

Approved by the Charlotte-
Mecklenburg Board of Education
August 11, 2009
Regular Board Meeting



Charlotte, North Carolina

May 12, 2009

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on May 12, 2009. The meeting began at 4:40 p.m. and was held in Room CH-14 of the Government Center.

Present: Molly Griffin, Chairperson, District 5;
Kaye McGarry, Vice-Chairperson, Member At-Large;
Joe I. White, Jr., Member At-Large;
Larry Gauvreau (District 1);
Kimberly Mitchell-Walker (District 2);
James Ross (District 3);
Tom Tate (District 4); and
Ken Gjertsen (District 6)

Absent: Trent Merchant, Member At-Large

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; André F. Mayes, Acting General Counsel/Deputy General Counsel; Hugh Hattabaugh, Chief Operating Officer; Tyler Ream, Chief of Staff; and Nancy Daughtridge, Clerk to the Board.

Upon motion by Ms. McGarry, seconded by Ms. Mitchell-Walker, the Board voted unanimously of those present for approval to go into Closed Session for the following purposes:

- **To consult with the Board's attorneys on matters covered by the attorney-client privilege, including but not limited to, legal advice relating to potential trademark infringement; reduction in force Board appeal hearings; and district-wide salary reduction and flexible furlough for employees.**

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

The Board held a Closed Session meeting from 4:40 p.m. to 5:00 p.m.

Chairperson Griffin reconvened the Regular Board Meeting at 6:04 p.m. in the Meeting Chamber of the Government Center. CMS-TV Channel 3 televised the meeting.

Present: Molly Griffin, Chairperson, District 5;
Kaye McGarry, Vice-Chairperson, Member At-Large;
Joe I. White, Jr., Member At-Large;
Trent Merchant, Member At-Large;

Larry Gauvreau (District 1);
Kimberly Mitchell-Walker (District 2);
James Ross (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; André F. Mayes, Acting General Counsel/Deputy General Counsel; Members of Executive and Senior Staffs; Judy Whittington, Manager of Board Services; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Chairperson Griffin called the meeting to order at 6:04 p.m. Chairperson Griffin welcomed everyone to the Board's first meeting of the month.

A. Pledge of Allegiance

Chairperson Griffin called upon Ms. Mitchell-Walker to introduce Jeremy Sawyer who is a 4th grade student at Lincoln Heights Elementary School to lead those present and in the viewing audience in the Pledge of Allegiance and speak to the May character trait of "hope." Jeremy is a model student and has maintained an A/B average all year. Interesting facts about Jeremy include he is a student in Ms. Adrian White's Learning Immersion class; participates in Right Moves for Youth; member of the Lincoln Heights Choir and the Tiger Morning News Broadcast Team; and was recognized as Student of the Month for displaying the character traits of "compassion." Jeremy is a member of Clinton Chapel A.M.E. Zion Church, participates in the junior choir and Buds of Promise, and a member of the Cub Scouts Pack #137. Attending the meeting with Jeremy were his teacher, Adrian White; his principal, Martha Carpenter; and several members of his family including his aunt, Shirley Hood; his brother, Harry Sawyer; and his sister, Ashante Sawyer. Jeremy invited everyone to stand and join him in reciting the Pledge of Allegiance. Jeremy said hope means believing something good could come out of something bad. He shared his experience in which he got into trouble and during his days of being grounded he realized what he did was wrong and wrote an apology letter to his teacher. He had hope and a lot of good can come out of hope. He encouraged everyone to have hope in life.

B. Adoption of Agenda

Chairperson Griffin asked the Board to add two Action Items to the agenda as a result of business in Closed Session.

Add Action Item IV. E. (Recommend the Board authorize the administration to apply the Governor's Executive Order Number 11 to all employees across the district regardless of funding source and to modify executive contracts to reflect the district-wide salary reduction and flexible furlough leave).

Add Action Item IV. F. (Recommend the Board authorize a reduction to all Board members' compensation equal to 0.5% of their total annual compensation to be taken over the remainder

of this fiscal year).

Chairperson called for a motion to adopt the agenda as amended.

Ms. McGarry moved, seconded by Mr. Ross, that the Board adopt the agenda as amended, and the Board voted 9-0 in support of the motion.

C. Public Hearing on proposed new Policy IL, Research and Evaluation

Chairperson Griffin called upon Mr. Tate, Chairperson of the Policy Committee, to open the Public Hearing on proposed new Policy IL, Research and Evaluation. Mr. Tate said new Policy IL, Research and Evaluation, is before the Board for a Public Hearing and a Board vote is scheduled as an Action Item on the agenda.

Mr. Tate said there were no speakers signed up to speak and he declared the Public Hearing closed.

II. REQUESTS FROM THE PUBLIC

The following people discussed their concerns regarding the overcrowded issues at Torrence Creek Elementary School. The concerns included safety issues, limited parking spaces, inaccessibility for emergency vehicles, long lines for picking up or dropping off students, too many mobiles, students in mobiles must go outside to go to lunch or use the bathroom facilities, long waits for the use of bathroom facilities, and lunch begins at 11:00 a.m. and does not end until 2:00 p.m. These inconveniences distract from learning and the speakers encouraged the Board to address the issues and to provide relief as soon as possible.

- Kelly Bowland
- Karen Munson
- Gino Frankcovig
- Melinda Bales

The following people discussed their concerns regarding the CMS proposed boundaries for the new Mint Hill high school. They expressed concern that the recommendations do not reflect the concerns of the community which include the free and reduced lunch percentages, demographics, neighborhood schools, and busing. The recommendation does not follow the Board's Vision, Mission, and Guiding Principles. The free and reduced lunch percentages are not balanced and the schools will have 43%, 49%, 59%, and 25%. These percentages will not allow students to maximize their academic possibilities at three of these schools. They encouraged the Board to keep the Mint Hill community together and to take steps that will make all four schools balanced and successful.

- Adrienne Sheffield
- Connie Reed, PTSA president at East Mecklenburg High School
- Bryan Elsworth, represented the Bain community and encouraged the Board to not divide the Bain community.
- Olive Byrne
- Julie Andrews encouraged the Board to reject the CMS option and support the Community Option II.
- Paul Cucchiara

The following people discussed a proposal by the Mixed Income Housing Coalition which is a grass roots group that advocates for families, regardless of income, to be able to live near work and in all areas of Mecklenburg County. Over 6,000 of the CMS employees have an income of less than \$25,000.00 per year. They encouraged the Board to make excess land around schools available for housing for such families. This would allow non-academic employees (bus drivers, cafeteria workers, custodians, and teacher assistants) the benefit of living near their work site. They addressed concerns regarding tough economic times, employee layoffs, inclusionary mixed income housing, student achievement gap, homeless students, and the need for bold solutions.

- Louise Woods, represented the League of Women Voters
- Claire Green Fallon, president of the Northeast Coalition
- Gene Buccelli, represented the Urban League of Central Carolinas, Inc.
- Lisa Yarrow, president of Colonial Village Neighborhood Association
- Whitney Mungin

Scott Martin is the publisher of Ballantyne Magazine and father of a 5th grader at Myers Park Traditional School. He expressed concern that CMS promotes publications of his competitors and provided his address and e-mail to publishers. He encouraged the Board to review this serious matter.

Roland Jordan lives in Concord and the chairman of Martin Luther King Parade in Cabarrus County. He addressed his concerns regarding being mistreated while in jail.

III. CONSENT ITEMS

- A. Recommend approval of minutes.
 - November 12, 2008 Regular Board Meeting.
 - January 30, 2009 Work Session.
 - March 24, 2009 Joint Meeting.
 - March 27-28, 2009 Special Meeting/Work Session.
 - April 14, 2009 Closed Session.
 - April 16, 2009 Closed Session.
 - April 23, 2009 Closed Session.
 - April 28, 2009 Closed Session.
 - April 28, 2009 Regular Board Meeting.
- B. Recommend approval of requests for release of students to other school districts.
- C. Recommend approval of licensed/non-licensed hires and promotions for April 2009.
- D. Recommend approval of the adoption of a resolution authorizing the Director of Storage and Distribution to dispose of property by way of on-line bid – in auction format.

The on-line auction time span will encompass the June 1 through June 12, 2009 period.

