

Approved by the Charlotte-
Mecklenburg Board of Education
March 11, 2008
Regular Board Meeting



Charlotte, North Carolina

November 13, 2007

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on November 13, 2007. The meeting began at 4:37 p.m. and was held in Room CH-14 of the Government Center.

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

Absent: Joe I. White, Jr., Chairperson, Member At-Large;
Molly Griffin, Vice-Chairperson, (District 5);
Kaye McGarry, Member At-Large; and
George Dunlap (District 3)

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; Regina H. Bartholomew, General Counsel; and Nancy Daughtridge, Clerk to the Board.

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

- **To consult with the Board's attorneys on matters covered by the attorney-client privilege including but not limited to impending real estate transactions and discussion of a potential litigation matter.**

The motion was made pursuant to Section 143-318.11(a) of the North Carolina General Statutes.

Molly Griffin, Vice-Chairperson, reconvened the Regular Board Meeting at 6:09 p.m. in the Meeting Chamber of the Government Center. CMS TV Channel 3 televised the meeting.

Present: 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: Joe White, Chairperson, Member At-Large

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; Regina H. Bartholomew, General Counsel; Members of Executive and Senior Staffs; Carole Love, Manager of Board Services; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Ms. Griffin called the meeting to order at 6:09 p.m. She welcomed everyone to the Board's Regular monthly business meeting. She noted that Mr. White was out of town and she would be chairing the meeting tonight.

A. Pledge of Allegiance

Ms. Griffin called upon Ms. Leake to introduce the student to lead us in the Pledge of Allegiance. Ms. Leake introduced Monét McGruder, an eleventh grade student at Harding University High School, to lead those present and the viewing audience in the Pledge of Allegiance and speak to the November character trait, honesty. Some interesting facts about Monét include the following:

- Monét is an IB student, a member of the Harding University marching band, and plays softball.
- She is a member of the Math and Science Enrichment Program at UNC-Charlotte and a member of the Forensic Toxicology Student Enrichment Program.
- She is a member of the Key Club, Spanish Club, HOSA, NAACP, Diamond Girls, and the Cultural Ensemble.
- She traveled to Europe this summer as a student ambassador for the People to People Student Ambassador Program that is sponsored by the Dwight D. Eisenhower Foundation.
- Monét is a junior student ambassador to the Blumenthal Performing Arts Center.

Monét would like to pursue an undergraduate degree at Spelman College and major in biology with a minor in criminology. She would like to further her education at Duke or Wake Forest in the forensics program. Her goal is to become a forensic pathologist. Ms. Leake introduced Monét's mother, Mona McGruder, and her assistant principal, Yolanda Whitley. Monét invited everyone to stand and join her in reciting the Pledge of Allegiance. Following the pledge, Monet shared the importance of honesty. She said honesty is being truthful in words or actions, admitting wrong doing, and acting with integrity.

B. Adoption of Agenda

Ms. Griffin said the Consent Agenda included several appointments to the Equity Committee by Board members. Consent Item III.F. is the appointment by the Board Chairperson and Mr. White will reappointment Reggie Singleton. Consent Item III.I. is the appointment by the District Four Representative and Mr. Tate's appointment will be Patsy Burkins. She noted that this information was not included in the Board packet.

Mr. Tate moved, seconded by Ms. Leake, that the Board adopt the agenda as presented, and the Board voted 8-0 in support of the motion. Mr. White was absent.

C. Recognition of Wachovia Principal of the Year

Ms. Griffin called upon Dr. Gorman to present the recognition. Dr. Gorman called upon Dr. Ruth Perez, Chief Academic Officer, to introduce the Wachovia Principal of the Year. Dr. Perez introduced Kit Rea, principal at Mallard Creek High School, as the Charlotte-Mecklenburg 2008 Wachovia Principal of the Year. Ms. Perez stated this award recognizes outstanding leaders in the public schools across North Carolina. The candidates selected must meet certain qualifications that include meriting the respect of students, teachers, co-workers, and parents; be an active leader in their community; and demonstrate the ability to improve student achievement above all. Ms. Rea has been employed with CMS for twenty-four years; she was nominated by her peers; and selected by the district selection committee. Ms. Rea will advance to the Regional and State Competitions. Ms. Rea said thank you and that she will represent the district to the best of her ability. She has been very fortunate in her career to be surrounded by great administrators and parent groups. She thanked the Board for the recognition.

D. Public Hearing on proposed amendments for Policy AE, School Accountability System

Ms. Griffin called the Public Hearing on Policy AE open. She said there were no speakers signed up to speak and she declared the Public Hearing for Policy AE closed.

E. Public Hearing on proposed boundaries and feeder patterns

Ms. Griffin called the Public Hearing on proposed boundaries and feeder patterns open. The following speakers addressed the Board:

Chris Gelwicks spoke regarding the boundaries for the new Hucks Road Elementary School. He is a resident in the Davis Lake community and they support staff's recommendation for Option 1. He encouraged the Board to support this option because it keeps the community together.

Lorrie Van Buskirk represented the Glenfinan and Strathmore communities. She encouraged the Board to amend the boundaries for Providence Road West Elementary School to include these communities because it would keep the community together and they would be able to attend their neighborhood schools. This school is within walking distance of their homes and growth statistics indicate the school has room.

David Knoble is a resident of Providence Road West and Lancaster Highway. He lives within walking distance of the new Providence Road West Elementary School. He encouraged the Board to amend the boundaries for Providence Road West Elementary School to include the residences along Providence Road West.

Kelly Pledger and Brett Rhinehardt are Mountain Island residents. They both shared the importance of keeping their neighborhood together. Important comments included they support staff's recommendation for the 2008-2009 Bradley Elementary School boundaries because it best utilizes capacity at Bradley and Long Creek elementary schools and offers Mountain Island Elementary School relief. They presented suggestions for the Board's consideration that would keep their community together and address overcrowding issues. They encouraged the Board to reassign their area to Bradley Middle School and not to

Coulwood Middle School because it is overcrowded. This would allow these students to be together kindergarten through high school.

Kim Weaver represented the Berewick community in southwest Charlotte. She expressed concern regarding the feeder and student assignment plans for this area. In 2005, they were zoned to the Steele Creek area schools. In 2005, the feeder plan was changed and they were reassigned to Berryhill Elementary, Wilson Middle, and West Mecklenburg High feeder plan. She encouraged the Board to reassign their community back to the Steele Creek area schools because this is the area in which they live and vote.

Ms. Griffin declared the Public Hearing closed.

II. REQUESTS FROM THE PUBLIC

Bolyn McClung represented the 2007 School Bond Campaign. He thanked a group of private citizens who began this campaign for a job well done. He also thanked the community for voting yes for the November 6th Bonds. He said the private citizens worked together and the 2007 School Bonds passed successfully.

Ms. Leake recognized a group of students from Berryhill Elementary School.

III. CONSENT ITEMS

- A. Recommend approval of minutes.
 - October 23, 2007 Closed Session.
 - October 19, 2007 Special Meeting/Work Session.
 - September 25, 2007 Closed Session.
 - August 28, 2007 Regular Board Meeting.
 - April 24, 2007 Regular Board Meeting.
- B. Recommend approval of appointment of administrative personnel.
- C. Recommend approval of licensed/non-licensed hires and promotions for October 2007.
- D. Recommend approval of depositories/signature authorizations.
- E. Recommend approval of one citizen appointment to the Bond Oversight Committee by the District Three Representative.
- F. Recommend approval of one citizen appointment to the Equity Committee by the Board Chairperson.
- G. Recommend approval of one citizen appointment to the Equity Committee by an At-Large Representative.
- H. Recommend approval of one citizen appointment to the Equity Committee by the District Three Representative.
- I. Recommend approval of one citizen appointment to the Equity Committee by the District Four Representative.
- J. Recommend approval of local option goals for alternative schools.

