

Approved by the Charlotte-
Mecklenburg Board of Education
October 13, 2009
Regular Board Meeting



Charlotte, North Carolina

September 8, 2009

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on September 8, 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);
Tom Tate (District 4); and
Ken Gjertsen (District 6)

Absent: Trent Merchant, Member At-Large, and
James Ross (District 3)

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; LaToya Walker, intern with the Urban Superintendents Program at Harvard Graduate School of Education; and Nancy Daughtridge, Clerk to the Board.

Upon motion by Mr. White, 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 real estate transactions and negotiations;**
- **To consult with the Board's attorneys on matters covered by the attorney-client privilege concerning a pending workers' compensation claim by Lezzie Harrison; and**
- **To consider a personnel matter.**

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 6:03 p.m.

Chairperson Griffin 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, 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);
Tom Tate (District 4); and
Ken Gjertsen (District 6)

Absent: James Ross (District 3)

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 6:09 p.m. Chairperson Griffin welcomed everyone to the Board's first meeting of the month.

A. Pledge of Allegiance

Chairperson Griffin called upon Kimberly Mitchell-Walker to introduce Battalion Commander Christina Scott, a senior at West Charlotte High School in the JROTC Program, to lead those present and in the viewing audience in the Pledge of Allegiance and to speak to the September character trait of "respect." Ms. Walker said Christina maintains a grade point average of 4.1 and ranks tenth in her class. She is very active in extracurricular activities such as tennis, FCCLA, drill team, and several service learning projects. She has been a member of the JROTC Program at West Charlotte since 9th grade and earned the rank of Battalion Commander which is the highest rank in the JROTC Program. Following her graduation she plans to attend Tufts University and major in communications and media studies and minor in leadership studies. In addition to school activities, Christina does volunteer work at local elementary schools. Christina is proud of her family and is one of eight children. Two brothers attended Davidson College, one brother is attending Morehouse College, and a sister is attending Dartmouth College. Attending the meeting with Christina were her sister, Esther Scott; her principal, Shelton Jefferies; and her JROTC teacher, Colonel Love. Battalion Commander Scott invited everyone to stand and join her in reciting the Pledge of Allegiance. Following the pledge, Christina discussed the importance of "respect." Respect isn't something that a person deserves. Respect is something that a person earns.

Chairperson Griffin welcomed government officials and education leaders from Trinidad and Tabago, Spain who were visiting Charlotte-Mecklenburg Schools to learn about student leadership, best practices, civics education, and to observe the local Board of Education meeting. Attending the meeting were Taran Bhaggan, principal of Russell Latapy High School, and Gabriel Cumbermack, coordinator of school discipline initiatives.

B. Adoption of Agenda

Chairperson Griffin called for a motion to adopt the agenda as presented.

Ms. McGarry moved, seconded by Mr. Tate, that the Board adopt the agenda as presented, and a discussion followed.

Chairperson Griffin asked the Board to amend the agenda to add a Consent Item as a result of business in the Closed Session meeting.

Add: Consent Item III. G. (Recommend the approval of Resolution concerning the "Agreement Regarding Certain Joint Land Transactions between the Charlotte-Mecklenburg Board of Education and Mecklenburg County).

Mr. White moved, seconded by Ms. Mitchell-Walker, that the Board adopt the agenda as amended, and the Board voted 8-0 in support of the motion. Mr. Ross was absent.

II. REQUEST FROM THE PUBLIC

Hans Plotseneder encouraged the Board to close the technology gap for students and teachers by providing each student a personal computer and internet terminal. This would save the district money and the benefits include the elimination of expensive text books; reduction in the use of paper thus saving trees; reduction of health issues by not carrying heavy backpacks; students would be more globally competitive; and student achievement would increase.

Several people discussed their concerns regarding the recently adopted boundaries for the new Mint Hill, East Mecklenburg, and Butler high schools.