- E. Supplementary Funding Requests.
 1. Recommend approval of supplementary funding request for Targeted Adolescent and Family Intervention Program (TAFI).
 2. Recommend approval of supplementary funding request for Truancy/Project Safe Neighborhoods Initiative.
 3. Recommend approval of supplementary funding request for West Charlotte High

School: Opt Not To Drop.

- F. Recommend approval of name change for Davidson International Baccalaureate Middle School to Davidson IB Middle School.

The old Davidson Elementary School was renamed to Davidson International Baccalaureate (IB) Middle School on June 28, 1994. The words "International Baccalaureate" and "IB" are registered as trademarks worldwide by the IB Organization. The IB Organization will allow the school to use the registered trademark IB in its name.

- G. Recommend approval of continued participation in Sustainability Program with the Broad Institute/Center for Reform of School Systems (CRSS).

CRSS will provide ongoing training and consulting services to Charlotte-Mecklenburg Schools through their RGA Sustainability Program. The twelve-month program is based on the belief that school leaders improve student learning through better governance. Fiscal Implications: \$13,500.00

- H. Recommend approval of appointment of administrative personnel.

There were no administrative personnel appointments to approve.

- I. Recommend approval of resolution authorizing the Chief Financial Officer to approve purchase orders for items required for the 2009-2010 school year.

RESOLUTION

RESOLVED, that the Board of Education authorize the Chief Financial Officer to approve purchase orders for the items required for the 2009-2010 school year.

Chairperson White called for a motion to adopt the Consent Agenda.

Mr. White moved, seconded by Mr. Merchant, that the Board adopt Consent Items A through I., and the Board voted 9-0 in support of the motion.

IV. ACTION ITEMS

- A. Recommend approval of proposed new Policy IL, Research and Evaluation

Chairperson Griffin called upon Mr. Tate, Chairperson of the Policy Committee, to present the recommendation. Mr. Tate said proposed new policy IL, Research and Evaluation, is before the Board for approval. This proposed new policy was reviewed by the Board of Education at the Sustainability Retreat on Friday, March 27, 2009. The policy establishes the Board's direction to the Superintendent to ensure that CMS develops and maintains the ability to conduct expert and reliable research and evaluation of programs in CMS. The policy sets forth a number of factors that may be considered in the evaluation of a program and requires the Superintendent to make summaries of evaluations available to the Board semiannually.

Mr. Tate moved that the Board adopt proposed new Policy IL, Research and Evaluation, a second was not required because it was being presented from the Policy Committee, and a discussion followed.

Mr. Gauvreau encouraged the Board to not put this into policy because it is irrelevant and should be common sense. He will not support the recommendation.

The Board voted 8-1 in support of the motion. Chairperson Griffin, Ms. McGarry, Mr. White, Mr. Merchant, Ms. Mitchell-Walker, Mr. Ross, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Mr. Gauvreau voted against the motion.

B. Recommend approval of proposed 2010-2011 School Calendar

Chairperson Griffin called upon Dr. Gorman to introduce the recommendation. Dr. Gorman called upon Mary Martin, Chair of the Calendar Committee, to review the recommendation for the proposed 2010-2011 School Calendar. Ms. Martin said the Calendar Committee is comprised of nineteen people who come together to create options for the calendar. The members represent a cross-section of the school district and the community. Ten of the members have served as teachers or principals who understand the daily operations in a school. The committee created six different options and then invited a second team of people to review their work. The second committee consisted of thirty-four people with the majority consisting of teachers and school administrators. Other members include parents of current and former CMS students, retired staff, staff from several administrative departments, and the Board Chairperson. The Committee began meeting in January 2009 and developed several calendar options. The options are created based upon input from staff and the community and focus on what is best for students, instruction, the community, and the impact on what happens in the classroom. Calendars become more complex when holidays fall in the middle of the week. This year, the calendar was challenging because of the holidays. The Committee presented two recommendations for the 2010-2011 school calendar, Calendar A and Calendar B, for the Boards consideration. A preference poll for staff and the community was conducted from April 21-30, 2009. The committee came to a consensus on the two calendars being recommended. Feedback from the community presented concern regarding Spring Break. Some people wanted it early, some wanted it later, and some wanted it to coincide with Easter. The current school year was the first year since the new law took effect that CMS had to struggle with three inclement weather make up days. This year, there was an emphasis on creating adequate make up days that would not impact Spring Break. The ultimate focus of the school calendar is on the stability of the instructional day. Ms. Martin said the Calendar Committee is recommending Calendar B which was the calendar supported by the two preference polls. Dr. Gorman said he supports the Calendar Committee's recommendation for Calendar B.

Mr. Merchant moved, seconded by Mr. Tate, that the Board adopt Calendar B as the 2010-2011 School Calendar, and a discussion followed.

Board members were invited to make comments and ask questions.

- Ms. McGarry expressed concern that May 30th, Memorial Day, is listed as a make up day because that holiday now recognizes and honors all wars. Ms. McGarry believes it is important to honor our veterans.

The Board voted 9-0 in support of the motion.

C. Recommend approval of proposed 2009-2010 Board of Education Budget

Chairperson Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Sheila Shirley, Chief Financial Officer, to present a brief report on recommendation for the

proposed 2009-2010 Board of Education Budget. Dr. Gorman said the information has been presented to the Board at several Budget Work Sessions and the Board has had several opportunities to discuss the proposed budget. Ms. Shirley provided the Board with information on the status of the state and county budgets, the proposed 2009-2010 Budget recommendation, and stimulus funds. Ms. Shirley said the 2009-2010 Budget projections look even more dismal from both the County and the state which are our primary funding sources. The state budget represents 60% of the CMS funding in the proposed budget. The state projected shortfall has increased from \$2.1 billion in February 2009 to \$3.3 billion in March 2009. The state shortfall projected for next year as of May 2009 is \$4.6 billion. The County provides approximately 31% of the CMS funding. In February 2009, the projected County shortfall was \$70 million, in March it was \$77.6 million, and in May it is close to \$79 million. For the fiscal year 2009-2010, the General Assembly must identify an additional \$1.5 billion in cuts and/or additional revenues above those in the Governor's and Senate's budgets in order to close that gap. This is above and beyond the \$3.3 billion that they had anticipated when they prepared the Governor's and Senate's budgets. CMS is still in a situation of unprecedented uncertainty regarding the expected funding levels from all sources. The growth and sustaining operations cost for the 2009-2010 school year budget request is \$34.7 million with all funding sources including the \$13.5 million in County funding and staff has identified reductions and redirections in order to cover those new costs. The County funding framework calculation proposed a \$30.9 million increase as of February 2009. By virtue of how that framework operates, as the state funding decreases the County component increases. Regarding the federal stimulus funding, CMS has now received its initial allotments for the Title 1 and IDEA funding but the amount of the federal state stabilization funding is still unknown. For this current year's budget, CMS has made reversions of \$5 million to the County and \$9.1 million to the state.

The total proposed 2009-2010 Board of Education Budget request to the County is \$351,266,785 million. CMS is requesting a flat budget request from the County. CMS has identified options for additional reductions from the County which have been outlined in Tiers 1, 2, 3, and 4 and discussed with the Board on several occasions. With those reductions, CMS would effectively have a 10% reduction from the County funding. The proposed budget reflects a \$15.4 million in reductions and redirections that were identified to cover growth and sustaining operations. The total proposed 2009-2010 Board of Education Budget request, approximately \$1.2 billion including all funding sources, is as follows:

	\$\$
County Current Expense	\$351,366,785
State Current Expense	\$689,477,954
Federal Current Expense	\$ 95,555,554
Other Local Current Expense	\$ 15,843,636
Capital Replacement	\$ 5,200,000
Child Nutrition	\$ 64,487,817
After School Enrichment	\$ 16,241,207
Total	\$ 1,238,172,953

The American Recovery and Reinvestment Act (ARRA) of 2009 or the federal stimulus

funding that CMS will receive is as follows:

	\$\$
Title I	\$24,603,182
IDEA VI-B	\$30,904,656
IDEA Preschool	\$ 1,215,754
State Fiscal Stabilization Funding	To be determined

The State Stabilization Funding is to be determined by the Governor and that will not be decided until much later in the state budgeting process. CMS has received 50% of the above funds as reflected in the allotment revisions as of May 1 and the remainder is anticipated to be available in the fall 2009. The funds are available for a two year period and must be obligated by September 30, 2011. Title I and IDEA funding are our most restricted categories of federal funding and they are specific for specific populations for specific needs of students. Many of the rules and regulations of this funding will continue to apply such as maintenance of effort, supplement and not supplant, and comparability. Staff is currently developing plans for how CMS will best utilize these funds for next year and in the coming year, and they will be developed within the guidelines.

