a part of that population. Dr. Gorman said in CMS, there is a clear correlation in academic achievement compared to students that participate in the free-and-reduced lunch program. It is not determinate and it does not have to be that way but there is a clustering of schools with the higher percentage of students on free-and-reduced lunch with the greater percentage of students not at grade level. Dr. Gorman said in CMS there is a relationship between free-and-reduced status and student academic performance as an aggregate within a school. This measure is used by the weighted student staffing model and the federal government uses it as a proxy for the need for more resources which is the basis of the Title I Program. Ms. McGarry said the safety issue is important to the classroom environment for teaching and learning as well as acquiring and retaining effective educators. She said a core to learning is safety in the schools and ensuring teachers they will not be assaulted by a student. She said ninety-nine percent of students in the district want to learn but there is an element of students that have not been dealt with effectively. She does not believe CMS should force a

teacher to teach at a school that has a safety concern. Dr. Gorman said the facts of each case regarding a student assault on a staff member are being reviewed and students are being recommended to the Board for expulsion. She was told of a circumstance where a teacher taught at one of these schools; was assaulted by a student; did not get support from the principal; and thus left the system. She encouraged principals to back up teachers. Mr. Carroll said teachers are not being assaulted; principals take discipline very seriously; and teaching and learning is occurring at these schools. Safety is a key focus in the AZ and it is reviewed on a daily basis. Not every one wants to work in the AZ and that is a staffing challenge. Mr. Carroll encouraged the Board and the community to visit the AZ to view the positive things that are happening in each of the schools. Ms. McGarry said this is a planning model and she hopes results will follow.

- Mr. Merchant said this is a set of indicators and not a set of limitations. The data indicators include number of days absent; number of days suspended; and Exceptional Children classification; free-and-reduced lunch status; and Limited English Proficiency. It is great to have all this information in one report because aggregation of poverty matters. People are complicated and many students come to school with different backgrounds. CMS must have complex solutions to deal with complicated people. He commended staff for generating data driven analysis to simplify the programs so quickly. He supports the plan focusing on the thirteen methods of delivery because they have some evidence of success. Mr. Carroll said the AZ is focusing on what matters most for the students. These include ensuring that all students Pre-K thru twelve have the ability to read; Human Resources; safety; and public perceptions. Mr. Merchant said the Board has a sense of urgency about the AZ. He encouraged the Board members to be partners with the AZ and to translate that urgency into a helpful energy.
- Mr. Dunlap said research shows there is a correlation between teacher absences and student achievement because when teachers are out of the classroom student achievement drops. When a teacher is out of the classroom, CMS must pay a teacher substitute. Mr. Dunlap suggested that CMS pay teachers the substitute teacher pay as an incentive not to be absent. He would like staff to review the benefits of this suggestion. Dr. Gorman said staff would review this concept and provide him the information.
- Chairperson White said he has spent a life time in the area of the AZ. He has a great appreciation of Mr. Carroll and his staff. He said research has indicated that poverty has a negative impact on achievement, attendance, and conduct. He said he has grandchildren that attend school in the AZ and he encouraged the Board to visit the schools. He said it is imperative that we continue to say that poverty is not an acceptable excuse for underachievement, for poor behavior, and lack of attendance because the Board proclaiming this cannot translate into reality on the streets where many of these students live.

Dr. Gorman thanked the Board for caring about the students. He commended the staff of the AZ. Last year, the staff at Billingsville Elementary School taught seventy homeless students and seventy refugees from either Vietnam or Somalia, and the school made all of its Adequate Yearly Progress numbers. The staff at the four high schools has had improvements over the past several years but it has not been as great as we need. This data must be presented with

clarity, context, and candor. The numbers are in the forties and it has been growing overtime but it must grow quicker. The challenges are complex and we are reviewing the programs that are in place for their effectiveness. Dr. Gorman thanked the Parthenon Group and the Gates Foundation who has funded their consultation work.