Mr. Tate moved, seconded by Mr. Dunlap, that the Board adopt Consent Items A. thru J., and a discussion followed.

Ms. Leake said she had informational questions regarding Consent Items B., C., and D.
Mr. Gauvreau pulled Consent Item G because he would like that item voted upon separately.

Ms. Leake said regarding B., the areas that she focuses on for people being promoted and hired are longevity of service, experience, and ensuring we are employing the best people for the district. She asked when will these people be available to begin work? Dr. Gorman said Ms. Newby is available now and he is not sure when the other candidate will be available. Ms. Leake said regarding C., she supports the licensed and non-licensed hires and promotions. She said non-certified personnel such as cafeteria works, secretaries, and custodians are included in these hires and they are just as valuable to the operations of the school system as our administrative personnel. Ms. Leake asked for clarification regarding Consent Item D. and Sheila Shirley, Chief Financial Officer, answered her questions. She said this is an annual request that is required by state statutes and the Board is approving both her signature on all bank accounts as Chief Financial Officer and all of the depositories, principals, and school treasurers who are basically the officers for the school activity funds. Ms. Leake asked would this make CMS liable if treasurers misappropriate funds? Ms. Griffin said this is not part of the agenda for tonight and this can be discussed at a later time. Dr. Gorman said this is school district funds that are run through individual schools. Ms. Leake asked if this included PTAs. Dr. Gorman said, no.

Ms. McGarry moved, seconded by Mr. Tate, that the Board adopt Consent Items A. thru J. excluding G., and the Board voted 8-0 to in support of the motion. Mr. White was absent.

Mr. Merchant moved, seconded by Mr. Tate, that the Board adopt Consent Item G., and the Board voted 7-1 in support of the motion. 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. White was absent.

Dr. Gorman presented his personnel recommendations as follows:

Appointments:

- Teresa Marshall named assistant principal at Bruns Avenue Elementary School. Ms. Marshall has a Principal Certification from UNC-Charlotte; a Master of Education in Learning Disabilities from Winthrop College; and a Bachelor of Science in Education from Western Carolina University. Ms. Marshall previously served as assistant principal at Brevard Middle School in Transylvania County Schools, in Brevard, North Carolina.
- Denita Newby named assistant principal at Bailey Middle School. Ms. Newby previously served as Education Coordinator with Right Choices Boot Camp, Alternative Education.

Board members recognized their committee appointments as follows:

Mr. Dunlap appointed Larry Hosch to the Bond Oversight Committee.
Ms. Griffin said Mr. White re-appointed Reggie Singleton to the Equity Committee.
Mr. Merchant said he re-appointed Kelley Doherty to the Equity Committee.
Mr. Tate appointed Patsy Burkins to the Equity Committee.

Mr. Dunlap re-appointed Carol Sawyer to the Equity Committee.

IV. ACTION ITEMS

A. Recommend approval of proposed amendments for Policy AE, School Accountability

Ms. Griffin reviewed the proposed amendment for Policy AE, School Accountability. The Board recommended amendments to this policy at the Broad/CRSS Sustainability Retreat on October 19, 2007. This amendment provides that the accountability system will continue to be piloted during the 2007-2008 school year and will become operational in the 2008-2009 school year. The Board realized the original timelines established needed to be extended to accommodate the development and implementation of the system.

Mr. Dunlap moved, seconded by Mr. Tate, that the Board approve the proposed amendments for Policy AE, School Accountability, and a discussion followed.

Ms. Leake said she was not ready to approve this item. She said the accountability process holds schools and staff accountable for performance. She wants to ensure the public has seen and understands the policy. She asked does this include a process for rating and grading schools? Dr. Gorman said the grading and rating of schools will continue to be piloted to determine the final format. The Board discussed this at the recent work session and staff will continue to present additional documentation on the process as it develops. This will continue to be piloted and it will develop into a broader scale to include more schools by the end of the year. Ms. Leake said certain aspects of this policy are not clear (establish standards of schools and rating staff on how well they achieve those standards as indicated by their performance). Ms. Griffin said the only item before the Board at this time is a recommendation to amend the Policy by extending the dates by one year to provide an opportunity to pilot the program. The Accountability Policy was approved by the Board some time ago and it is currently being further developed. Dr. Gorman will present his final recommendations to revise the policy at a later time. The policy anticipates that the actual policy would be approved at a later time.

The Board voted 8-0 to approve the amendments to Policy AE. Mr. White was absent.

B. Recommend approval of proposed boundaries and feeder patterns

Ms. Griffin called upon Dr. Gorman to present the recommendation. Dr. Gorman called upon Scott McCully, Executive Director of Student Placement Services, to present the Superintendent's boundary recommendations. Mr. McCully said the recommendations were presented to the Board at the October 9, 2007 Regular Board meeting. He said the process included public meetings and public input, and this provided staff valuable insight to the needs of the community. Mr. McCully provided a brief review of 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. He said the recommendations regarding the sibling policy includes rising 5th graders may remain at their current school site. If there is a younger sibling who may want to continue with that older sibling and remain at that school also, staff is not recommending that option. Younger siblings would be assigned to the new placement.

- Northwest Region:
 - New Belmeade Elementary School scheduled to open in the 2008-2009 school year.
 - Relieves overcrowding at Pawtucket Elementary School and will open at 68% capacity.
 - Rising 5th grade may remain at current school.
 - Sibling guarantee only applies at the new school assignment.

Mr. Tate moved, seconded by Mr. Merchant, that the Board approve the Superintendent's boundary recommendations for the new Belmeade Elementary School to include the following boundary details:

- **Grade Levels: K-5.**
- **Projected Opening Date: Beginning of the 2008-2009 school year.**
- **Home School Boundary: The western section of the home school area of Pawtucket Elementary School (as depicted on accompanying map).**
- **Affected School: Pawtucket Elementary School.**
- **Default Assignments for rising K-4 students: New Belmeade Elementary School.**
- **Assignment Options for rising K-4 students: No option to remain at Pawtucket Elementary School.**
- **Assignment Options for rising 5th grade students: May choose to remain at Pawtucket Elementary School; must indicate this intent on lottery application.**
- **Sibling Guarantee: None. Younger siblings of 5th grade students who choose to remain at Pawtucket Elementary School will not have a sibling guarantee to attend Pawtucket Elementary School.**

Board members were invited to ask questions and make comments.

- Mr. Dunlap expressed concern that this is building two new schools to relieve overcrowding at other schools and this proposal will open a new school that is 72% free-and-reduced lunch. He said there is a stigma associated with schools that have high percentages of free-and-reduced lunch that they will be low-performing. He asked what is the rationale behind this proposal? Mr. McCully said this was reviewed thoroughly and the design was to provide a seat close to home. This appeared to be the best design available based upon the number of students. Pawtucket is a small school with a capacity for just over 200 students but we have far exceeded number. Staff predicts new developments in this area and that will help reduce the high free-and-reduce lunch percentage. Mr. Dunlap said prior to the recommendation, there were 600 students at Pawtucket Elementary School. This recommendation leaves 217 students but that school will increase in free-and-reduced percentages (76% to 83%). He expressed concern that this proposal has the new school opening with 72% free-and-reduced lunch percentages. Mr. McCully said, basically, the Pawtucket attendance area is split in half and it is the same attendance area that is distributed between two schools. Mr. McCully said in 2009-2010 another elementary school is planned for that area (Mount Holly-Huntersville Road) and that was being considered as these boundaries were developed. There may be other alternatives as we move into the next

school year.