Chairperson Griffin called upon Mr. Tate to present a motion to adopt the proposed budget.

Mr. Tate moved that the Board approve the total proposed 2009-2010 Board of Education Budget request of \$1,238,172,953 including the request to the County in the amount of \$351,366,785 and that the Board acknowledge that staff has identified options for reductions as outlined in the tiers should they be required, seconded by Mr. White, and a discussion followed.

Board members were invited to ask questions and make comments.

- Mr. Tate said the Board has met numerous times over the last few months to discuss the budget request. The Board has strived to have the budget request reflect the Board's Vision statement to provide all students the best education available anywhere but this year the budget has been tempered with the economic stress that we are facing at every level. The Board is scheduled to have a Joint Meeting with the Board of County Commissioners on May 26, 2009 to better understand the proposed County and CMS budgets. It is important that the Board of Education and the Board of County Commissioners work together to move forward on the Board's Mission Statement to maximize academic achievement by every student in every school. Mr. Tate urged the Board to approve the proposed budget.
- Mr. Gauvreau expressed concern that this is the same budget process that the Board has followed in previous years and the proposed recommendation only represents a 1% decrease after a decade of excess in spending. He has outlined areas that could be reduced which included English as a Second Language (ESL) Program, Bright Beginnings Program, Special Education Program, \$221 million in transportation costs. He said these areas are not generating academic performance in students because 50,000 or more students are still not reading on grade level. He believes the Board would be better served by starting with a zero-based budget each year. These areas have continually been left

alone. CMS has been overspending for years and he encouraged the Board to address this issue. He would be happy to outline more focused areas that could generate greater value, increase student performance, and decrease the budget. He has encouraged Harry Jones, County Manager, to not apply more local dollars into the school system because it is already over funded from a state and federal level. He said CMS will be getting \$58 million in "Obama Bucks" in the near future. He discussed his concerns regarding the annual budget request process with the Board of County Commissioners.

- Ms. McGarry said she would like to make an amendment to the motion.

Ms. McGarry made an amendment to the motion that the Board approve the elimination of CMS-TV from Charlotte-Mecklenburg Schools at a savings of \$471,000, and a discussion followed. Chairperson Griffin said the Board is presenting a balanced budget which is required by state law. Chairperson Griffin asked Ms. McGarry to clarify where the savings would be applied? Ms. McGarry said she would recommend that the total proposed budget request be reduced by \$471,000. Ms. McGarry's revised motion was as follows:

Ms. McGarry made an amendment to the motion that the Board approve the elimination of CMS-TV at a savings of \$471,000 and the total budget request would be reduced by that amount, Mr. Gauvreau seconded the motion for discussion, and a discussion followed.

- Ms. McGarry said her purpose for this recommendation is the Board must be good stewards of the taxpayers' dollars. She believes there is much in the budget that could be reduced without hitting the classroom. This is a small dent and an item that has been in controversy in the community for twenty-five years. CMS should not be in the entertainment business but in the education business. Ms. McGarry believes CMS could put any meaningful programming elsewhere and utilize Web-streaming or the government channel for Board meetings. She said CMS-TV does not increase student achievement in the classroom. This is an opportunity to reduce the budget request by \$471,000.
- Mr. Gauvreau said he does not have a problem with a school system of this size having a public TV channel to broadcast both public information and policy. His concern is the amount of funding needed and the prioritization. He expressed concern regarding some of the publications and noted that the public doesn't want to see those materials because it is unnecessary spending. Chairperson Griffin encouraged Mr. Gauvreau to discuss the amended motion regarding CMS-TV. Mr. Gauvreau encouraged Ms. McGarry to make her amendment vaguer so that it would include cutting funding for publications from the budget. He expressed concern that those publications include the CMS logo and he encouraged the Board to not be involved in this type of special interest publications. He expressed concern that the amendment is not substantive enough but it is symbolic of the type of changes that are needed.
- Ms. McGarry said she believes there is duplication of the CMS services. She noted that other school districts utilize Web-streaming for Board meetings and that is a more popular method than TV.
- Mr. Merchant said he agreed with Ms. McGarry's comments. He understands that CMS is discussing other options with the other local government agencies and this would eliminate those opportunities if CMS-TV were cut from the budget. He said there are costs associated with setting up and maintaining Web-streaming. He would not support the

amendment. He encouraged the Board and staff to review other options as well as where these funds could be redirected.

- Mr. White said each Board member could nick pick the budget because there are a number of items that each Board member would like to have changed. The Board has conducted five or six Budget Work Sessions to discuss the budget and the budget process has been more transparent than ever before. The budget includes steps to accommodate different funding levels from the state and the County. Mr. White said the proposed budget amendments would have little impact on the budget and he encouraged the Board to approve the budget as presented by the Superintendent.

The Board voted 3-6 and the amendment to the motion failed. Ms. McGarry, Mr. Gauvreau, and Mr. Gjertsen voted in support of the amendment to the motion. Chairperson Griffin, Mr. White, Mr. Merchant, Ms. Mitchell-Walker, Mr. Ross, and Mr. Tate voted against the amendment to the motion.

Ms. McGarry made an amendment to the motion that the Board approve to eliminate transportation for the 15% of the CMS students who attend Magnet Schools which is approximately 20,000 students but many do not ride the bus), and a discussion followed.

Ms. McGarry said she could not get an exact dollar amount for this amendment but with a \$65 million Transportation budget she believes it would be a substantial reduction. She said there are other school districts that do not provide transportation for Magnet students. Chairperson Griffin said the Board would need to vote on a certainty regarding the dollar amount for the budget recommendation as well as where that funding would be shifted. Ms. McGarry said she would like the Board to direct the Superintendent to review this matter between now when the budget is adopted because there would be time to determine the fiscal implications.

Chairperson Griffin ruled the amendment to eliminate the transportation for Magnet students out of order because the recommendation is not in the form of a budget that the Board could vote upon, and a discussion followed.

- Mr. Gauvreau disagreed with the need to present a balanced budget. The Board should have the ability to cut or increase the budget.

Chairperson Griffin asked Mr. Gauvreau if he would like to question the Ruling of the Chair. Mr. Gauvreau said, yes, because Board members should have the authority to add or delete items and there should not be a condition in which the budget must be balanced out.

Chairperson Griffin called for the vote on those opposed to the Ruling of the Chair. The Board voted 3-6 and the Ruling of the Chair stands. Ms. McGarry, Mr. Gauvreau, and Mr. Gjertsen were opposed to the Ruling of the Chair. Chairperson Griffin, Mr. White, Mr. Merchant, Ms. Mitchell-Walker, Mr. Ross, and Mr. Tate voted in support of the Ruling of the Chair.

The Board voted on the original motion to approve the proposed 2009-2010 Board of Education Budget as presented.

The Board voted 6-3 on the original motion to approve the proposed 2009-2010 Board of

Education Budget as presented. Chairperson Griffin, Mr. White, Mr. Merchant, Ms. Mitchell-Walker, Mr. Ross, and Mr. Tate voted in support of the motion. Ms. McGarry, Mr. Gauvreau, and Mr. Gjertsen voted against the motion.