### III. CONSENT ITEMS

- A. Recommend approval of minutes.
  - September 11, 2007 Closed Session.
  - August 28, 2007 Closed Session.
  - August 14, 2007 Closed Session.
  - August 14, 2007 Regular Board Meeting.
  - June 26, 2007 Regular Board Meeting.
  - May 8, 2007 Regular Board Meeting.
- B. Construction Items.
  1. Recommend approval of lease with Central Piedmont Community College for use of Cityview Campus.
  2. Recommend approval of (a) Resolution Authorizing The First Amendment to Brooklyn Village Interlocal Cooperation Agreement,” (b) Lease of the fifth floor of the Government Center, and (c) Lease of the Education Center.
- C. Recommend approval of appointment of administrative personnel. (*Item deleted*)
- D. Recommend approval of licensed/non-licensed hires and promotions for September 2007.
- E. Recommend approval of naming for driveway leading to Martin Luther King, Jr. Middle School as the “Charlie Williams Parkway.” (*Voted upon separately*)
- F. Recommend approval of naming for baseball stadium at Independence High School as the “John Matthews Stadium.” (*Voted upon separately*)
- G. Recommend approval of citizen appointment to the Bond Oversight Committee by the District Three Representative. (*Item deleted*)
- H. Recommend approval of supplementary funding request from The Bubel/Aiken Foundation for *Expansion of Inclusive Services for Students with Disabilities*.

Chairperson White said the Board vote on this item would not include Consent Items E. and F. as they were voted upon earlier in the agenda. Consent Item G. had been pulled from the agenda.

**Ms. Griffin moved, seconded by Mr. Gauvreau, that the Board approve Consent Items A., B., C., D., and H., and a discussion followed.**

Mr. Gauvreau pulled Consent Item B.2. for a separate vote.

Ms. Leake pulled Consent Item C.

**The Board voted 9-0 to approve Consent Items A., B.1., D., and H. (excluding B.2. and C.).**

Mr. Gauvreau asked regarding B.2., is the litigation regarding the baseball land swap still active. Dr. Gorman said, yes. Mr. Gauvreau said for that reason he does not believe CMS

should be involved with this as this is an amendment to the first Interlocal Cooperation Agreement with the County. He is still opposed to CMS participating in the land swap to get facility space from the County which includes getting 60,000 square feet of office space at \$200 per square feet.

**Mr. Dunlap moved, seconded by Mr. Merchant, that the Board approve Consent Item B.2., and the Board voted 6-3 in support of 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.**

Ms. Leake said it is important that new staff members be able to report to work with CMS in a timely fashion. She asked when will these people report to work? Dr. Gorman said the employees will begin with CMS ten working days following the Board meeting.

**Ms. Leake moved, seconded by Mr. Merchant, that the Board approve Consent Item C., and the Board voted 9-0 to approve the motion.**

Dr. Gorman presented his personnel recommendations as follows:

Dr. Gorman congratulated Terry Middleton, Chief Information Officer, on his retirement and thanked him for his service to CMS.

Appointments:

- Susan M. Johnson named Chief Information Officer. Ms. Johnson has a Master of Business Administration from Wake Forest University and a Bachelor of Arts in Economics and Business Administration from North Carolina State University. Ms. Johnson currently is employed with the City of Charlotte in Business Support Services and prior to that was the Information Services Director for the City of Raleigh.
- Michael Lane Price named assistant principal at Hawk Ridge Elementary School. Mr. Price has a Master of Education in School Leadership from Winthrop University and a Bachelor of Arts in History from University of North Carolina-Charlotte. Mr. Price previously served as principal at Running Creek School in Stanly County, North Carolina. He began his career in education with CMS as a teacher at Piedmont Open Middle School.

#### **IV. ACTION ITEMS**

There were no Action Items on the agenda.

#### **V. REPORTS/INFORMATION ITEMS**

##### **A. Report on proposed boundaries for 2008-2009 and 2009-2010 school years**

Chairperson White called upon Dr. Gorman to introduce the report. Dr. Gorman said this is a report on the proposed boundaries for the 2008-2009 and 2009-2010 school years. He called upon Scott McCully, Executive Director of Student Placement Services, to present the report. Mr. McCully reviewed the process for developing the boundary changes, and the boundary

changes for the new Belmeade Elementary School, the new Bradley Elementary School, the new Hucks Road Elementary School, and the new Ridge Road Middle School. The process began last spring. CMS has a group of planners that continual review existing boundaries and new boundaries for the new schools that will open in the future. Staff developed proposed boundary options and posted them on the CMS Website on August 31, 2007 which began the public engagement process. CMS held two community meetings for each of the regions (Northeast and Northwest) affected by the boundary changes. The purpose of the meetings was to allow all members of the community an opportunity to provide meaningful feedback and to receive other options or ideas from the public. As a result of the community meetings, staff prepared community options and they were posted on the CMS Website. CMS is in the processing of posting the proposed boundary recommendations and maps that will be presented tonight on the CMS Website.