- Mr. Merchant asked when would the Whitewater development open? Mr. McCully said he did not know but it is planned.
- Mr. Tate asked if the opening of this new school caused a change in the feeder schools? Mr. McCully said, not with respect to this school. Mr. Tate asked if there were any changes to the high school boundaries. Mr. McCully said, no.
- Ms. Leake expressed concern regarding staffing and the free-and-reduced lunch percentages. She does not want anyone to think that those students are incapable of succeeding because those students can succeed with appropriate staffing such as experienced teachers and strong principals. She encouraged Dr. Gorman to staff these schools with strength by utilizing quality teachers and excellent principals. Dr. Gorman said the staffing process includes selecting the principal early and they start the process of selecting teachers and staff. This process includes decreasing student populations at schools and this results in reducing staff at those schools. The principals will consider staff from existing schools as well as hiring from other areas. Ms. Leake said it is important to have strong staff in the buildings that have low-performing students. Dr. Gorman said the goal will be to have a blended staff utilizing experienced staff and new staff.
- Mr. Dunlap said the proposed boundary would reduce Pawtuckett Elementary School from 600 students to 200 students. He asked did staff consider lowering the number at the new Belmeade Elementary School and not reducing Pawtuckett Elementary School by 400 students? This could help with the free-and-reduced lunch percentages. Mr. McCully said currently, staff is projecting the enrollment for the 2008-2009 school year at Pawtuckett Elementary School to be 97% of capacity.

The Board voted 7-1 to approve the Superintendent's boundary recommendations for the new Belmeade Elementary School. Ms. Griffin, Ms. McGarry, Mr. Merchant, Mr. Gauvreau, Ms. Leake, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Mr. Dunlap voted against the motion. Mr. White was absent.

Mr. McCully provided the following information on the new Bradley Elementary School:

- 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 5th grade may remain at current school.
 - Sibling guarantee only applies at the new school assignment.

Ms. McGarry moved, seconded by Mr. Tate, that the Board approve the Superintendent's boundary recommendations I and II for the new Bradley Elementary School to include the following boundary details:

I. New Bradley Elementary School.

- **Grade Level: K-5.**
- **Projected Opening Date: Beginning of the 2008-2009 school year.**
- **Home School Boundary: The northern section of the home school area of Long**

Creek Elementary School (as depicted on accompanying map).

- **Affected School: Long Creek Elementary School.**
- **Default Assignments for rising K-4 students: New Bradley Elementary School.**
- **Assignment Options for rising K-4 students: No option to remain at Long Creek Elementary School.**
- **Assignment Options for rising 5th grade students: May choose to remain at Long Creek Elementary School; must indicate this intent on lottery application.**
- **Sibling Guarantee: None. Younger siblings of 5th grade students who choose to remain at Long Creek Elementary School will not have a sibling guarantee to attend Long Creek Elementary School.**

II. Associated Boundary Shifts for Mountain Island and Long Creek Elementary Schools.

- **Effective Date: Beginning of the 2008-2009 school year.**
- **Affected Area: Part of the 2007-2008 attendance area for Mountain Island Elementary School will be shifted as follows:**
 - ✓ **The northeastern part of the Mountain Island Elementary School attendance area will be reassigned to Long Creek Elementary School.**
- **Default Assignments for rising K-4 students: Long Creek Elementary School.**
- **Assignment Options for rising K-4 students: No option to remain at Mountain Island Elementary School.**
- **Default Assignment for rising 5th grade students: Long Creek Elementary School.**
- **Assignment Options for rising 5th grade students: May choose to remain at Mountain Island Elementary School; must indicate this intent on lottery application.**
- **Sibling Guarantee: None. Younger siblings of 5th grade students who choose to remain at Mountain Island Elementary School will not have a sibling guarantee to attend Mountain Island Elementary School.**

Board members were invited to ask questions and make comments.

- Mr. Dunlap asked what is staff's response to the comments made by the parents during the Public Request regarding the boundaries for the Mountain Island communities? Mr. McCully said that did not impact this recommendation because they were referring to another part of the attendance area for Mountain Island. There is another school that will be constructed in that area for the 2009-2010 school year and we will be going through this same process next year. The proposed recommendation best utilizes Long Creek Elementary School, provides relief to Mountain Island Elementary School, and provides enrollment to new Bradley Elementary School with room to grow.
- Ms. McGarry expressed concerns regarding not including a sibling guarantee in the proposed boundaries. She asked if the motion included the sibling guarantee, how many students would that impact? Mr. McCully said he did not have those numbers but that number can grow over years. Staff is focused on trying to relieve the schools that the new schools are being built to relieve as well as being fair to those who have been at the school for the long-term and allow them the opportunity, if they desire, to

finish out at their current school. Families have the option of going through the transfer process.

- Mr. Tate asked if there were any changes to feeder schools? Mr. McCully said, no.

The Board voted 8-0 to approve the Superintendent's boundary recommendations I and II for the new Bradley Elementary School.

Mr. McCully reviewed the boundary recommendations for the new Hucks Road Elementary School.

- 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 5th grade may remain at current school.
 - Sibling guarantee only applies at the new school assignment.

Mr. Merchant moved, seconded by Mr. Tate, that the Board approve the Superintendent's boundary recommendations I and II for the new Hucks Road Elementary School to include the following boundary details:

I. New Hucks Road Elementary School.

- **Grade Levels: K-5.**
- **Projected Opening Date: Beginning of the 2008-2009 school year.**
- **Home School Boundary: Parts of the home school areas of Mallard Creek, Blythe, and David Cox Road elementary schools (depicted on accompanying map).**
- **Affected Schools: Mallard Creek, Blythe, and David Cox Road elementary schools**
- **Default Assignments for rising K-4 students: New Hucks Road Elementary School.**
- **Assignment Options for rising K-4 students: No option to remain at their current home schools.**
- **Assignment Options for rising 5th grade students: May choose to remain at their current schools; must indicate this intent on lottery application.**
- **Sibling Guarantee: None. Younger siblings of 5th grade students who choose to remain at their current schools will not have a sibling guarantee to attend those schools.**

II. Associated Boundary Shifts for David Cox Road and Mallard Creek elementary schools.

- **Effective Date: Beginning of the 2008-2009 school year.**
- **Affected Area: Part of the 2007-2008 attendance areas for David Cox Road and Mallard Creek elementary schools would be shifted as follows:**
 - ✓ **The southeastern part of the David Cox Road Elementary School attendance area will be reassigned to Mallard Creek Elementary**

School.

- ✓ **The western tip of the Mallard Creek Elementary School attendance area will be reassigned to David Cox Road Elementary School.**
- **Default Assignments for rising K-4 students: New school assignment.**
- **Assignment Options for rising K-4 students: No option to remain at current schools.**
- **Default Assignment for rising 5th grade students: New school assignment.**
- **Assignment Options for rising 5th grade students: May choose to remain at current schools; must indicate this intent on lottery application.**
- **Sibling Guarantee: None. Younger siblings of 5th grade students who choose to remain at current schools will not have a sibling guarantee.**

Board members were invited to ask questions and make comments.

- Mr. Gauvreau expressed concern regarding the southeastern portion of the David Cox Road attendance zone (purple area) which is to be reassigned to the Mallard Creek Elementary School zone. He suggested that this area remain assigned to David Cox Road Elementary School because it geographically makes sense. He has received e-mails regarding this and it only impacts a few students.

Mr. Gauvreau made a substitute motion that the southeastern area of the David Cox Road attendance zone that is assigned to Mallard Creek Elementary School remain assigned to David Cox Road Elementary School, seconded by Mr. Gjertsen, and a discussion followed.