- Sawyer expressed concern that the new boundaries reduced the student body at East Mecklenburg High School by 700 students, 1/3 of its student body, and impacted all the Piney Grove and half of the Crown Point Elementary feeders. She encouraged the Board to act swiftly to make the boundary adjustments to restore the East Mecklenburg student body. This decision will negatively impact East Mecklenburg and the school will lose a third of its student body; a third of its teacher allotment; reduce the diversity of classes; and reduce program offerings at the school. She encouraged the Board to move the students from Myers Park to East Mecklenburg for the 2010-2011 school year. If the Board does not act on this request, next year Myers Park High School will be twice the size of East Mecklenburg resulting in overpopulation and East Mecklenburg will be under populated.
- Rachel Gaylord-Miles, senior at East Mecklenburg, encouraged the Board to immediately make the decision to restore the boundaries now and not next year because the boundaries will negatively impact East Mecklenburg High School. She discussed the loyalty that families and teachers have to East Mecklenburg. Teachers have made sacrifices to remain teaching at East Mecklenburg and she is the fourth sibling in her family to attend the school. She expressed concern that teachers will be relocated. This decision will negatively impact teacher, student, and school morale.
- Kevin Strawn, math teacher at East Mecklenburg High School, discussed the negative impact the reduction in student enrollment will have on East Mecklenburg which will result in a reduced teacher staff and reduced academic and extracurricular offerings. He encouraged the Board to reassign students to take advantage of the capacity at East Mecklenburg.

Pamela Grundy, parent of a student at Shamrock Gardens Elementary School, discussed the importance of smaller class size on student achievement. Two years ago the Board shaped a

budget that guaranteed small classes at Focus elementary schools and that positively impacted academic improvements at those schools. As a result, Shamrock is finally off the *No Child Left Behind* list. She expressed concern that the new budget will cause those schools to lose ground resulting in reductions in staff and increased class size. Class size matters and this decision will widen the gap of the “haves and have nots.”

Two parents discussed their concerns regarding the potential of rezoning Myers Park High School and the respective feeder schools.

- Spencer Lueders is a parent of two children who attend Cotswold Elementary School and represented the parents of this community. He expressed concern regarding the ripple effect and unintended consequences of boundary decisions. He encouraged the Board to give careful consideration to providing quality schools close to home; providing stable and predictable student assignment boundaries; rezoning should be the last option; and to make decisions that are right for the communities, neighborhoods, families, schools, and students.
- Kent Payne is the parent of children who attend Cotswold Elementary and Alexander Graham Middle schools. He expressed concern that his neighborhood may be singled out for the zoning of Cotswold Elementary. The parents in this community have actively supported these schools and helped to turn them around to be successful. Test scores have improved and they are at a fragile tipping point. He encouraged the Board to allow them to continue the path of success.

Katherine Hall represented the Sardis Forest Neighborhood. This community continues to seek a boundary change for next year with a primary focus on the middle school level. They are meeting with district representatives in Districts 4, 5, and 6 to discuss options that are realistic for their neighborhood. She encouraged the Board to take appropriate and immediate action to support East Mecklenburg High School. She expressed concern that Sardis Forest has been overshadowed with other boundary decisions. Currently, they attend schools in three different districts and live in Matthews but are not assigned to any schools in Matthews.

Three people discussed the positive initiatives and the successes of McClintock Middle School and wanted to dispel the rumors that the school is broken. They commended the initiatives of the principal, Pam Epinosa; the increase in Math scores; the teachers; and the parent/community volunteers who have helped positively impact the school. They need more time to execute and follow through on the improvements. The core group of teachers and the parents at the school has an investment in that school. They have had challenges but in the past few years have had high growth. Good things are happening at McClintock.

- Cooper Lewis, parent of three children who attended McClintock.
- Rebecca Felder, teacher and parent of two sons at McClintock Middle School.
- Amy Daniels is a parent of three children who attended McClintock and leads the efforts of McClintock Partners in Education which is a comprehensive support group that supports the school.

Joyce Waddell is happy that positive things are being reported about the schools and the teacher turnover is at a five year low. She encouraged the Board to implement a plan to focus on maintaining a low teacher turnover rate because this will promote teacher morale, stability for the schools and students, and success.

III. CONSENT ITEMS

A. Recommend approval of minutes:

- February 10, 2009 Regular Board Meeting.
- July 28, 2009 Closed Session.
- August 3, 2009 Closed Session.
- August 6, 2009 Closed Session.
- August 10, 2009 Closed Session.
- August 11, 2009 Closed Session.
- August 17, 2009 Closed Session.
- August 17, 2009 Closed Session.
- August 25, 2009 Closed Session.
- August 25, 2009 Regular Board Meeting.