The recommendations are as follows:

- Northeast Region:
  - New Hucks Road Elementary School scheduled to open in the 2008-2009 school year.
    - Relieves overcrowding at David Cox Road and Mallard Creek elementary schools and will open at 85% capacity.
    - Rising 5<sup>th</sup> grade may remain at current school.
    - Sibling guarantee only applies at the new school assignment.
  - New Ridge Road Middle School scheduled to open in the 2009-2010 school year.
    - Relieves overcrowding at Alexander Middle School and will open at 112% capacity.
    - Rising 8<sup>th</sup> grade may remain at current school.
    - Sibling guarantee only applies at the new school assignment.
- Northwest Region:
  - New Belmeade Elementary School scheduled to open in the 2008-2009 school year.
    - Relieves overcrowding at Pawtuckett Elementary School and will open at 68% capacity.
    - Rising 5<sup>th</sup> grade may remain at current school.
    - Sibling guarantee only applies at the new school assignment.
  - New Bradley Elementary School scheduled to open in the 2008-2009 school year.
    - Relieves overcrowding at Long Creek and Mountain Island elementary schools and will open at 84% capacity.
    - Rising 5<sup>th</sup> grade may remain at current school.
    - Sibling guarantee only applies at the new school assignment.

Mr. McCully said other schools scheduled to open in 2009-2010 were discussed at the community meetings and staff received valuable comments regarding the new Mount Holly-Huntersville Road Elementary School and the new Irvin Cook Oliver Haigler Elementary School which will relieve Torrence Creek Elementary School. There were a number of issues regarding those schools and staff will present those boundary recommendations next year in addition to the other new schools that will need boundaries developed.

Board members were invited to ask questions and make comments.

- Mr. Gjertsen asked what is the status of the new Elon Park Elementary School which is scheduled to open one year early in the south area? He asked will those boundaries be discussed at the November 13, 2007 Regular Board meeting? Mr. McCully said at this time staff is not presenting information on that school. Staff presented those attendance areas last year and the Board approved them. Presently, the students who are in the attendance area for Elon Park Elementary School are housed at Flat Branch Elementary School. Mr. Gjertsen said the Board adopted boundaries for the 2008-2009 school year that did not include the new Elon Park Elementary School and that school is scheduled to open one year early. Last year, there was uncertainty regarding the growth in Pineville and the Board must review the new data and adopt those boundaries for that school for opening early. Mr. McCully said this report is to review the staff recommendations for the northern part of the county. There will be a Public Hearing and a Board vote at the November 13, 2007 Regular Board meeting based upon the report provided this evening. Mr. Gjertsen wants to ensure the boundaries in the south are addressed and requested the timeline for that information. Dr. Gorman said the question is should the boundaries that have been adopted for the 2009-2010 school year, which includes the new Elon Park Elementary School, be applied to the 2008-2009 school year, and does that need Board action? Mr. Gjertsen said, yes, and can those be modified to reflect the new growth data in Pineville. Mr. Gjertsen wants to ensure this is on the schedule and what students in his district will be attending those new schools. Mr. McCully said staff has continued to review the data as well as the growth in Pineville and the Lancaster Highway area. The data shows that the growth has yet to occur in Pineville and there was a reduction in the enrollment at Pineville Elementary School. Mr. McCully said the Lancaster area has also not grown. Dr. Gorman said staff will reevaluate the 2009-2010 opening boundary for Flat Branch Elementary School and Elon Park Elementary School, and not just convert that into a 2008-2009 boundary. Dr. Gorman said he would discuss this with staff to complete a review of the data to include the Pineville boot area and will bring the information to the Board at a later time. Mr. Gjertsen asked how do the new boundaries for the new schools impact the boundaries for the learning communities? Mr. McCully said the learning community boundaries were established using the high school boundaries. The learning community boundaries will only change with a change to the high school boundaries.
- Mr. Tate attended six of the community meetings. He thanked the community for their good input and staff for incorporating those ideas into the proposed plans. Mr. McCully said staff incorporated many of the community ideas in the recommendations but we will not be able to make everyone happy in this process.
- Ms. Leake thanked staff for their work in this ongoing process. She is pleased that the recommendations will relieve overcrowding at Pawtucket Elementary School. She expressed concern that the city zoning for new developments impact the boundaries for CMS schools and generates overcrowding for the schools which can, in the long-term, negatively impact and complicate the decisions for locating new schools.
- Mr. Gauvreau expressed concern regarding the district's approach to student assignment over the years. He said the boundary for Hopewell High School was gerrymandered and it has now been overlaid with a learning community. He is dismayed that once boundaries are adopted the Board is hesitant to make changes that would improve the boundaries. He requested that staff review the boundaries for Hopewell High School