- Ms. Griffin asked how many students would this impact? Mr. McCully said approximately fifty students K-5 reside in that area.
- Mr. Dunlap expressed concern about the implications this may have on each grade level and the impact of the vacant seats at Mallard Creek Elementary School. Mr. McCully said with growth, staff is projecting for the 2008-2009 school year 831 students or 114% capacity at David Cox Road Elementary School and 839 students or 103% capacity at Mallard Creek Elementary School. The purpose of this motion is to provide more relief to David Cox Road Elementary School. Mr. Dunlap asked if this motion divided any neighborhoods? Mr. McCully said this motion would keep the neighborhood together. Mr. Dunlap asked if Mr. McCully had heard from any of the families in this area regarding Mr. Gauvreau's motion? He expressed concern that the community may not be aware of this request and they may feel they were not properly informed. Mr. McCully said he received one e-mail regarding this request and he did not hear from anyone else.
- Mr. Merchant asked if other new elementary schools were planned for this area? Mr. McCully said, yes. There will be a new school north of Eastfield Road; a new school that will relieve University Meadows and Mallard Creek elementary schools; and a new school sited in the area of Johnston Oehler Road. These additional schools will continue to help with the overcrowding issues. Mr. Merchant asked what was the student capacity at the old Derita Elementary School? Mr. Gauvreau said fewer than 500 students.
- Ms. McGarry said the students located in the southeastern area have been at the David Cox Road Elementary School and the Superintendent's recommendation takes them

out. She expressed concern that they may not be aware of the boundary change. She said the Board normally relies on the recommendation of the District representative and in this case it is Mr. Gauvreau. Mr. McCully said community meetings were held and there were community options on the Website. The community options were developed from the comments from the community meetings and they did not necessarily include all the comments but staff attempted to assemble the comments that would work within the current capacities of the schools.

- Mr. Tate asked what neighborhood does this impact? Mr. Gauvreau said it is Harrington Woods.
- Mr. Gauvreau said his motion only impacts about fifty students and these students should not be moved from their existing school. The Mallard Creek area is expected to grow and it does not make sense to move these students at this time. This motion will allow them to not have to cross W. T. Harris Boulevard which is a four-lane highway. Mr. Gauvreau supports the rest of the Superintendent's proposed recommendation for this school.
- Mr. Gjertsen asked are the schools the standard 39-classroom schools? Mr. McCully said, yes. Mr. Gjertsen expressed concern that there are four different capacity numbers for the same sized schools. Mr. McCully said he would need to check the exact classroom count for each of the schools. Some are a little bigger and have a different classroom count. He said staff has tried to incorporate the new student teacher weighted formula in the capacity projections and accurately reflect the staffing for those schools. Mr. Gjertsen asked on what basis did we decide the new Hucks Road Elementary School would have nineteen students per classroom? Dr. Gorman said this is based on the weighted student staffing formula that was approved in the budgeting process which included students who qualify or do not qualify for free-and-reduced lunch.
- Ms. Griffin expressed concern that this is a different proposal than what was presented at the community meetings. Mr. McCully said staff received feedback from the community meetings and as result of that feedback three community options were posted on the Website. Ms. Griffin asked if this area would be carved out of its middle and high school feeder? Mr. McCully said the proposal for this area is that they would be assigned to Mallard Creek Elementary School and the high school feeder would not change. They would attend the new Ridge Road Middle School in 2009.
- Mr. Dunlap asked has the public seen this proposal? Mr. McCully said this motion has not been presented to the community and we have not received input from the community because this was not part of the original option. Staff informed the public that they were interested in receiving input from the public. Community options were developed and posted on the Website, and the community had an opportunity to provide input on developing other options. The proposed recommendations were presented to the Board at the October 9th Regular Board meeting. Mr. Dunlap expressed concern that the community is not aware of the recommendations and he is not sure that this area was originally assigned to David Cox Road Elementary School.
- Mr. Gauvreau encouraged the Board to support his recommendation because it only impacts about fifty students.
- Mr. Merchant asked if the families were e-mailed this option. Mr. McCully said, no. Families who attended the community meetings and provided e-mail addresses were

notified via e-mail and informed of the proposed recommendations.

- Ms. McGarry said is it important to maintain stability and this area was previously assigned to David Cox Road Elementary School. If they remain at David Cox Road Elementary School, it will not affect their middle or high school. Mr. McCully said as we look at the next recommendations for 2009-2010, we have purposely aligned the new middle school recommendation with this particular configuration for the elementary school assignment and the Board could make changes to that at a later time. Ms. McGarry expressed concern making the families cross a four-lane highway. Mr. McCully said they would still have to travel on Mallard Creek Road, W. T. Harris Boulevard, Sugar Creek, and David Cox Road to get to David Cox Road Elementary School. Under the Superintendent's recommendation, they would travel on Mallard Creek Road and proceed directly to their new school which would be Mallard Creek Elementary School. This was designed to create a shorter path to the new school. Ms. McGarry said she would prefer stability for these students over a longer bus ride. Mr. Gauvreau said it is virtually equal distance.
- Ms. Griffin said David Cox Road Elementary School currently has twenty-four mobiles and would continue to need mobiles if these students remained at the school. Ms. Griffin asked if there were any other significant impacts in approving Mr. Gauvreau's recommendation. Mr. McCully said the primary impact would be on the capacity at David Cox Road Elementary School. Mr. Gauvreau said with his substitute motion, David Cox Road would still "be reduced" by 300 students. Mr. McCully said staff was attempting to reduce David Cox Road Elementary School as much as possible because there are other schools that are planned for those other areas in the near future. Ms. Griffin asked if the students remain at David Cox Road Elementary School now will they face a re-assignment at a later time. Mr. McCully said if this substitute motion is approved, there would be more students at David Cox Road Elementary School and since that school is already over capacity we would have to review boundary changes in the future. There are other schools planned for this area but David Cox Road Elementary School is located in an area that does not have a school immediately planned to open. New schools are typically built in areas where there is available land and the primary targets for relief would be Mallard Creek, Highland Creek, and Hucks Road elementary schools. At some point, students at David Cox Road Elementary School would need to be reassigned in order to lower the overall capacity.

The Board voted 6-2 in support of Mr. Gauvreau's substitute motion to approve the Superintendent's recommendation for the new Hucks Road Elementary School with the exception that the southeast corner of the David Cox Road attendance area would remain at David Cox Road Elementary School. Ms. Griffin, Ms. McGarry, Ms. Leake, Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Ms. Leake and Mr. Merchant voted against the motion. Mr. White was absent.

Mr. McCully reviewed the boundaries for the new Ridge Road Middle School.

- 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 8th grade may remain at current school.
- Sibling guarantee only applies at the new school assignment.

Mr. Dunlap moved, seconded by Mr. Merchant, that the Board approve the Superintendent's recommendation for the new Ridge Road Middle School to include the following boundary details:

- **Grade Levels: 6-8.**
- **Projected Opening Date: Beginning of the 2009-2010 school year or upon completion of the facility.**
- **Home School Boundary: An area encompassing the 2008-2009 home school areas of Highland Creek, Mallard Creek, and David Cox Road elementary schools, which are currently assigned to Alexander Middle School, as described below.**
- **Affected Schools: Elementary attendance areas will become part of the attendance area for New Ridge Road Middle School as follows:**
 - ✓ **Highland Creek Elementary – entire attendance area will be in the New Ridge Road Middle School home school area.**
 - ✓ **Mallard Creek Elementary – entire attendance area will be in the New Ridge Road Middle School home school area.**
 - ✓ **David Cox Road Elementary School – entire attendance area will be in the New Ridge Road Middle School home school area with the exception of an area north of David Cox Road, which remains in the Alexander Middle School attendance area.**
- **Default Assignments, rising 6-8: New Ridge Road Middle School.**
- **Assignment Option for Rising 8th Grade Students: May choose to remain at Alexander; must indicate this intent on lottery application.**
- **Sibling Guarantee: None. Younger siblings of rising 8th grade students who choose to remain at Alexander will not have a sibling guarantee to attend Alexander Middle School.**

Board members were invited to ask questions and make comments.

- Ms. Leake said the student counts at James Martin Middle School remain the same. Mr. McCully said this proposal does not provide relief to James Martin Middle School. The sole purpose of the new Ridge Road Middle School is to relieve Alexander Middle School. There are new schools planned for that area and they will provide relief to James Martin Middle School. Martin Luther King Middle School was opened a few years ago and its sole purpose was to relieve overcrowding at James Martin Middle School and some of the other schools in that area. Ms. Leake asked when would those schools open? Mr. McCully said he would provide that information at a later time. Ms. Leake expressed concerns regarding James Martin Middle School related to safety issues due to overcrowding and free-and-reduced lunch status at 68%.