D. Recommend approval of a Resolution of Support for the Charlotte Housing Authority HOPE IV Redevelopment of Boulevard Homes

Chairperson Griffin called upon Dr. Gorman to present the recommendation. Dr. Gorman called upon Mike Raible, Executive Director for Planning and Project Management, to present the Resolution of Support for the Charlotte Housing Authority HOPE IV Redevelopment of Boulevard Homes. Mr. Raible said Boulevard Homes is located at West Boulevard and Billy Graham Parkway on approximately thirty-four acres. The site abuts Neighborhood Park and the Central Piedmont Community College Harris Campus. The Charlotte Housing Authority intends to apply for a HOPE VI Grant for Boulevard Homes to remove the existing housing units and create a mixed-income development similar to accomplished at Seagal Avenue. The current school age residents of Boulevard Homes attend Reid Park Elementary, Wilson Middle School, and West Mecklenburg High School. All three schools currently have mobile classrooms on their sites. The Ten-Year Capital Plan envisions a long-term need for additional classrooms at all school levels to serve the areas as well as a number of Countywide Magnet Schools. This would create approximately an additional thirty-seven classrooms at the elementary level and twenty-five at the middle school level within the next ten years. The proposed development would be a mixed-income multi-generational housing development. In addition to CMS staff, Charlotte Housing Authority has also discussed this plan with Mecklenburg County Park and Recreation, Central Piedmont Community College, and a private daycare center developer. This process will be similar to a housing developer donating a site to CMS contingent upon CMS promising to build a school. They have asked for a resolution indicating the Board's support of the project and, at some time in the future, contingent upon approval of the Hope VI Grant and that this site would be included the CMS priority list for the Board to seek funding for a school to be built on the site.

**JOINT RESOLUTION OF SUPPORT
RESOLUTION SUPPORTING THE PROPOSED HOPE VI
REDEVELOPMENT OF BOULEVARD HOMES BY THE
CHARLOTTE HOUSING AUTHORITY, AND
ACCEPTANCE OF FUTURE SCHOOL SITE**

WHEREAS, The Charlotte-Mecklenburg Board of Education, a body corporate which has general control and supervision of matters pertaining to the public schools in Mecklenburg County, and is duly organized and existing under the laws of the State of North Carolina (the "Board of Education"), and the County of Mecklenburg, North Carolina, a political subdivision of the State of North Carolina (the "County"), have determined to support the application for the HOPE VI redevelopment of the Boulevard Homes public housing complex (the "Boulevard Homes") by the Housing Authority of the City of Charlotte of Charlotte, N.C., a public body and a body corporate and politic organized under the laws of North Carolina (the "CHA");

WHEREAS, by partnering with CMBE, Mecklenburg County Park and Recreation, Central Piedmont Community College and a high quality early childhood development operator, CHA intends to provide a continuum of educational services and opportunities designed to break the

cycle of generational poverty;

WHEREAS, contingent upon the successful award of the HOPE VI Grant from the Department of Housing and Urban Development of the United States ("HUD"), the Board of Education has determined to accept transfer of ownership of a parcel of land of approximately eight (8) acres (the "Site") on which to construct a public school;

WHEREAS, all schools attended by current residents of this community are overcrowded and in need of additional capacity;

WHEREAS, the Board of Education, subject to available appropriation, is authorized to contract for the improvement, renovation, construction and equipping of school projects;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education and the Board of County Commissioners:

Section 17. The Board of Education and the Board of County Commissioners hereby support the redevelopment of Boulevard Homes and strongly urge the approval of the Hope VI Application.

Section 22. The Board of Education hereby find and determine that it is in their best interest to accept the transfer of the Site and cause the School Project to be constructed subject to the priorities determined by its ten year plan by a source of funding to be determined by the Board of County Commissioners.

Section 33. The Board of Education and the County hereby agree to pursue a Joint-Use Agreement to specify cooperative use and operation of school and recreational amenities incorporated into the project.

Section 44. This Resolution shall take effect immediately upon its passage.

Chairperson Griffin called for a motion to adopt the Joint Resolution.

Mr. Tate moved, seconded by Mr. Ross, that the Board approve the Resolution of Support for the Charlotte Housing Authority HOPE IV Redevelopment of Boulevard Homes, and a discussion followed.

- Mr. Merchant asked what is the timetable assuming they get approval for the grant? Mr. Raible said this would be a two to three year timetable for the development to proceed following the approval of the grant. The projects would include moving the current residents and constructing the new units. Mr. Merchant asked clarifying questions regarding the additional classrooms needed within the next ten years, where this school will fall on the CMS priority list, and would the support of this item affect the priority list? Mr. Raible said CMS builds a thirty-nine classroom elementary school, this project would be approximately number 300 on the Ten-Year Capital Needs list, and it would not impact the priority list because the list is based on need. Should the need for this school increase, it would rise on the priority list and it would be based upon the needs at the existing schools serving the development. Supporting the Resolution will not affect the priority list. Mr. Merchant said this is for eight acres and we can only build an elementary school on eight acres. Mr. Raible said the eight acres is strictly for the school development (parking, hard surface, and the building footprint) and adjacent land would be for play fields. There is a site adjacent to Park and Recreation land and CMS may be able to work with Parks and Recreation to develop a playground and play fields. Mr. Merchant asked what type of redevelopment does this include and would it affect a school age population because most likely the same families would not return to the new

units. Mr. Raible said the mix of units has not been completely decided but they are considering 200 to 300 family units and about 100 age restricted units (senior housing). Mr. Merchant thinks this is a great idea but he is concerned that the Board may get into another situation in which years later the community believes the Board made a promise to build a school in this area and this may not come to fruition because it is number 300 on the priority list. Currently, we have a freeze on construction until 2010 so this school will not be built in ten years. He hopes the community understands the Board's intent regarding this item is to not promise to build a school in this area but only to help make improvements to this community should it fit the needs of CMS at the time.

- Mr. White said he understands the HOPE IV process and he would support the recommendation. He had some of the same concerns as Mr. Merchant because this will not happen during his tenure as a Board member. He does not believe approval of this item will obligate any future Board to take this action unless it fits within their priority and needs but it is important as they move forward that it must be supported by the three elected bodies in Charlotte (CMS, Board of County Commissioners, and City Council).
- Ms. McGarry expressed concern that the verbiage in the Resolution is premature; includes action that is not the responsibility of the Board; and depends on unforeseen future criteria such as approval of the grant and families choosing to live in this development. The Board's responsibility should be to determine if a school at this site would fit into the future plans and needs of CMS. Mr. Raible said this grant is in connection with education and to the extent that the Board of Education supports the application to the HOPE VI Grants gives the Charlotte Housing Authority a better opportunity to be approved for the grant. Ms. McGarry would prefer a simple paragraph because there is the potential that this may not fit in the plans for CMS in the future and it may be viewed as a promise that is not kept. She believes this should focus on the land and the educational purpose at that location in lieu of the stipulations of the Resolution. Dr. Gorman said regarding joint-use, CMS currently tries to enter into joint-use projects with the County and the other governmental agencies at many of our school sites. Mr. Raible said this site is adjacent to a County park and it seemed logical to include a clause regarding a joint-use contract. Ms. McGarry would prefer the Resolution to include that simple language.
- Mr. Gauvreau addressed his concerns regarding the Resolution, HOPE Grants, and the inability of HUD over the years to create a program that actually does much good. He expressed concern that the Resolution includes false statements. The resolution includes the schools attended by current residents of this community are overcrowded and in need of additional capacity. This is a false statement because this area includes several elementary schools (Reid Park, Westerly Hills, Ashley Park, and Barringer Academic Center) and there is not a capacity issue in this area. He encouraged the Board to not approve the Resolution. This is not a matter of education but another governmental bureaucratic program. There is not a lack of schools in this area. The majority of the schools in this area are new facilities that are half empty and, in reality, should be consolidated. There are other areas within the district that need more schools such as the Torrence Creek Elementary School area which is extremely overcrowded. Mr. Gauvreau does not believe this is the right way for this Board to help. Dr. Gorman said he was pleased to bring this before Board and to partner with this project to add educational support to this initiative because it will add value to CMS. Dr. Gorman commended the people involved in the initiative and he looks forward to the partnership. This is the

potential for CMS to receive free land and CMS does not need to build on the land until the Board believes they need this site as an option. This is a great potential for CMS.