because 2,700 of the students who reside in Districts 2 and 3 are going to school in District 1. The school boundary for Hopewell is horribly misconfigured and that contributes its overcrowding. He encouraged the Board to fix this area as a first step in planning. Mr. McCully said the planning for the new high school on Bailey Road will start next year as it is scheduled to open in 2010. That is the Statesville Road Elementary School feeder area and that attendance area could be moved out of the Hopewell High School area into West Mecklenburg High School or West Charlotte High School. This area includes about 250 students. Hopewell and West Mecklenburg high schools will receive relief in the 2010-2011 school year. Mr. McCully said the Hopewell area will not be a part of our recommendations at this time. Mr. Gauvreau requested that the Hopewell area be included in the upcoming recommendations.

- Mr. Tate said our guiding principles for student assignment indicates that school boundaries will be changed in accordance with a predetermined schedule or when necessary because of the opening of new schools. He asked who decides that predetermined schedule and when? Mr. McCully said he gets calls throughout the year on individual boundary changes and there is a process in which information is requested from those individuals but he has not had a person to follow up on a boundary change partition. Staff keeps track of the requests made from the Board as well as the other individuals and they are reviewed as we move forward in the boundary process for new schools and the other changes.
- Mr. Dunlap expressed concern that this discussion has been focused on individual districts rather than discussing Charlotte-Mecklenburg as a community. There are students throughout the county that live in one district and attend school in another district because of the lottery process and student reassignment/transfer requests that have been approved by certain Board panels. He does not believe the Board should try to enforce a policy that requires students to attend the schools in the district in which they live. Mr. Dunlap wants to ensure the boundaries maintain stability and continuity for the students impacted by the proposed boundary recommendations. He said families in the Mountain Island community are concerned that Highway 16 is the dividing point as opposed to the Mountain Island neighborhood. He believes this reason should be worthy of developing additional recommendations because the Board has previously tried to keep communities together. There is also a concern in the northern part of the county because the students will attend school together in elementary, be divided in middle school, and together again in high school. Mr. Dunlap said this is also worthy of additional review and the Board may need to allow some schools to be at 110% or 120% capacity so that the community can maintain its continuity throughout the three school levels. Mr. Dunlap said there are examples in which these types of situations have been approved in some areas of the district by the Board. Mr. McCully said he would be happy to discuss with the Board members the logic behind the proposed boundaries which included many of the options shared by the community. The David Cox area was one of those areas. Staff would prefer to keep students together as they move from middle school to high school but there are situations where it does not always work that way. Based upon the student capacities for elementary, middle, and high schools it is difficult to get a perfect feed. Mr. Dunlap said in taking a comprehensive review and to make it work, he would be willing to consider changing the high school boundaries to make a better fit. Mr. Dunlap would like staff to do a comprehensive review of the

location of neighborhoods and magnets. He would like to know how neighborhoods would be impacted if they included a magnet school versus a community school. He expressed concern that students living in the proximity of the magnet school may not be able to attend that school because students from other areas are occupying seating capacity through the magnet process. He would like a comprehensive review of school placement as it relates to magnet school locations.

- Mr. Merchant commended staff for including some of the community requests in the proposed recommendations. He asked how will the community be notified of the boundary changes? Mr. McCully said the maps will be posted on the CMS Website and staff contacted the community through an e-mail list of the people attending the meetings this afternoon. The e-mail included the proposed boundaries and the next steps in the process. Information will also be sent to the schools that have been impacted and the schools will notify the parents. The information will be on the CMS Website and CMS TV.
- Ms. McGarry attended three community meetings and was excited to see the passion the parents have for public education. Ms. McGarry said student assignment and boundaries are emotional issues for parents. She commended CMS staff for changing the perception of this process by listening to parents and taking their options into consideration. She expressed concern that some of the data that CMS uses is not the most current information. Mr. McCully said the data is current and it comes directly from the student information system and there is no question that it is the most accurate and up-to-date information available. Staff recognized that there was some confusion because at the beginning meetings staff had to use the 20<sup>th</sup> day counts. Staff is working towards this timing issue to not be a problem in the future. Ms. McGarry said the boundary requests by Mr. Gauvreau and Mr. Gjertsen are logical and reasonable. She encouraged staff to do additional pre-planning that will provide families throughout the district long-range stability.
- Chairperson White said he has been dealing with student assignment since 1966 with the opening of Olympic High School. Student assignment is the most emotional and controversial issue that the Board must approve. It often results in a no-win situation because regardless of the boundary change there is a domino effect on other areas. He thanked staff for their good work on this difficult process. He said one of the main aspects of decentralization and the learning communities was to improve the delivery of student services and there was never a pretense that it involved student assignment.