The Board voted 7-1 to approve the Superintendent's boundary recommendations for the New Hucks Road Elementary School. Ms. Griffin, Ms. McGarry, Mr. Merchant, Ms. Leake, Mr. Dunlap, and Mr. Tate voted in support of the motion. Mr. Gjertsen voted against the motion. Mr. White was absent.

The Board discussed boundaries for the New Flat Branch Elementary School.

Mr. McCully said before the Board are two motions related to the boundaries in the southern portion of the county. Last year, the Board approved boundaries that included a three-year plan. CMS was able to open the new Elon Park Elementary School ahead of schedule and all the schools will be open the 2008-2009 school year. The Board has discussed whether they should revisit the previously approved motion to address the earlier openings. Staff believes it would be in the best interest to recommend a revised motion regarding the new Flat Branch Elementary School. Staff recommends that the motion adopted by the Board on November 14, 2006 be revised. Mr. McCully reviewed the proposed motion that would amend and accelerate the previous motion approved by the Board. The revised motion could have an impact on the potential 5th graders in the 2010-2011 school year. The current 3rd graders this year under the original plan would have the opportunity to stay at their current site for the 2009-2010 school year. Should the plan be accelerated, they would no longer have that option. Mr. McCully reviewed the two proposed revised motions. The first motion amends the previous motion; puts all items in an accelerated format; opens all schools for the 2008-2009 school year with the corresponding boundaries approved for the 2009-2010 school year; and allows rising 5th graders for next year to remain at their current placement. The alternate motion is basically the same as the first motion; however, it allows 3rd graders who would be rising 4th graders next year to also indicate that they want to stay at their current placement.

The two motions were as follows:

The Board affirms the motion adopted November 14, 2006, with the following changes:

- New Flat Branch Elementary School will open one year prior to the originally projected opening date of the beginning of the 2009-2010 school year and the boundary shift between McAlpine Elementary School and Olde Providence Elementary School will occur one year prior to the previously planned date.

I. New Flat Branch Elementary School.

- Grade Levels: K-5.
- Previously-Adopted Projected Opening Date: Beginning of the 2009-2010 school year.
- Actual Opening Date: Beginning of the 2008-2009 school year.
- Location: new Flat Branch Elementary School.
- Home School Boundaries: the geographic areas commonly known as “McKee Road West” (part of the 2006-2007 McKee Road attendance area west of Providence Road and south of I-485) and “McAlpine South” (part of the 2007-2008 McAlpine attendance area south of Ballantyne Commons Parkway and I-485).
- Affected Schools: McKee Road and McAlpine elementary schools.
- Default Assignments for rising K-4 students: New Flat Branch Elementary School.
- Assignment Options for rising K-4 students: No options to remain at current home schools.
- Default Assignment for rising 5th grade students: New Flat Branch Elementary School.

- Assignment Options for rising 5th grade students: May choose to remain at their current schools; must indicate this intent on lottery application.
- Sibling Guarantee: None. Younger siblings of 5th grade students who choose to remain at their current schools will not have a sibling guarantee to attend those schools.

II. Boundary Shifts between Olde Providence and McAlpine elementary schools.

- Previously-Adopted Effective Date: Beginning of the 2009-2010 school year.
- Actual Effective Date: Beginning of the 2008-2009 school year.
- Affected Area: Part of the 2007-2008 Olde Providence attendance area commonly known as “Olde Providence Southwest” will be assigned to McAlpine Elementary School.
- Default Assignments for rising K-4 students: McAlpine Elementary School.
- Assignment Options for rising K-4 students: No option to remain at Olde Providence Elementary School.
- Default Assignment for rising 5th grade students: McAlpine Elementary School.
- Assignment Options for rising 5th grade students: May choose to remain at Olde Providence Elementary School; must indicate this intent on lottery application.
- Sibling Guarantee: None. Younger siblings of 5th grade students who choose to remain at Olde Providence Elementary School will not have a sibling guarantee to attend Olde Providence Elementary School.

Alternative Motion:

The Board affirms the motion adopted November 14, 2006, with the following changes:

1. New Flat Branch Elementary School will open at the beginning of the 2008-2009 school year, one year prior to the originally projected opening date of the beginning of the 2009-2010 school year; rising 4th and 5th graders attending the affected schools may choose to remain at their current schools;
2. The boundary shift between McAlpine and Olde Providence elementary schools will occur at the beginning of the 2008-2009 school year, one year prior to the previously approved date; rising 4th and 5th graders attending Olde Providence Elementary School may choose to remain at Olde Providence Elementary School.

I. New Flat Branch Elementary School.

- Grade Levels: K-5.
- Previously-Adopted Projected Opening Date: Beginning of the 2009-2010 school year.
- Actual Opening Date: Beginning of the 2008-2009 school year.
- Location: new Flat Branch Elementary School building.
- Home School Boundaries: The geographic areas commonly known as “McKee Road West” (part of the 2006-2007 McKee Road attendance area west of Providence Road and south of I-485) and “McAlpine South” (part of the 2007-2008 McAlpine attendance area south of Ballantyne Commons Parkway and I-485).
- Affected Schools: McKee Road and McAlpine elementary schools.

- Default Assignments for rising K-3 students: new Flat Branch Elementary School.
- Assignment Options for rising K-3 students: No options to remain at current home schools.
- Default Assignment for rising 4th and 5th grade students: New Flat Branch Elementary School.
- Assignment Options for rising 4th and 5th grade students: May choose to remain at their current schools; must indicate this intent on lottery application.
- Sibling Guarantee: None. Younger siblings of 4th and 5th grade students who choose to remain at their current schools will not have a sibling guarantee to attend those schools.

II. Boundary Shifts between Olde Providence and McAlpine elementary schools.

- Previously Adopted Effective Date: Beginning of the 2009-2010 school year.
- Actual Effective Date: Beginning of the 2008-2009 school year.
- Affected Area: Part of the 2007-2008 Olde Providence Elementary School attendance area commonly known as “Olde Providence Southwest” will be assigned to McAlpine Elementary.
- Default Assignments for rising K-3 students: McAlpine Elementary School.
- Assignment Options for rising K-3 students: No option to remain at Olde Providence Elementary School.
- Default Assignment for rising 4th and 5th grade students: McAlpine Elementary School.
- Assignment Options for rising 4th and 5th grade students: May choose to remain at Olde Providence Elementary School; must indicate this intent on lottery application.
- Sibling Guarantee: None. Younger siblings of 4th and 5th grade students who choose to remain at Olde Providence will not have a sibling guarantee to attend Olde Providence Elementary School.

The Board members were invited to ask questions and make comments.

- Mr. Dunlap asked based upon the information received, what was staff’s recommendations. Mr. McCully said staff is comfortable with both motions.
- Mr. Merchant said the alternative motion allows rising 4th and 5th graders to apply to remain at their current schools and that would fulfill the Board’s commitment made last year. Mr. McCully said, yes. Mr. Merchant asked if the community had seen these recommendations. Mr. McCully said staff did not hold a community meeting. The purpose of building the new schools is to relieve overcrowding. McKee Road Elementary School needs relief. The more students that have the option to remain will lessen the impact on relief. This area was anxious to get Flat Branch Elementary School open because of the overcrowding. The school is located in the middle of the neighborhood and students who would elect to attend McKee Road Elementary School would have to pass the school that they would normally be assigned to in order to get to McKee Road. Staff is reviewing options for transportation. Mr. McCully believes a number of the students would elect to go to their new home school of Flat Branch Elementary School. Mr. Merchant expressed concern that last year, parents expressed

concern about being assigned to a new school. He believes the Board should honor their commitment from last year because this community did not have input and prior knowledge about the change.