- Mr. Ross asked if this was a competitive application in which other areas of the country is competing for the HOPE VI funding? Mr. Raible, yes. Mr. Ross said showing support of this item by the three Charlotte governmental bodies (City, County and CMS) would provide a better opportunity of having it approved. Mr. Raible said, yes. Mr. Ross said he grew up in this community and he believes approval of this item would enhance this area and Charlotte. He believes a school in this area may save transportation costs because students could walk to school. He believes this makes good sense and he would support the recommendation.
- Mr. Gauvreau said it is a slippery slope when you enter into an agreement with other agencies and do not stick to your core business. This area already has several schools in which kids could walk to school. He expressed concern that many of these HOPE Grants come with vouchers to get out of the community. This is not the best way to put a new school in an area.
- Mr. Tate asked what is the capacity of the schools in this area? Mr. Raible said CMS reviews capacity by comparing the number of classrooms to the number of teachers assigned to each school. The number of teachers assigned to Reid Park Elementary School which is the elementary school that serves this area has five more teachers than the number of classrooms available. Reid Park currently has three mobile classrooms and will likely have more next year. There are six mobile classrooms at Wilson Middle School based upon a comparison of classroom capacity versus the teachers assigned to the school. When we say those schools are overcrowded, it is a comparison of the number of classrooms in the building versus the number of teachers assigned to the school. Mr. Raible said this is based upon the staffing ratio approved by the Board.
- Mr. Gauvreau asked to speak again. Chairperson Griffin informed Mr. Gauvreau that he had already spoken to this item two times.

The Board voted 8-1 to adopt the Resolution. Chairperson Griffin, Ms. McGarry, Mr. White, Mr. Merchant, Ms. Mitchell-Walker, Mr. Ross, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Mr. Gauvreau voted against the motion.

- E. Recommend the Board authorize the administration to apply the Governor's Executive Order No. 11 to all employees across the district regardless of funding source and to modify executive contracts to reflect the district-wide salary reduction and flexible furlough leave

Chairperson Griffin called upon Ms. McGarry to present the recommendation.

Ms. McGarry moved that the Board of Education in order to assure fairness to all employees of the district authorize the administration to apply Governor Perdue's Executive Order No. 11 to all employees across the district regardless of the funding source and to modify executive contracts to reflect the district-wide salary reduction and flexible furlough leave, seconded by Mr. Merchant, and a Board discussion followed.

Executive Order No. 11 directs that all public school employees receive ten hours of flexible furlough leave to be taken between June 1 and December 31, 2009 and a reduction in salary equal to .5% of their annual base salary regardless of the funding source to be taken over the remainder of the fiscal year. This recommendation is before the Generally Assembly for

approval during this session and it is anticipated that it will pass. This motion will make it fair for all employees employed by CMS.

Board members were invited to ask questions and make comments.

- Ms. McGarry said Executive Order No. 11 by Governor Perdue has been passed by the House and is expected to pass by the Senate. This motion will assure fairness to all employees because CMS has funding sources from federal, state, local, and grants.
- Mr. Gjertsen said there is nothing fair about cutting salaries for our employees. He does not believe it is necessary to apply this recommendation to federal, local, or grant funding. The highest paid CMS employees are paid by the state and the employees that are locally funded are our lowest paid employees. He does not believe it is fair to cut salaries this late in the school year because many employees will only have one or two more paychecks before the end of the year. Mr. Gjertsen will not support this motion.
- Ms. McGarry said the term “fair” may have been a poor use of the word. She expressed concern that this will impact the current budget year which has already been approved. This item will be passed by the Senate and this is the best method to handle this matter. Ms. McGarry does not consider this fair but she will support the motion.
- Mr. Gauvreau said he would support this item. He does not believe the school system or the state should dwell on this blanket or sledgehammer cut because it is only .5% of the annual salary and only equates to a couple hundred dollars per person. The Governor taking action to make financial cuts for the state should indicate the straits that this state is facing. At some point, we must all yield and begin to think in that same manner. Mr. Gauvreau said a blanket cut is not the best way to handle this matter but he will support the motion. Mr. Gauvreau said he understood this was a “shall” order from the state.

Andre Mayes said the pending legislation is “shall.” House Bill 917 was passed in House last week provides legislation that in effect would equalize the salaries for locally funded employees to the state funded employees’ salaries. That Bill is now in the Senate and is expected to pass next week. The legislation is pending and that legislation says “shall.”

- Mr. Gauvreau said this action is the Governor acting tough and it will happen. He believes there are better ways to approach the massive budget and spending problems within the state and county because this is only a minor cut and insignificant.
- Mr. Merchant asked do we have a pending reversion to the County for the current budget year? Dr. Gorman said, yes, we have a reversion to the County and not all of those dollars have been identified at this time. Mr. Merchant asked would this help to identify some of those dollars? Dr. Gorman said it could potentially be part of the reversion.

The Board voted 8-1 in support of the motion. Chairperson Griffin, Ms. McGarry, Mr. White, Mr. Merchant, Mr. Gauvreau, Ms. Mitchell-Walker, and Mr. Tate voted in support of the motion. Mr. Gjertsen voted against the motion.

- F. Recommend the Board authorize a reduction to all Board members’ compensation equal to 0.5% of their total annual compensation to be taken over the remainder of this fiscal year

Chairperson Griffin called upon Ms. McGarry to present the recommendation.

Ms. McGarry moved that the Board of Education authorize a reduction to all Board

members' compensation equal to 0.5% of their total annual compensation to be taken over the remainder of this fiscal year, seconded by Mr. Tate, and Board discussion followed.

Board members were invited to ask questions and make comments.

- Mr. Gauvreau said he finds this motion interesting. Mr. Gauvreau believes the Board already had the authority to take this action but he will support the recommendation. He expressed concern that the Board just approved a budget that includes a 2% increase for employees but this action is cutting its own salaries.
- Mr. Gjertsen believes the Board should have been covered under the first motion. Chairperson Griffin said Board members are not considered employees. Mr. Gjertsen asked what will be done with the \$350.00 savings. Chairperson Griffin said that question is not before the Board tonight and will be determined going forward. Dr. Gorman said that is correct.
- Ms. McGarry noted that the Board would receive the ten-hour furlough.
- Mr. Gauvreau believes this motion is just a small way of the Board telling the public how hard we are working for them and will add material for the paper.

The Board voted 9-0 in support of the motion.

V. REPORT/INFORMATION ITEMS

A. Report on Financial Statements for March 2009

Chairperson Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman said Report Items A. and B. are the monthly reports and they are as presented.

B. Report on Budget Amendments for March 2009

Report Item V.B. was presented with Report Item V.A.

C. Report/First Reading on proposed amendments to Policy JLCE, First Aid and Emergency Medical Care

Chairperson Griffin called upon Mr. Tate, Chairperson of the Policy Committee, to present the recommendation. Mr. Tate said this is the First Reading on proposed amendments to Policy JLCE, First Aid and Emergency Medical Care, which was originally adopted in 1998. The policy as currently enacted designates only school principals as persons who confer this authority. The proposed amendments adds building and department supervisors as staff who may designate others to perform first aid or emergency health care, which is consistent with North Carolina law and CMS practices. First aid equipment is now located in places other than schools and this ensure that CMS can identify someone in all locations to be able to determine how they will be used and who will use them. As required by North Carolina law, the Board must designate staff persons in the district as having the authority to authorize other employees or contracted agencies to perform first aid or emergency health care. The Policy Committee reviewed the proposed amendments on April 23, 2009 and they come before the Board with this committee's unanimous recommendation. The Board will conduct a Public Hearing on the proposed amendments and a Board vote at the June 9, 2009 Regular Board meeting. The proposed amendments to Policy JLCE will be posted on the CMS Website

effective May 13, 2009.

D. Report/First Reading on proposed new policy JLCEE, Automatic External Defibrillators

Chairperson Griffin called upon Mr. Tate, Chairperson of the Policy Committee, to present the recommendation. Mr. Tate said this is First Reading on proposed new Policy JLCEE, Automatic External Defibrillators. The Policy Committee reviewed the proposed new policy on April 23, 2009 and comes to the Board with this committee's unanimous recommendation. Policy JLCEE puts in place the framework for assuring that automatic external defibrillators (AEDs) in CMS schools and buildings will be installed and maintained according to protocols established by the administration and that training will be provided to staff in the proper use of AEDs. The policy directs the administration to collaborate with the Mecklenburg County Health Department and the Mecklenburg EMS Agency (MEDIC) in carrying out the policy directives. The Board will conduct a Public Hearing on the proposed amendments and a Board vote at the June 9, 2009 Regular Board meeting. Proposed new Policy JLCEE will be posted on the CMS Website effective May 13, 2009.