#### B. Report on 2007-2008 Student Enrollment

Chairperson White called upon Dr. Gorman to introduce the report. Dr. Gorman said this item is a report on the 2007-2008 Student Enrollment. He called upon Maurice Green, Chief Operating Officer, to present the report. Mr. Green said the purpose of this report is to provide the Board up-to-date information on a number of issues surrounding student enrollment for the 2007-2008 school year. Mr. Green said Sheila Shirley, Chief Finance Officer; Scott McCully, Executive Director of Student Placement Services; and Janet Hamilton, Executive Director of Employee Relations, would also be available to answer Board questions. Mr. Green reviewed enrollment numbers and the methodology for arriving at the projects; the enrollment's impact on the state and county operating budget; and the enrollment's impact on the 2007 Bond.

- Enrollment Numbers and Methodology.



- Significant growth, yet under projection.
- Similar pattern in other large school districts.
- Enrollment's Impact on State Operating Budget.
  - If numbers hold constant between the current 20<sup>th</sup> day count through the 40<sup>th</sup> day count (using the state's methodology) there could be a potential reversion to the state of approximately \$3 to \$5 million out of a \$703 million state allocation.
- Enrollment's Impact on 2007 Bond.
  - No impact given the current overcrowding, significant growth, and needed renovations.

CMS projected 134,242 students for 2007-2008 school year and the actual 20<sup>th</sup> day count was 132,281. This is a difference of 1,961 students. Over the past four years, the CMS projected 20<sup>th</sup> day student count has been under the actual count. CMS under-projected the 20<sup>th</sup> day student count in the 2003-2004 school year by 1,014 students, in the 2004-2005 school year by 1,038 students; in the 2005-2006 school year by 419 students; and in the 2006-2007 school year by 780 students. This year, the state's projection for CMS (using their methodology) was 312 students higher than the CMS projection. Mr. Green said the CMS projections for the 2007-2008 school year is within a difference of 1.48% of the actual number and it is regarded as a good number when considering the overall projection. Mr. Green reviewed the methodology that CMS uses to create its projections which includes the cohort survival method, kindergarten projections, external factors, and the timing of the projection. Staff has reviewed the factors in the projection calculation to understand the reason there was an over-projection this year and there are no clear answers. Staff will continue to investigate why the actual enrollment this year was lower than projected. Mr. Green explained the enrollment impact on CMS' operating budget. The total budget for CMS is approximately \$1.173 billion. The state portion of the total budget is approximately \$702.9 million (60% of our budget) and the county portion is approximately \$341.3 million (29% of our budget). The state allots money and resources to local districts in three methods which includes positional allotments (teachers); dollar allotments; and categorical allotments. The state follows a methodology if there is an increase in enrollment over projection. Adjustments can be made in twenty-five allotment categories but the state has said they will only take adjustments in seven of those categories. The biggest category for CMS that would be impacted is teachers which, if the numbers remain constant, could equate to approximately forty teachers. CMS has started the process of adjusting the schools and teachers in case the student count does not change. There were some positions that were not filled at the start of school and they are being used to make those adjustments. This is a painful process because not all of the vacancies may be at the schools with the lowest amounts. The CMS process of making adjustments is a yearly process. Mr. Green reviewed the county appropriation. The funding appropriation from the county is handled differently than state level. The Board of Education ultimately makes a request to the county and the request is not calculated on a per pupil allocation. The county then makes an appropriation decision. In the past several years, the county has used a funding framework in which they plug in numbers to develop a number that they can use as a guide in making a decision. The funding framework has changed over time, the appropriations have varied significantly, and occasionally there have been no increases despite significant student growth. There is no requirement for the Board of Education or the County to adjust the appropriation based upon enrollment projection variances (increase or decrease). After the