- Mr. Dunlap said he supports the motion that would provide the most options and honors the commitment made by the Board last year.

Mr. Dunlap moved that the Board approve the Superintendent's alternative recommendation for the new Flat Branch Elementary School, and a discussion followed.

Mr. Merchant made a substitute motion that the Board approve the Superintendent's alternative recommendation for the new Flat Branch Elementary School with the addition that the Strathmore and Glenfinan neighborhoods be included in the assignment boundary for the new Lancaster Highway Elementary School or as it has also been called Providence Road West Elementary School beginning with that school's opening in the 2008-2009 school year, seconded by Ms. McGarry, and a discussion followed.

- Mr. Merchant said this motion includes schools in that part of the county. These neighborhood leaders have worked with the CMS staff for over a year and Mr. McCully indicated that this request would be revisited at a later time. The community has provided additional information that details more accurate data on growth in the Pineville area. Mr. Dunlap said this is basically the request that Mr. Knoble presented during the Public Request. Mr. Merchant said, yes.

Mr. Dunlap said he would accept this as a friendly amendment.

- Mr. Tate expressed concern that this would add a new school to the motion and that school is not a part of this motion.

Mr. Merchant said he would withdraw his substitute motion and offer it independently. Ms. Griffin said that would require the Board's approval to amend the agenda to add this item and that would have to pass by a 2/3 vote of the Board.

- Mr. Gjertsen noted that last year, the Board reviewed the boundaries for Flat Branch, Elon Park, and Lancaster Highway elementary schools. This was not mentioned at this time because the Elon Park and Lancaster Highway boundaries are set for the 2008-2009 school year. He would vote to amend the agenda.

Ms. Griffin asked Ms. Bartholomew, General Counsel, if the Board could appropriately add the substitute motion impacting the new Lancaster Highway Elementary School or should the agenda be amended to include it as a separate item. Ms. Bartholomew said it could be done either way. To amend the agenda would require a 2/3 vote of the Board. Ms. Griffin said based on that legal advice, she would allow Mr. Merchant's substitute motion to stand. Ms. Griffin clarified that the substitute motion approves the alternative motion for the new Flat Branch Elementary School with the addition of those two neighborhoods.

- Mr. Merchant said the Board discussed this option last year. Although this motion goes against his own philosophies regarding boundary decisions, he believes the Board

got this wrong last year. The representatives of these neighborhoods have impressed him and they helped CMS to get more accurate numbers for the Pineville area. Strathmore is a self-contained neighborhood and Glenfinan is bounded by the South Carolina line. The neighborhoods are .4 miles from the school and many of the families can see the new school from their homes. Mr. Merchant encouraged the Board to support this motion because it is a similar situation to David Cox Road Elementary School that was just approved by the Board.

- Mr. Gjertsen said the Board approved building three new in this area to relieve overcrowding. He would hate to see McKee Road Elementary School remain at 180% capacity and grow while leaving a school empty which is how this is zoned now. He believes Mr. Merchant's substitute motion is a correction to that boundary. He thanked the Board for approving three new schools in his District.
- Ms. McGarry said she would support this motion because it is a correction to an oversight by the Board. This shows that we do try to work with families and it creates stability for this area.
- Ms. Leake asked what will be the length of the bus ride? Ms. Griffin said it has been stated that it would be a shorter bus ride. Mr. Merchant said it is approximately .4 miles to the new school compared to 3.5 miles to Pineville Elementary School. Ms. Leake asked if this would change their middle and high schools. Mr. McCully said there would be no change as this area is already assigned to Community House Middle School and South Mecklenburg High School.

The Board voted 8-0 to approve the substitute motion (the Superintendent's alternative motion for the new Flat Branch Elementary School to include that the neighborhoods of Strathmore and Glenfinan be added to the assignment boundary for the new Lancaster Highway Elementary School or as it has also been called Providence Road West Elementary School beginning with that school's opening in the 2008-2009 school year). Mr. White was absent.

Mr. Dunlap said the Berewick neighborhood had also asked for consideration on their boundary changes. He said CMS is constructing new schools in that area and it would be more logical for the Board to revisit those assignments at that time.

V. REPORTS/INFORMATION ITEMS

A. Report on proposed 2009-2010 school calendar

Ms. Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Mary Martin, Chairperson of the Calendar Committee, to present the proposed recommendation for the 2009-2010 school calendar. Ms. Martin said included with the packet are two draft proposals for the 2009-2010 school year. She said last year, the Board approved the school calendars for the 2007-2008 and the 2008-2009 school years. Ms. Martin reviewed the specific points that impacted the development of the proposed calendars that included meeting state requirements, protected teacher workdays, and holidays. Ms. Martin said the proposed calendars will be shared with the principals on November 27th and they will be posted on the CMS Website in which a community and employee poll will be conducted. The calendars abide by state law including the start and end dates and the number of annual leave days,

teacher work days, and holidays. The primary focus was on instructional time to ensure adequate time for the 90-day block schedules in high school so that the first and second semester has the same number of days. The major differences of the two draft calendars are the timing of Spring Break, Memorial Day, and Thanksgiving. Ms. Martin thanked Ms. Griffin for participating on the committee. This item will be on the December 11th Regular Board meeting for a Board vote. At that time, staff will present the results of the community and employee polls and present the Superintendent's recommendation. Ms. Griffin thanked the committee for their hard work. She said she recently attended a North Carolina School Board Association annual meeting and they stressed that regaining flexibility in the school calendar will continue to be a primary focus. Ms. Griffin said if that law is changed, it will allow more flexibility in the development of school calendars.

B. Report on After School Programs

Ms. Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman invited Dr. Ruth Perez, Chief Academic Officer, Barbara Pellin, Assistant Superintendent for PreK-12 Support Programs, and Colette Jefferies, Director for After School Enrichment Programs, to present the report. Dr. Perez said this report will review the After School Enrichment Programs and the partners that work with CMS to provide services to students and families. Ms. Pellin said partnerships are essential as we serve children and families through multiple strategies and program frameworks. As CMS works together through these partnerships, the focus is on identifying common goals, building internal and external infrastructure in order to serve additional students, and creating capacity for all the programs. Ms. Pellin said CMS is fortunate to have as a partner the Center for Grant Innovation who really provides and informs CMS about potential funding streams and grant development opportunities. Ms. Pellin said as we continue to build partnerships, we will continue to develop memorandum of understandings thereby working together to clarify rolls, responsibilities, and determine viable outcomes. Quality programs are built and maintained through dedicated staff and relevant partnerships. Ms. Pellin recognized and commended staff for their hard work. She also thanked the 700 employees who are a part of the after school programs because they are the people who make the program happen on a daily basis. Ms. Pellin also thanked the partners that participate in the programs and were attending the meeting. Ms. Pellin said all these partnerships are critical in order to provide the quality program components that we have and the sustainability of those programs. Dr. Perez said as is common with instructional programs, research and best practices were used to develop the after school programs. CMS used four national studies to shape the program development. The Safe and Smart Study found that after school programs keep children of all ages safe and out of trouble. The Children's Aid Society Study found that community-based youth development programs promote positive academic and social outcomes among teenagers. The After School Cooperation Study found that children who spend time in after school programs are better behaved, more respectful towards others, and the programs reduced the use of tobacco, drugs, and alcohol among adolescents. The Fight Crime-Invest in Kids Study found that quality youth development programs can reduce crime immediately and transform this prime time for juvenile crime into hours of academic enrichment that is wholesome fun and community service. Dr. Perez stated the results of these studies indicate that student outcomes show an increase in academic achievement (better grades), increased high school graduation, decreased involvement in risky behavior, improved access to employment, and enhanced life skills. Dr. Perez said an