B. Recommend approval of appointment of administrative personnel:

Transfers:

- *Darius Adamson named Executive Director, Achievement Zone. Mr. Adamson previously served as principal at Sedgefield Middle School.*
- *Ayinde' Rudolph named principal James Martin Middle School. Mr. Rudolph previously served as principal at The School of Math, Engineering, Technology and Science at Olympic High School.*

C. Recommend approval of supplementary funding proposal request for *School of Biotechnology Grant.*

The overall goal of the proposed program is to give students the intellectual tools and problem-solving skills needed to successfully gain entrance into a science, health, or medical program or career of their choice. By adding a two-week summer camp and creating and implementing a hands-on, project based biotechnology course, students will increase their knowledge in the areas of science and health. This will strengthen students' academic achievement in science and math and improve their critical thinking skills which prepare them for higher level science courses. These programs will increase students' interest and influence them to pursue higher learning opportunities and careers in the area of biotechnology. Funding requested from North Carolina Biotechnology Center in the amount of \$69,022.00.

D. Recommend approval to rename the existing gym at Quail Hollow Middle School to the "Stafford Gymnasium" in honor of former physical education/health teacher and coach Teloria Stafford.

E. 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 September 21 through October 2, 2009 period. GovDeals, (www.govdeals.com) an experienced and proven on-line government surplus sales service provider, will facilitate the process.

F. Recommend approval of licensed/non-licensed hires and promotions for August 2009.

G. Recommend approval of the resolution concerning the "Agreement Regarding Certain Joint Land Transactions between the Charlotte-Mecklenburg Board of Education and Mecklenburg County."

RESOLUTION concerning "Agreement Regarding Certain Joint Land Transactions

between The Charlotte-Mecklenburg Board of Education (CMBE) and Mecklenburg County."

CMBE and the County have several joint real estate transactions that are pending. These land transactions include: (i) the sale of the Education Center property from CMBE to the County in accordance with previous agreements between CMBE and the County in connection with the County's (and City of Charlotte's) planned Second Ward project, (ii) the proposed sale of land owned by CMBE in First Ward to the County in connection with the County's (and City of Charlotte's) planned First Ward project; (iii) the proposed sale of land owned by the County at Mallard Creek Park to CMBE in connection with a planned future elementary school, (iv) the proposed transfer of land owned by CMBE at Hickory Grove Elementary School to the County which CMBE now wishes to retain; and (v) a joint use recreation center at Dixie River Elementary School. Due primarily to current budget challenges and associated questions about budget priorities, County and CMBE have had some disagreements regarding these projects. However the parties have now agreed to resolve these differences as set forth herein in accordance with that certain "Agreement Regarding Certain Joint Land Transactions between The Charlotte-Mecklenburg Board of Education and Mecklenburg County" (the "Joint Land Transaction Agreement"). Accordingly, the Board of Education hereby approves the Joint Land Transaction Agreement. The Board of Education hereby authorizes the Superintendent, or designee, to approve and sign, with the advice of legal counsel, all necessary or appropriate documents to complete the transactions contemplated by the Joint Land Transaction Agreement.

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

Mr. White moved, seconded by Mr. Merchant, that the Board adopt Consent Items A. through G., and the Board voted 8-0 in support of the motion. Mr. Ross was absent.

Chairperson Griffin recognized people attending the meeting regarding Consent Item III. D. (Recommend approval to rename the existing gym at Quail Hollow Middle School to the "Stafford Gymnasium" in honor of former physical education/health teacher and coach Teloria Stafford. Chairperson Griffin called upon Tara Lynn Sullivan, principal at Quail Hollow Middle School, to recognize Ms. Stafford. Ms. Sullivan recognized Teloria Stafford for being an outstanding member of the Quail Hollow staff, for being a role model to teachers and students, and teaching at Quail Hollow Middle School for thirty-two years. Ms. Stafford said as principal it is an honor and privilege that the Board approved naming the gymnasium after Ms. Stafford. Ms. Stafford thanked the Board and CMS for the honor and recognition. Chairperson Griffin thanked Ms. Stafford for her outstanding and long service to CMS and the students at Quail Hollow Middle School.

III. ACTION ITEMS

A. Recommend approval of Charlotte-Mecklenburg Board of Education 2009-2010 Operating Budget

Chairperson Griffin called upon Dr. Gorman to present the recommendation. Dr. Gorman called upon Sheila Shirley, Chief Financial Officer, to present the recommendation for the Charlotte-Mecklenburg Board of Education 2009-2010 Operating Budget. Dr. Gorman said

this is the eighth or ninth meeting that involved a budget presentation discussion. This year, the budget has been built over time and involved a long, arduous process. Recently, staff added some positions back into the budget and this reflects that adjustment. Dr. Gorman thanked the Board for their constructive feedback in building the budget. Ms. Shirley said this budget presentation represents the culmination of a great deal of work by the Board, staff, and the many community members over the last ten months. Ms. Shirley thanked the Board and staff for their work in developing the final budget recommendation. On May 12, 2009 the Board of Education approved the proposed 2009-2010 Operating Budget. Since that time the Board of County Commissioners (BOCC) and the State have adopted their budgets and CMS has received estimated allotments from the state for the federal budget. In accordance with North Carolina State Statute §115C-32, the Board of Education shall adopt a budget resolution making appropriations for the budget year in such sums as the Board may deem sufficient and proper. Ms. Shirley reviewed the budget recommendation as follows:

Fiscal Implication	2009-2010 Proposed Budget	Percent of Total Budget	2008-2009 Adopted Budget	Variance
County Current Expense	\$ 317,367,391	27.8%	\$ 351,366,785	
State Current Expense	635,656,201	55.7%	718,590,515	
Federal Current Expense	165,827,056	14.6%	101,630,106	
Other Local Current Expense	21,658,572	1.9%	23,122, 372	
Total Current Expenses	\$1,140,509,220		\$1,194,709,778	(\$54,200,558) -5.4%
Capital Replacement	5,200,000		5,200,000	
Child Nutrition*	64,487,817		61,952,356	
After School Enrichment*	16,240,650		16,456,046	
Total	\$1,226,427,687		\$1,278,318,180	

* Budget has been adjusted for salary and benefit changes since the 2009-2010 proposed budget was presented in May.

- Current Proposed Budget includes the following:

State Reduction per Approved Budget Excluding portion of American Recovery Reinvestment Act (ARRA) reduction replaced on Federal		\$40.1 million
County Reduction per Board of County Commissioners (BOCC) approval		\$34.0 million
County Reduction to cover Sustaining Operations, Growth, and New Initiatives		\$12.8 million
Total Reductions Required		\$86.9 million
Proposed Budget Reductions	\$51.1 million	
Budget Reductions Options (Tiers 1-4)	\$35.1 million	
Additional Budget Reductions (Tiers 5 and 6)	\$14.1 million	

Additional State Reductions Required	\$ 6.4 million	
Total Reductions Identified		\$106.7 million
Reduction Savings – available to redirect		\$19.8 million
Final adjustments to Local Budget		\$19.8 million

Ms. Shirley said the primary drivers of the decrease included the requirement for CMS to identify total reductions in the amount of \$106.7 million to cover \$86.9 million in required reductions in the State and County funding levels. CMS was granted federal funds of \$62.8 million from the America Recovery and Reinvestment Act (ARRA) and that funding offset \$33.7 million of the State reductions funding. Ms. Shirley said a lot has transpired since the Board approved the proposed 2009-2010 Budget in May. Staff held numerous Board Work Sessions to keep the Board informed and to obtain guidance and support for the actions to be taken. Previously, sustaining operations, growth, and new initiatives was \$15.4 million and that has been reduced to \$12.8 million. The reduction reflects the elimination of the proposed employee salary increase which was not approved by the final State budget and the growth component reflects an \$800,000 reduction in the Maintenance Department.

Ms. Shirley outlined the key adjustments since May to the proposed budget:

- \$35.1 million in Tier 1-4 reductions.
- \$14.1 million in Tier 5 and 6 reductions.
- \$6.4 million in additional State reductions:
 - \$.7 million reduction in State technology funds.
 - \$.4 million reduction in staff development funds.
 - \$.4 million reduction in central office funding.
 - \$1.7 million reduction in textbooks funding.
 - \$.3 million reduction in non-instructional support.
 - \$2.8 million in reduction for charter school enrollment due to charter school growth being higher than expected equating to thirty teacher positions.
- \$9.6 million decrease in salaries and benefits.
- \$7.5 million decrease in state ABC bonus funding.
- \$.9 million decrease in state categorical allotments (\$1.6 million decrease in EC funding due to growth being less than expected and \$1.4 million in At-risk funds because the state granted 50% of the carryover amounts).
- \$.8 million decrease in growth and new schools.
- \$7.9 million increase in federal categorical allotments resulted in changes in carryover funds within the carryover grant such as Title 1, More at Four, etc.
- \$5.8 million increase in fund balance appropriation (added funding for the purchase and movement of mobiles for next year and appropriations due to the delay in the Lawson implementation)
- \$19.8 million in County Adjustments. Identified reductions in excess of the requirements allowed funding to be redirected.
 - \$.7 million increase for technology.
 - \$1.1 million increase for small school positions.
 - \$13.8 million to reinstate 286 teacher-level positions.
 - \$.9 million increase for textbook funds.
 - \$.4 million increase for staff development funds.