E. Report on Teacher Professional Development

Chairperson Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Ann Clark, Associate Superintendent for Pre-K-12 Curriculum and Instruction, and Dr. Barbara Temple, Director of Teacher Professional Development, to present the report on Teacher Professional Development. Ms. Clark said the report will provide an update on professional development programs and initiatives for teachers including New Teacher Induction Program, Professional Development Master Teacher, and the Charlotte Teacher Institute. Ms. Clark said in July of 2007 the Professional Development Department was reorganized to serve as a vehicle to address the specific professional development needs of teachers in CMS. The goals of the department include provide differentiated and data-based professional development for teachers aligned to the *Strategic Plan 2010* addressing individual schools and employee needs. Ms. Clark said professional development is a part of our core business and Title I and Title II funding serves as the primary budget sources for teacher and staff professional development along with small budgets in the Professional Development Department, budgets embedded at the schoolhouse level in Curriculum and Instruction, and the learning communities.

Topics Impacting Professional Development:

- Technology: The use of technology in the form of online discussions, forums, videoconferences, and web-based courses help make professional development opportunities more accessible to teachers.
- Teacher Retention: Based on current research the teaching profession loses 50% by the end of the 4th year.
- Teacher Growth: Opportunities are necessary for mid-career and career-level teachers to remain actively engaged in the profession. Last week CMS launched the Charlotte Teacher Institute which is in partnership with Davidson College and University of North Carolina-Charlotte to actively engage mid-career teachers.
- Student Achievement: Professional Development is consistently focused on improving student achievement and current research, pedagogy, and data are necessary to provide relevant professional development.

Professional Development focuses on the achievement of goal set forth in the *Strategic Plan 2010* through the following efforts:

- Effective Educators
- World Class Service
- High Academic Achievement

Initiatives/Programs:

- Charlotte Teacher Institute
- CMS Online Modules
- Discovery Education
- Lateral Entry Advancement Program(LEAP)
- Mentor Contact Program
- MyPD
- National Board Support Program
- New Teacher Induction Program (NTIP)
- North Carolina Teacher Cadet Program
- Professional Development Master Teacher (PDMT) Initiative
- Renewal Credit
- Riverdeep/Learning Village

Ms. Clark called upon Dr. Temple to highlight the successes of the National Board Certified Teachers Program. Dr. Temple said for the tenth consecutive year, CMS has remained one of the top five districts in the nation and top three in the state with the most National Board Certified Teachers (NBCT). CMS has had over 1,200 teachers National Board Certified and has maintained a 92% retention rate for those teachers. This year had the largest candidate base with 525 candidates or a 7% growth over last year. CMS currently has 315 NBCTs in Focus schools and 107 in Title I schools. Future plans for the NBCT Program are to continue growing and retaining NBCT teachers and encourage NBCT teachers to transfer to the highest needs schools. Dr. Temple said within the NBCT Program is the Take One initiative which currently has approximately fifty participates. The target has been to reach out to the highest needs schools, those that have not met their Adequate Yearly Progress (AYP) in math and/or literacy, and to match up areas of National Board Certification that would help those teachers and students to perform better in the areas of math, literacy, special needs, and English as a Second Language. Idlewild Elementary School has the largest cohort with nine teachers participating in the Take One initiative. The goal of Take One is to increase participation in the program. Administrators, teachers, and school staff are allowed to participate in the Take One initiative and it provides job embedded opportunities for professional development focused on instructional analysis with an emphasis on improving teaching and learning. The CMS professional development initiatives have been enhanced technology and online modules are available to provide a blend of online learning and face-to-face learning. Other technology initiatives include Discovery Education, online registration through MyPD, online discussion boards, and video conferencing will be available in all the high school sites in 2009-2010 school year. The technology goal for next year is to increase the level of 21st Century technology currently being used. CMS is excited about the two new programs implemented this year. The New Teacher Induction Program is a continuum of support offered to first through fifth year teachers in which teachers can voluntarily enroll. The program is centered on the North Carolina Teacher Standards focused on classroom management, instructional

practice as examples, learning labs, and teachers can also participate in elective courses that include healthy life courses and educational field trips. For this inaugural year, 42% of the CMS first year teachers enrolled in the program and 100% of them have expressed positive experiences with their involvement in the program. This year was for teachers in their first or second year, next year will be for third year teachers, and then each year fourth year and fifth year teachers will be added to keep the cycle continuing. This initiative segues into the Professional Development Master Teacher (PDMT) initiative which is an opportunity to provide teachers with extended learning and professional development on various topics (teacher leadership, urban education, peer coaching, and best instructional practices. This initiative also includes Pathways I, II, and III. In Pathway I, teachers, based upon their evidence of academic achievement growth, are selected and invited to transfer to a Strategic Staffing School and provided sustained professional development throughout the school year and summer. Next year, there will be over eighty teachers participating in Pathway I. The second cohort is the learning labs or Pathway II and these teachers offer their classrooms as models of best teaching practices. Next year, there will be fifty-one learning labs available to the teachers throughout the district. Next year, 50% of the PDMTs in the learning labs will hold both NBCT and Masters degrees. This year, there have been almost 500 hundred lab visits by teachers and 98% of those teachers have reported that the experience in the lab has encouraged them to remain in teaching and 91% reported that the experience has encouraged them to remain in CMS. The third cohort, Pathway III, will be new next year and will include nineteen PDMT instructors. These instructors will build instructional capacity across the district based upon the needs of the Professional Development Department, the learning communities, and the needs of both teachers and students. The goal for the PDMT initiative is to increase the utilization of the labs, develop stronger leaders, build instructional capacity, and recruit more teachers to the Strategic Staffing Schools. Ms. Clark said Dr. Temple will provide the Board with a list of the PDMT teachers and the school in which they are located so that the Board may visit these labs. This is based upon best practices and Dr. Temple and her team are to be applauded for their efforts to implement these initiatives with the goal of having multiple lab classrooms in every school. Ms. Clark has asked the professional development team to review methods to measure the impact and quality of the professional development initiatives being offered to the district. She invited the Board members to also provide feedback, suggestions, and questions. This will be reviewed in terms of utilization of data, differentiated instruction as it relates to school quality reviews, and effective educators. Dr. Temple invited the Board to visit the upcoming Summer Teacher Conference scheduled June 15-17, 2009 at E. E. Waddell High School from 8:30 a.m. to 3:30 p.m. each day. There are over 2,100 available seats for teachers the conference will include over eighty courses. The goal of the conference is to focus on improving the CMS Local Education Agency (LEA) status with an emphasis on math, literacy, English as a Second Language, and exceptional needs. CMS will sponsor the Summer Enrichment Camp again this year which is a camp at no fee to the parents. Last year, CMS scrambled to get forty students signed up to participate in the camp. This year, CMS has 150 students signed up and are turning students away. The students are rising second graders through eleventh graders and they will be taking part in real learning and each classroom will be phonetically-based with such activities as arts integration and curricular approach to problem-based learning.

Board members were invited to ask questions and make comments.