important component of the CMS After School Enrichment Programs is they are available to a variety of students through scholarship opportunities because of the partnerships with the City and Child Care Resources subsidy funds. CMS is able to achieve that because our programs are licensed by the state. Ms. Jeffries reviewed the history of the After School Enrichment Program (ASEP) which was approved by the Board in 1985. This began with a central coordinator and staff hired for After School Programs at eight elementary schools. Today, there are 103 after school sites serving over 6,000 students and 54 before school sites serving over 2,000 students. Ms. Jeffries reviewed the ASEP fees which are a moderately priced alternative for families that include all activities and a daily snack. The ASEP Department uses the highest voluntary enhanced requirements by the North Carolina Division of Child Development for staff to student ratio. All the ASEP sites are licensed and that allows CMS to receive families with subsidies through Child Care Resources. All ASEP sites are licensed by the North Carolina Division of Child Development and maintain at least a Four or Five Star-Rated License. Ms. Jeffries reviewed the activities, programs, and benefits provided by ASEP. Ms. Pellin reviewed the funding sources for ASEP. The majority of the funds are provided through parent fees which total approximately \$13 million, subsidy funding totals approximately \$246,000, 21st Century Learning Grants total approximately \$409,000, and the City Subsidy Funds which are important with the scholarships and subsidy children total approximately \$2 million. CMS has seen tremendous growth patterns in the number of children served and the budget. The budget for the 1985-1986 school year was \$324,408 dollars and that has increased to the adopted budget for the 2007-2008 school year at approximately \$15.1 million. This increase translates into the ability to serve more students and to serve them on a regular basis. Ms. Pellin reviewed the successes of ASEP which included CMS was the recipient of the North Carolina Department of Public Instruction's Effective and Innovative 21st Century Community Learning Center's After School Program Award. Ms. Pellin said ASEP also offers professional development to our faith and community based partners at no cost. This is an important aspect as we join forces in reviewing best practices becoming reality in this community for after school program services. The CMS ASEP handbook and manual is recognized by the North Carolina Division of Child Development as having quality enhanced policies, staff benefits, and an excellent infrastructure for parent involvement. Ms. Jeffries said the CMS ASEP has received two Academic Cultural Enrichment Grants from the 21st Century Community Learning Center through the North Carolina Department of Public Instruction. Ms. Jeffries reviewed the schools sites, the components of the grants, and the collaboration with the community partners. Ms. Jeffries said the grant at Shamrock Gardens Elementary School and Westerly Hill Elementary School will end this year. CMS hopes to sustain this grant through subsidized fees, community partnerships with Partners in Out-of-School Time (POST), population shifts at Shamrock Gardens Elementary School, and small block grants and scholarships. Ms. Pellin said as we further develop our partnership with POST, it is important to recognize that it is the designated community non-profit organization in our community that works to ensure that all school age children and youth in Mecklenburg County have access to high quality out-of-school time programs, activities, and opportunities. The four main capacities that POST serves in are advocacy, coaching, functioning as a clearing house in their intermediary roll, and providing the catalyst in the community to connect public and private sectors into collaborative structures for Middle School Matters. Ms. Pellin reviewed the initiatives and schools sites for Middle School Matters. Ms. Pellin said transportation is always a challenge.

The parents and families are responsible for the majority of the transportation in the ASEP. Dr. Perez reviewed the challenges of dealing with increases in the number of low-income students and decreased funding. Dr. Perez was pleased to report that CMS also has expansion plans which include applying for three additional 21st Century Learning Community Grants to fund ASEP at Cochrane Middle School, J.T. Williams Middle School, and James Martin Middle School for the 2008-2009 school year. The criteria used for the selection of these schools were a requirement of the grant related to the number of students at Levels I and II, free-and-reduced lunch rate, demographic and geographic profiles, and input from the area superintendent. Dr. Perez said ASEP will be added to new sites as well and they include Flat Branch, Belmeade, Bradley, Hucks Road, and Providence Road West elementary schools. There will also be three additional sites for POST through Middle School Matters and they will be chosen through an Request for Proposal (RFP) process. Dr. Perez said the CMS goals for further collaboration will include providing our partners with program and operational guidelines to ensure that baseline standards for quality program operations in the areas of safety, supervision of students, and programming are followed. CMS will also seek to increase its outreach to support additional faith and community-based programs. The Strategic Plan 2010 includes the expansion of after school programs at middle schools with the three components of tutoring, homework assistance, and physical activity as well as providing enrichment opportunities for students in the arts, music, and journalism where feasible. Dr. Perez said as we increase our outreach efforts to seek and build outside partnerships, we will be able to increase our services to families and students.

Board members were invited to asked questions and make comments.

- Ms. Leake said she requested this report because she wanted the public to know the services that the school system provided as well as those that CMS has allowed to provide partnerships with the system. She expressed concern regarding the fees being charged and that there are not after school programs in every middle and elementary school. She also expressed concern that CMS is not providing funds to expand its programs. She believes CMS should provide ASEP at the sites with the highest number of students who are not strong academically. She expressed concern regarding agencies that use children as a source of an income. She believes CMS must ensure that these agencies are accountable because they are using CMS buildings. CMS should have those programs evaluated to ensure they are doing what they are supposed to do. She believes it is important to provide jobs and sites for children after school and during summer. She asked for a report on the services provided by the Blood of the Lamb Church. She expressed concern regarding a City grant that was written about the children that lived in the Five Points area. This was very degrading to those people and they were not informed. The budget for that program was to be approved by the Board of Education and this has not happened. She asked Dr. Gorman when was the decision for POST approved? Dr. Gorman said when the Board approves the budget in totality, there are a variety of different areas within that budget which are delegated to the Superintendent and that includes the ability to fund different programs, materials, and supplies such as POST. She expressed concern that CMS is providing funding for this program and it has not been evaluated or assessed. Ms. Pellin said CMS is in partnership with making assessment decisions and program development. CMS uses the Five Star System as the most primary evaluation component and there will be

specific outcomes in our partnership with POST. CMS is also joining in a broader partnership to review after school outcomes from National Institute for Out-of-School Time (NIOST) which will be contributing to the research. We support those programs so that we can review their goals and objectives together. The main assessment pieces are focused on academic outcomes and social service outcomes which may involve our wrap-around services for children and families. Ms. Leake asked would other organizations and programs be considered as a part of ASEP and summer programs. Ms. Pellin said, yes. Ms. Leake asked how they can become a part of the process. Ms. Pellin reviewed the process for applying for partnerships.

- Ms. Griffin asked Dr. Gorman to inform the Board when organizations can apply for the process.
- Mr. Dunlap said these programs are good because they help close the student achievement gap. He said research points to the benefits of after school enrichment and summer programs for closing the achievement gap.
- Mr. Gjertsen said he would like to see quantifying information that these programs help to close the achievement gap. He asked what measures of accountability are being used to show success? Ms. Pellin said when the programs were developed, staff reviewed standards in comparison to the star quality rating pieces which do not deal with the academic component. The Middle School Matters Program will deal with specific outcomes such as the measured results for the Level I and II students. This data will be accumulated and we will share that with the Board. It is not that the majority of these students cannot learn. These programs give students the opportunity for additional time and that is why they are closely aligned with the North Carolina Standard Course of Study. Mr. Gjertsen said this is a \$15 million budget that is largely self-funded. Ms. Pellin said, yes. Dr. Gorman said CMS provides a very minimum portion of this budget.
- Mr. Tate said who made the decision that transportation would be the parent's responsibility? Ms. Pellin said this was decided years ago when the program was first started. It was designed to focus on the responsibility of parents and help them be accountable. We have learned that accountability has to be balanced with support for parents and CMS has reviewed options with City transportation for some families as well as how we incorporate family input. CMS is reviewing to ensure this is still the right philosophy. Mr. Tate expressed concern that many students may benefit from the programs but cannot participate because they do not have transportation. Ms. Pellin said staff is reviewing the availability of the program because we know there are many students that are not being served, and this could be for a variety of reasons including subsidy funding. CMS is looking to expand these partnerships so that these services can be expanded to children. Mr. Tate said a challenge of the program is a decrease in funding. He asked who is decreasing that funding? Ms. Pellin said there were Community Development Block Grants that were funded by the state and they have been almost entirely eliminated through the state and federal funding. CMS has tried to keep the fees at a level that are more than competitive because CMS offers one of the most quality, relevant, and fairly priced programs in the city. Ms. Pellin said subsidy funding is also decreasing every year. Mr. Tate asked does the CMS ASEP serve as the baseline and is that program used to determine how we are doing? Ms. Pellin said that is the best we are offering and that is according to the Five Start-Rating