Board adopts the budget, the County can make adjustments for change in economic conditions or by an agreement with the Board. In the last four years, the County has not increased the appropriation for enrollment over projection. The guidelines for the 2007-2008 budget process funded new initiatives through reductions and savings. The budget request asked for funding for sustaining operations (\$20.7 million), enrollment increases (\$4.8 million), and new schools (\$4.8 million) for a total request from the County of \$346.5 million. The County approved a funding request that was \$5.1 million less. The CMS enrollment increase number was less than the shortfall from the County. With this in mind, no monies should be returned to the County. Mr. Green said the enrollment discrepancy will have no impact on the 2007 Bond Referendum. Overcrowding in CMS still exists and there are 24,000 plus students in over 1,200 mobile units. This year with the reduced amount of growth, CMS had over 3,000 new students which equated to substantial growth. The projected growth going forward using the same methodology will also be substantial. CMS still has many renovations to be completed and the schools on the list for Bond dollars will need those renovations. Mr. Green said CMS will continue to collect data through the 40<sup>th</sup> day of enrollment and work toward a plan for dealing with allocated funds from the county and state.

Board members were invited to ask questions and make comments.

- Ms. McGarry asked if the County had formally requested an explanation of the discrepancies in student enrollment? Mr. Green said when the County approved the Board of Education's budget last week, the County then also wanted a reason for the shortage. This presentation will be submitted to the County to answer that question. Ms. McGarry asked has the County given CMS options for what to do about the shortage? Mr. Green said the County Commissioners, at this point, have only asked for information and have not stated they want any money returned. Ms. McGarry encouraged staff to expedite a response to the Board of County Commissioners. She said logically, CMS did not have the students and should request permission to utilize that funding for another need or put it in reserve for the 2008-2009 Budget. CMS must be open, honest, and transparent. She said ideally, CMS should be given a certain percentage of funding from property taxes. That way, CMS would know they would be receiving a specified amount (45% or 48%) that would fund capital operating as well as debt service, and CMS would have control on how to spend those monies. If a discrepancy arose, CMS would be able to shift those monies. Mr. Green said that would be an agreement between the Board of County Commissioners and the Board of Education. He noted that CMS does not develop the funding request based upon a per pupil basis. If that were the case, CMS would have requested additional funding for the past four years because we had more students than projected.
- Mr. Gauvreau asked Dr. Gorman if he had any plans to return the excess funds? Dr. Gorman said Mr. Green has just explained the plan. The plan is to wait until the 40<sup>th</sup> day student count; get feedback from the Board members; review the information; and then discuss actions with the Board. Dr. Gorman said he does not intend on making a recommendation at this time because he would prefer to wait until the process is completed. Mr. Gauvreau said he does support waiting until the 40<sup>th</sup> day count. He said no one should fault the projections because they can be all over the board but these are taxpayers' dollars. He said the issue is this Board voted on this budget three different times for funding for federal, state, and local dollars. The Board should give

the money back that was mistakenly budgeted by this school district if it is a substantial amount. Mr. Gauvreau said CMS does budget based upon per pupil counts and continually requests more funding than is necessary because each year 2,000 to 3,000 students leave the system after the 20<sup>th</sup> day and that is not incorporated in its management plan. He said after the 40<sup>th</sup> day count and if the student count is still over, the Board should direct the Superintendent to make a reasonable effort to return the excess funding to the taxpayers.