- Mr. Ross asked for clarification regarding the five year support program for teachers. Dr. Temple and Ms. Clark provided additional information regarding the Professional Development Master Teacher (PDMT) initiative.
- Mr. Merchant asked what are you teaching first year teachers in the seminars? Dr. Temple said this is focused on arming teachers with what they need to be successful in their classrooms. Focus areas include classroom management, urban-education pedagogy, instructional practices, and the year one basics such as how to create a lesson plan and actual work in a classroom. Mr. Merchant said this is great and good news. He supports pushing the concept of National Board Certification, Professional Development Master Teachers, and technology. He believes it is important for new teachers to feel a sense of connection. He encourages staff to continue to offer the one-on-one and small class opportunities. Mr. Merchant asked for additional information and follow-up on why teachers leave CMS within the first five years. He expressed concern that CMS focuses on the holistic education of students and parents with the Parent University but not on the holistic training of teachers. He encouraged the Board to think about mixed income housing for young teachers, time-management training, classroom management, and how to help in other areas of their life. He expressed concern that the budget for the Professional Development Department is only \$400,000 and he encouraged the community/organizations to reach out to teachers. Dr. Temple said this is included in professional training and a part of the creating healthy lifestyles component. CMS believes in the holistic approach for teachers and it is not just about the academics. It is about the person and we feed their minds, their souls, and their bodies. The healthy lifestyle clinics include time management, stress management, nutrition, financial literacy, buying a home, yoga, and pottery. This is all about creating relationships that reach out to the whole person creating that sense of connection.
- Mr. Tate asked how many teachers deal with professional develop each year? Ms. Clark said MyPD can track anyone who is taking a course that is ten hours or more. This year, CMS had over 2,500 teachers involved in a course that was a minimum of ten hours. Mr. Tate believes the CMS Professional Development process would be one of the major methods of retaining teachers and we have had good years and bad years in terms of teacher retention. He encouraged the Board and staff to continue the professional development initiatives. Mr. Tate said national statistics indicate that 50% of the teachers will leave teaching within the first five years. Mr. Tate asked what is the rate for CMS? Dr. Gorman said we have that information available and staff will provide it to the Board at a later time. Mr. Tate asked clarifying questions regarding the Take One initiative. Dr. Temple and Ms. Clark provided additional regarding the Take One initiative.
- Chairperson Griffin said she was delighted to have this report because it involves initiatives that she was not aware were taking place. She knew this was in the hands of capable staff and that great things were happening. Ms. Griffin said the professional development initiatives are exciting and she hopes to be able to attend some of the summer activities. Ms. Clark encouraged the Board to ask first, second, and third year teachers if they are involved in the Teacher Induction Program and if they are not urge them to get involved. This initiative is not a teacher requirement but staff believes it may be a good idea to make it a requirement. This year, 42% of the first and second year teachers participated in this option and that is admirable. We hope more teachers will participate in the coming years.

Dr. Gorman asked the Board to provide feedback on the presentation and format because it is based upon the Board discussion and feedback at the recent Board retreat. He wants to ensure the format is meeting the needs of the Board members.

F Report on proposed Boundaries for 2010-2011 or 2011-2012 school year

Chairperson Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Scott McCully, Executive Director of Student Placement Services, to present four proposed boundaries for the 2010-2011 or 2011-2012 school year. He said the purpose of this report is to develop boundaries for new schools to relieve overcrowded schools and reduce reliance on mobile units. Mr. McCully reviewed the process and the boundaries for two new high schools opening 2010-2011 (Bailey Road and Mint Hill) and two new elementary schools opening tentatively in 2011-2012 (Stumptown Road and Robinson Church Road). Planning staff began developing boundaries for the new schools in late winter and early spring. The boundary options were posted on the CMS Website the first of March 2009 and staff conducted Community Meetings beginning the end of March 2009. Two Community Meetings were held in the North region and the East region. The meetings were held in a Work Session format in which the parents and the community were invited to provide comments to staff. The purpose of the meetings was to provide information and data to the community and to obtain meaningful feedback on the boundary options from parents and community residents. Staff stressed the importance of the feedback and that staff would be providing community options. The final recommendations may include a discussion option, community option, or a combination of options. Mr. McCully provided a review of the boundary options.

New Bailey Road High School (North Learning Community):

- Opens for the 2010-2011 school year.
 - Projected enrollment 1,428 students (with projected senior class in the second year).
 - Facility utilizations 83%.
 - Free and reduced lunch percentage 15%.
 - Facility utilization at other schools: Hopewell High School 106%, North Mecklenburg High School 100%, and West Charlotte High School 121%.
 - Free and reduced lunch percentage at other schools: Hopewell High School 33%, North Mecklenburg High School 40%, and West Charlotte High School 72%. The percentage for West Charlotte High Schools was based upon the attending enrollment rather than the residential area that is typically used to account for the IB students and other students attending the school.
- Attendance area will relieve overcrowding at Hopewell, North Mecklenburg, and West Charlotte high schools.
- No senior class for new school 2010-2011 school year (senior class will remain at their current school assignment).
- Sibling guarantee only applies at the new school assignment (no sibling guarantee for those siblings to remain at the current school).

Boundary change Torrence Creek Elementary School (North Learning Community):

- Torrence Creek Elementary School is experiencing extreme overcrowding conditions and projected enrollment is 1,407 for the 2009-2010 school year.
- As a result, staff is recommending a boundary change between Torrence Creek

Elementary School and Barnette Elementary School for the 2009-2010 school year. This will impact approximately 110 students. This includes rising 5th graders and rising 5th graders may remain at their current school (approximately 20 students)

- Sibling guarantee only applies at the new school assignment and siblings would be required to go to their new assignment.
- Impact on Barnette Elementary School for the 2009-2010 school year:
 - Projected enrollment 828 students (less 5th grade).
 - Facility utilization 99%.
 - Free and reduce lunch percentage 15%.
 - No additional mobiles needed.
- Impact on Torrence Creek Elementary School for the 2009-2010 school year:
 - Projected enrollment 1,317.
 - Facility utilization 170%.
 - Free and reduced lunch percentage 11%
 - No additional mobiles needed to accommodate growth. Four additional mobiles will be needed *without* boundary change.

New Stumptown Road Elementary School (North Learning Community):

- Opens 2011-2012 school year (depending upon future sale of Bonds).
 - Projected enrollment 653 students.
 - Facility utilization 79%.
 - Free and reduced lunch percentage 9%.
- Relieves overcrowding at Torrence Creek Elementary School.
- Rising 5th graders may remain at current school.
- Sibling guarantee only applies at the new school assignment.
- Special note: Wynfield Forest in its entirety is now assigned to the new Stumptown Road elementary School/new Bailey Road High School.
- Impact on Torrence Creek Elementary School:
 - Facility utilization 90%.
 - Free and reduced lunch percentage 13%.
- Impact on Barnette Elementary School:
 - Facility utilization 102%.
 - Free and reduced lunch percentage 15%.

New Mint Hill High School (East Learning Community):

- Opens 2010-2011 school year.
 - Projected enrollment 1,812 students.
 - Facility utilization 107%.
 - Free and reduced lunch percentage 43%.
- Relieves overcrowding at Butler, Independence, and East Mecklenburg high schools.
- No senior class 2010-2011 for new school (senior class remains at current their schools).
- Sibling guarantee only applies at the new school assignment.
- Facility utilization at other schools: Butler High School 109%, East Mecklenburg High School 136%, and Independence High School 102%.
- Free and reduced lunch percentage at other schools: Butler High School 25%, East Mecklenburg High School 49%, and Independence High School 59%.

Mr. McCully said with the high schools, 133% is considered full when classrooms are floated.

New Robinson Church Road Elementary School (Northeast Learning Community):

- Opens 2011-2012 school year.
 - Projected enrollment 584 students.
 - Facility utilization 97%. Utilization is higher with the student-weighted staffing.
 - Free and reduced lunch percentage 83%.
- Relieves overcrowding at Hickory Grove and Windsor Park elementary schools (depending upon the sale of Bonds).
- Rising 5th grade may remain at current school.
- Sibling guarantee only applies at the new school assignment.
- Impact at Hickory Grove Elementary School:
 - Facility utilization 87%.
 - Free and reduced lunch percentage 77%.
- Impact at Windsor Park Elementary School:
 - Facility utilization 142%.
 - Free and reduce lunch percentage 86%.

Mr. McCully said regardless of how this zone was developed in this particular area, the zones will be high with the free and reduced lunch percentages.

Mr. McCully thanked the planning staff and the community for their contribution and hard work in developing the boundary recommendations.

Board members were invited to ask questions and make comments.