system, and we are focusing on the academic achievement pieces. In the programs that this has been measured, we have seen astounding results and that is the area in which we are working to further increase that evaluation component. Mr. Tate asked why are we not increasing our ASEP instead of seeking additional partnerships to do this work? Ms. Pellin said this includes many areas and funding is a huge piece. Our parent fees are combined with other subsidy funding to fund these programs. This is a balance of seeking outside co-operations and funding partners as we develop those programs or an increase in fees. The input from many of the families that we serve indicates that they hope the fees will remain fairly constant. Ms. Pellin said unfortunately, our costs for these programs are increasing. Dr. Gorman said it is important to note that the programs provided by other providers are quality programs but the CMS programs are highly rated on the star system.

- Ms. Leake wants the best for all children. She wished CMS could provide after school programs for all children. She expressed concern that the outside funding does not allow all students to participate in the process. She wants to ensure that organizations are not using students to make money and that their programs are evaluated to ensure they are providing a service to students. She wants to see the results of the evaluations and the financial implications. She wants to ensure that all programs housed in CMS schools are doing the right thing for children and doing what they say they are doing. She wants every child afforded the opportunity to have an after school and summer program in middle and elementary school.
- Mr. Gjertsen would like to see an evaluation of the programs compared to the CMS Extended Day Pilot Program to see which is having a greater impact.
- Ms. McGarry said she has visited some of the after school programs and she commended the quality work they are providing to students.

Dr. Gorman thanked the CMS partners for attending the meeting and for providing quality programs to the students of CMS.

C. Report on Compensation Study

Ms. Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Maurice Ambler, Chief Human Resources Officer, to present the report. Mr. Ambler said the Strategic Plan 2010 includes reviewing compensation for all non-certified employees. This review excludes teachers, counselors, media specialist, and executive staff. The new compensation plan includes new salary grades, salary ranges, market rates, and a plan to bring employees to those market rates based upon experience and performance. Mr. Amber said the goal of the compensation philosophy is maintain competitive, fair, consistent, and equitable pay practices; attract, retain and motivate high-qualified employees; and recognize good performance. The compensation study was performed by Deloitte Consulting, LLC, and they were charged with identifying or recommending areas of deficiency in current CMS practices; competitive market values for CMS jobs; develop a new competitive and equitable program; and present cost implications of the new program. Deloitte shared “best practices” in employee compensation and developed a new comprehensive job grading system for all CMS positions; new market rate for all positions; and the financial impact on CMS. In the 2007-2008 approved CMS budget, \$2.3 million was included to fund a new compensation program. Mr. Ambler said 7,300 of the 9,000 employees would receive an increase. Mr. Ambler reviewed the impact the

new compensation review would have on positions, the process for implementing the pay increases, and the process for communicating the changes.

Board members asked clarifying questions and made comments.

- Ms. McGarry asked if the market study considered benefits such as retirement, health, etc.? Mr. Amber said benefits were not a part of the study. Ms. McGarry said the working environment must also be taken into consideration and safety is very important. Mr. Ambler said all enhancements help to retain employees and pay is not always the main attraction.
- Mr. Gauvreau said this report is chilling and scary. He expressed concerns that CMS hired an outside firm to tell us we need to spend more money. He is opposed to paying market rates based on staff recommendations. He said this is a management issue. He expressed concern that this will cause an increase in the budget because the budget is already increasing at a higher rate than growth.
- Mr. Dunlap said this is long overdue. He said teachers are important to the education of children but also important are bus drivers. He is pleased that bus drivers will be receiving salary increases. Mr. Dunlap asked if this included part-time and substitute teachers. Mr. Ambler said substitute teachers were not included but part-time teachers were included. Substitute teachers are paid a flat rate of \$65 per day. Mr. Dunlap encouraged CMS to review the market rate for substitute teachers.
- Mr. Merchant noted that employees would not receive a decrease if they were at the maximum range. Mr. Ambler said, yes, there are about forty employees who are over the maximum range. Mr. Merchant asked if there were any cases where an employee was extremely under the range. Mr. Ambler said yes, there are some cases in which it will take \$11,000 to get employees to their minimum range. Mr. Merchant said this includes the performance of their school for principals and complexity of the issues at the school as well as individual achievement such as education. Mr. Merchant said Dr. Gorman should consider pay for individual achievement in accomplishing annual goals and not just pay for acquiring degrees. Mr. Merchant said this is a \$2.5 million impact on the budget. He asked what would be the overall impact of getting everyone to market rate on the budget? Mr. Ambler said that was not calculated as of yet. Mr. Merchant said market is where supply meets demand and we should pay those positions where we have competent and qualified people in those positions.
- Ms. Leake expressed concern that many of the CMS employees are the parents of our free-and-reduced lunch students. She said the county previously provided supplements and that should be implemented again. She said teachers and principals in the roughest areas should be better compensated. She encouraged CMS to do the right thing for secretaries, bus drivers, and cafeteria workers. She wants to ensure fairness in the process.

D. Report on Budget Amendments for July 2007 – September 2007

Ms. Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman said items D., E., and F. are routine monthly reports and they are as presented.

E. Report on Capital Project Ordinances for July 2007 – September 2007

Presented with V.D.

F. Report on Financial Statements for September 2007

Presented with V.D.

VI. REPORT FROM SUPERINTENDENT

Dr. Gorman thanked the community for voting yes to the 2007 School Bond Campaign as this was a victory for the Board of Education, CMS, and the students. He said CMS would start the process for building schools and making renovations which will help to relieve the overcrowding issues. This will be a big step in educating students because it puts the needs of children first. He hopes the community interest will remain high because CMS needs that support in educating our students.

VII. REPORTS FROM BOARD MEMBERS

Vilma Leake thanked the community for supporting the 2007 School Bonds. She invited everyone to attend the PTA meeting scheduled on November 20th at Sedgefield Middle School. She reported that she had visited several schools and attended a Retiree's Luncheon and they provided funds and support to Lincoln Heights Elementary School. She reported that a Literacy Program for Adults will be held at Lincoln Heights Elementary School.

Kaye McGarry thanked the Charlotte-Mecklenburg voters for allowing her to serve the Board of Education for four more years. She looks forward to working with the Board members in finding ways to better educate all children in the community. She will continue to support Dr. Gorman's initiatives and the Strategic Plan 2010. She will focus on providing a safe learning environment for teachers and students; leading Board consensus on strategic issues; seeking solutions for constructing costs; and providing the best resources for teaching and learning. She will focus on educating all students and doing it in the most effective and efficient manner.

Trent Merchant thanked the voters for supporting the 2007 School Bond package. He encouraged those people to stay involved. The Board will now be able to move forward with the Board of County Commissioners to proceed with funding schools as quickly as possible. He encouraged the public to continue to help in this effort to see the process completed.

George Dunlap said he and several Board members attended the Freedom Breakfast in honor of Veteran's Day. He was honored to present awards at the CMS Junior ROTC Competition in which seventeen high schools participated. He commended staff and students for a very successful event. He participated in the recent CIAA Black History Bowl event and he commended the schools in the Achievement Zone that competed in that event.

ADJOURNMENT

Mr. Merchant moved, seconded by Mr. Gjertsen, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 10:02 p.m.

Joe I. White, Jr., Chairperson .

Nancy Daughtride, Clerk to the Board