- Mr. Dunlap said he finds it strange that for the past four years, CMS had student counts under projection and no one discussed providing additional funding to CMS. Mr. Dunlap said if CMS should give money back because of the higher projections they should also expect additional funding when the projections are under the actual count.
- Ms. Griffin thanked staff for a thorough report that helped to explain what happened and why. She said the whys have not been completely answered and she looks forward to the additional information that will be forthcoming from staff. She finds the points in the report persuasive that there is no correlation between the County money and the per pupil expenditures. She believes this information should answer the question as to whether any money should be returned. She is also satisfied that the report clearly shows there should be no impact on the 2007 Bonds. She encouraged staff to analyze the information to ensure that this is not a trend as this could have an impact on the Ten-year Capital needs.
- Mr. Tate asked if CMS used the same methodology for projecting student counts as the other schools districts? Mr. Green said he understands that CMS uses generally the same methodology. Scott McCully, Executive Director of Student Placement Services, said the method CMS uses is the most common method used by the school districts that are reasonably stable in their population growths over a period of time. Mr. Tate said he is struck by the fact that many school districts were wrong this year. Mr. Green said there were several districts that had accurate projections but many of the larger districts had a similar pattern as CMS. Mr. Tate believes CMS should wait until the 40<sup>th</sup> day count and re-evaluate the information.
- Ms. Leake asked if the Board had received an official letter from the Board of County Commissioners to respond on this information. Dr. Gorman said the Board has not received an official letter but he did receive a phone call from the County Manager recapping what happened at the County Commission meeting. Dr. Gorman said he told him that he had planned to discuss this information with the Board of Education and this information would be discussed at the October 9<sup>th</sup> Regular Board meeting. Ms. Leake said the national numbers indicate that the housing market has decreased. She is not sure at this time that CMS under-projected enrollment because traditionally CMS receives additional students prior to Christmas. Many of these students are from charter schools and she has asked that the number of students from charter schools and other districts be tracked. She said CMS has been honest in this matter and has not misled the public about funds. Historically, the County has not provided CMS the funding requested for growth. Ms. Leake expressed concern regarding returning monies because this funding is needed to provide for students, salaries for the employees, and building new schools.
- Mr. Gauvreau expressed concern regarding the destaffing of schools because of the reduced student enrollments. He said he was informed that one school had eight new

teachers and three of them had to be removed. This process was completed by the teachers drawing names. Dr. Gorman said that process is done on a volunteer basis first, followed by seniority, and then by lottery. Mr. Gauvreau said he is opposed to that process and he asked that it be changed because CMS should be hiring and destaffing based upon merit. Dr. Gorman said it would be difficult to base this on merit because some of those teachers had only been employed for eighteen days. Dr. Gorman said this is an emotional process and it can cause a disruption for the schools that are impacted.

- Ms. McGarry said the birth rates of immigrants and non-English speaking populations, primarily Hispanics and Latinos, are increasing. She asked how is CMS preparing for them entering the school system in five years as this will have an impact on curriculum? Mr. Green said CMS does review the birth rates for Mecklenburg County and this has an influence on kindergarten projections. Ms. McGarry asked if this was reviewed on an English and non-English basis? Mr. Green said, no.
- Ms. Leake encouraged everyone to read the article on enrollment by Fannie Flono which appeared in the *Charlotte Observer* on October the 5<sup>th</sup>.
- Chairperson White said the process of gaining teachers, losing teachers, moving students, and creating or losing classrooms occurs on a yearly basis and it can be an emotional issue. He said he has spoken with the Chairperson of the Board of County Commissioners. This report will be made available to them and we will continue to communicate with them. He said after the 40<sup>th</sup> day it is possible for CMS to lose students but that funding would not be returned. A classroom may have one less student but that teacher is still teaching and entitled to a pay check. The school may have a few less students but the custodians, bus drivers, secretaries, and cafeteria employees are still needed to keep that school operating.

## **VI. REPORT FROM SUPERINTENDENT**

Dr. Gorman said the hour is late and he would not present a report.

## **VII. REPORTS FROM BOARD MEMBERS**

Kaye McGarry said in listening to the parents, she hopes the student assignment and boundary issues will focus on stability for the CMS families because they want stability, a qualified teacher, a safe environment, and a school close to home.

Tom Tate recognized Evan Fulcher, a Teach for America teacher at Randolph Middle School, who was attending the Board meeting. Mr. Tate said he has enjoyed working with Mr. Fulcher.

Vilma Leake thanked Dr. Gorman for speaking to the students at West Charlotte High School regarding the study of Afro-American Cultural History. She also thanked the Carolinas Healthcare System for providing 10,000 pounds of school supplies to Bruns Avenue Elementary School. She commended the community for helping to provide resources for students. She visited several schools throughout the district that included Berryhill Elementary School, Bruns Avenue Elementary School, Allenbrook Elementary School, Cochrane Middle School, and West Charlotte High School. She also visited the South Learning Community and

the West Learning Community. She said there would be a Community Meeting on October 22<sup>nd</sup> at Barringer Academic Center.

**ADJOURNMENT**

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

The Regular School Board Meeting adjourned at 10:35 p.m.

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Joe. I. White, Jr., Chairperson

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Nancy Daughtridge, Clerk to the Board