- Mr. Gjertsen thanked staff for being proactive regarding the overcrowding conditions at Torrence Creek Elementary School. Mr. Gjertsen asked clarifying questions regarding the definition by staff of meaningful feedback and how that information was used. Mr. McCully responded that the meetings are conducted in a manner that staff spent time with small groups of parents and answered their questions. Those discussions and feedback provided staff gage what is important to parents and the community. That information has been shared on the CMS Website and staff has meeting minutes and documentation of what was discussed. Mr. Gjertsen expressed concern that the boundaries highlight the facility utilization and free and reduced lunch percentage numbers and that is not the driving factors for our student assignment plan. He said similarly, the maps and data include White, African-American, Hispanic, and racial classification. He thought it was illegal to base student assignment on those factors. Mr. Gjertsen asked why is that information included in this data? Mr. McCully said that information has been previously requested by the Board. Staff has historically provided that information with student assignment recommendations and that is a part of the reporting format used by CMS. Mr. Gjertsen encouraged staff to review the use of that data in light of the fact that we are not allowed to use that data. Dr. Gorman encouraged the Board to provide more direction on this request because previously Board members have specifically asked for this data. Staff will be glad to change the format to accommodate the needs of the Board. Mr. Gjertsen asked that the legal department to review the legality of this information based upon recent Supreme Court decisions. Dr. Gorman said staff will provide information and a legal brief on that request. Mr. Gjertsen expressed concern that

including only the free and reduced lunch percentages and racial classifications creates the impression that they are the primary driver for student assignment. He would prefer to see information on how these students were performing. Dr. Gorman noted that the information also includes a variety of other data such as elementary school attendance zone, utilization, and school capacity. This information has been provided in the past and staff will continue to provide that information. Staff will be glad to adapt the data based upon clear direction from the Board. Mr. Gjertsen does not believe the data shows a clear picture of how the boundaries are developed. Mr. Gjertsen expressed concern regarding the proposed boundaries for the new Mint Hill high school because it splits Bain Elementary School by approximately 20%, cuts Mint Hill in half, and buses the students of J. W. Grier Elementary School to a further school. Mr. McCully said Bain is the elementary feeder and it is split in order to provide a closer bus ride to Butler and Mint Hill high schools. The distance J. W. Grier Elementary School is not closer but the other two schools that are closer (Vance and Garinger High Schools) are over capacity at this time. Mr. Gjertsen said expressed concern that this option is reducing the bus ride for some students but not for other students and this is not consistent. He said he has attended many Community Meetings and parents were asked to share what matters most. The majority of the parents said town boundaries; community schools; allow high growth areas to grow; middle school feeders; have equal free and reduced lunch percentages for schools in the same area; school capacity and stability in elementary, middle, and high schools; do not divide towns into three schools; minimize commute times, and keep siblings together. He said that was the meaningful feedback from the Community Meetings and he does not understand how staff's recommendation resulted in cutting Mint Hill in half. Mr. McCully said he also heard community concerns regarding capacity and capacity utilization. Staff's recommendation best utilizes our existing facilities as well as the proposed new schools. Regarding stability, this plan minimizes the number of moves that students will have to make and it is as least disruptive as possible with students and respect to their assignments.

- Mr. Gauvreau encouraged the Board to look at its student assignment scheme because it has been a patchwork from the past that includes Transportation zones over the top of Magnet School zones over the top of Learning Community zones, and none of them match. He expressed concern that the Board is developing irregularly drawn boundary lines with the addition of the new schools. He said most of the boundaries are compact and contiguous but they must be regularly drawn. He expressed concern that many of the boundaries now look irregularly drawn on the map and the only way the Board can rectify this is to get rid of the phony utilization number. He encouraged the Board to do some serious work and redraw reasonable boundary lines that make more people happy. Most people want neighborhood schools with some options and choices. He believes CMS still has too many Magnet Programs and that needs to be changed. He believes Mr. McCully is doing the best with what he has been handed in policy. He encouraged the Board to accelerate the Torrence Creek Elementary School because the Board misprioritized by not rolling it out faster. He encouraged the Board to revamp the student assignment plan and to direct the Superintendent to do more in-depth student assignment planning.
- Ms. McGarry expressed concern that CMS continues to use the free and reduced lunch percentages because of the lack of integrity of that number. Ms. McGarry asked if staff reviews the make up of the town to determine if the boundary reflects the composition of

the town? Mr. McCully said staff does review the town boundaries and that is one of the criteria, if possible, that is used to determine a boundary. The most pressing concern is to relieve overcrowding in our high schools. Staff's charge is to adequately utilize new schools, to assign students to fill the school but allow for growth, and provide relief to high schools that have needed relief for some time. At times, this does take the recommendation beyond the town boundary and it does make it more difficult to recognize and memorialize those boundaries. Ms. McGarry expressed concern whether staff really listened to the community input. This is an emotional issue and that makes it even more difficult. She does not believe this is the best that we can do. She encouraged the Board to direct staff to return to the drawing board to fine-tune the recommendation by incorporating input from the residents of Matthews and Mint Hill. These are public schools and it is important to have a recommendation that the residents and the mayors of those towns and will support.

- Mr. Merchant said we have not had municipal high schools in Mecklenburg County in fifty years and we do not have them now. County taxes, state taxes, and federal taxes pay for schools and not municipal taxes. He appreciates Mr. McCully's hard work in attempting to keep communities together and efforts to ensure CMS operates as an efficient system. He liked Mr. Gjertsen's idea of adding a data piece that measures the academic success of students in those schools. He believes some of the data could be eliminated but that may result in the Board being accused of hiding information because at some point someone will ask for the information that has been historically tracked. He expressed concern that there are three high schools in almost an east-west line that creates a bottleneck which creates limitations on boundary options. Mr. Merchant said he would like to ask staff additional questions on an one-on-one basis. He would like additional information regarding the boundary for the new Mint Hill High School and the area around J. W. Greer Academy focused sustainability and the potential growth areas. He does not want these students to go to Independence now and then be reassigned to Mint Hill or another school at some point in the future. Parents have stated that school stability is important and many parents have moved to a specific area in order to be able to attend a specific school. Mr. Merchant said he has attended some of the community meetings and parents are not arguing from a self-interest standpoint. He encouraged the Board to continue the discussion and to take the time to review the proposals from staff and the community. He looks forward to discussing these options with staff and the community.
- Mr. White said most difficult and emotional issue that School Boards must make decisions upon is student assignment. Mr. White has been involved in boundary decisions since 1962 and he has never seen a student assignment plan that made everybody happy. He expressed concern that Mr. McCully has very few boundary options and they can only be shifted in certain directions. Regardless of which direction they are shifted, there will be people along those borders that will not be happy. Many people say distance matters but distance only matters if you are not going to the school that you really wanted to attend. Mr. White said he would be open to all the options but he believes Mr. McCully has tried to develop the best solution. The Board will have to vote on a student assignment plan and there will be those who will not be happy with the decisions. He believes the Board will make the best decision. Mr. White said previously when he made boundary decisions he was most concerned about free and reduced lunch status and racial balance but now the areas that he most focuses on are utilization of space

and to avoid overcrowding.

- Mr. Gjertsen said he appreciates the Board members saying they will keep an open mind. He invited everyone to come to Bain Elementary School on Friday, May 15th at 7:00 p.m. to continue the boundary discussion.

VI. REPORT FROM SUPERINTENDENT

Dr. Gorman reported that the Board of Education and the Board of County Commissioners are scheduled to hold a Joint Meeting on May 26, 2009 in the Board Room of the Education Center from 3:00 p.m. to 5:00 p.m. Immediately following the close of the Joint Meeting, the Board will conduct a Closed Session meeting in Room 414 of the Education Center. The May 26th Regular Board meeting will not begin at the usual 6:00 p.m. time. The meeting is scheduled to begin at 6:45 p.m. in Room 267 of the Government Center. The meeting has been delayed to accommodate room availability at the Government Center.

VII. REPORTS FROM BOARD MEMBERS

James Ross visited J. H. Gunn, Clear Creek, and Ranson Middle School. He commended the staff and students at each school for being impressive and he thanked them for giving him a warm welcome. He invited the Board members and the community to attend an Educational Conference for teens and parents on August 15, 2009 at the Charlotte Convention Center.

Kaye McGarry said her focus as a Board member is to create more efficiency in CMS. She will hold the next "Kaye About Town" at the Starbucks on Matthews-Mint Hill Road on Thursday, May 21, 2009 and she will be happy to discuss school related issues.

ADJOURNMENT

Mr. Merchant moved, seconded by Mr. Tate, that the Board adjourn the Regular Board meeting, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 9:28 p.m.

Molly B. Griffin, Chairperson

Nancy Daughtride, Clerk to the Board