- \$1.4 million to reinstate charter school reduction in teachers.
- \$.5 million increase for non-instructional support funds.
- \$.6 million increase for teacher assistant funding.
- ARRA Funding:
 - \$33.7 million in ARRA-Education Stabilization.*
 - \$12.3 million in ARRA-Title 1.**
 - \$15.4 million increase in ARRA-IDEA VI-B.**
 - \$.6 million in ARRA-IDEA Preschool.**
 - \$.6 million in ARRA-Technology.
 - \$.1 million in ARRA-McKinney Vento.
 - \$.1 million in ARRA-Child Nutrition.

* Funding will be used to offset state adjustment to non-instructional support funding.

** Represents 50% of the total allocation which is the portion to be used in 2009-2010.

Ms. Shirley said due to the amount of reductions that were required, all the divisions and most of the departments have contributed to the reductions. The reductions have been made in accordance with the framework for the budget development. The budget is fiscally sound and achieves the goals that were outlined within the framework.

Mr. Merchant moved, seconded by Mr. Tate, that the adopt the Budget Resolution for the Current Expense, Capital Replacement, After School Enrichment, and Child Nutrition budgets for FY 2009-2010 Board of Education Operating Budget, and a discussion followed.

Board members were invited to ask questions and make comments.

- Ms. Mitchell-Walker said Phillip O. Berry Academy of Technology and Harding University High School share buses as a method of reducing costs. Ms. Mitchell-Walker asked where is that in the budget recommendation? Dr. Gorman said that is included in the transportation reductions and that specific item was in the first \$51 million of reductions. CMS now transports the students attending those two high schools together on the same buses and that has reduced the number of CMS buses and resulted in a substantial savings.
- Mr. White said the budget process this year has been a real challenge and the most difficult that he has ever been through. He thanked the Superintendent and staff for their hard work. He said adopting this budget does not guarantee the future will be any easier because we have saved a large number of projects and programs within this budget with money that we know we will not have in two years. This will create other challenges as we move to future years. He encouraged the Board, the CMS employees, and the public to adopt the budget; to put the budget process to rest; to face the fact that we will have to do more with less; and to move forward in providing each and every child with the opportunity for a great education at each of our facilities. The Board is dedicated to doing that for the public and the students.
- Mr. Gauvreau encouraged the Board to not adopt the budget because it is inflated. He expressed concern that the budget process follows the same pattern each year and involves months of meetings; discussions with the Board of County Commissioners (BOCC); theatrics; media hype; and this year it only ended in a 4% reduction. He discussed the budget increases over the years. In 2006 the budget increased \$90 million, in 2007 it

increased \$128 million, and last year it increased \$26 million increase. This is a \$244 million increase over that period. He said this cut is too small and he noted that the amount had been inflated by “Obama Bucks.” Mr. Gauvreau said he has encouraged the Board for years to utilize a zero-based budget model as opposed to a continuation-based budget. He said this budget continues to overspend and overstaff because the budget is not sustainable and continues to put the County in financial peril. He encouraged the Board to not approve the budget and to direct the Superintendent to cut the budget appropriately.

- Ms. McGarry said she would not support the budget. She thanked staff for providing a correct budget based upon the state and federal numbers. She said over the past six months she has continually urged the Board to shift the priorities of the budget to not impact the classroom to such a great degree. She expressed concern that every area of CMS was not scrutinized and protecting the classroom was not a priority of the budget.

The Board voted 6-2 to adopt the Budget Resolution for the Current Expense, Capital Replacement, After School Enrichment, and Child Nutrition budgets for FY 2009-2010 Board of Education Operating Budget. Chairperson Griffin, Mr. White, Mr. Merchant, Ms. Mitchell-Walker, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Ms. McGarry and Mr. Gauvreau voted against the motion. Mr. Ross was absent.

V. REPORT/INFORMATION ITEMS

A. Report/Update on Math and Science Student Achievement Results for the 2008-2009 School Year

Chairperson Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Ann Clark, Chief Academic Officer, and Dr. Cindy Moss, Director of Math and Science, to present the report on Math and Science Student Achievement Results for the 2008-2009 School Year. Ms. Clark introduced Dr. Cindy Moss and noted that soon her title will change to Director of Science, Technology, Engineering, and Math (STEM). This is in an effort to reflect the integration of those four critical areas. Ms. Clark said Dr. Moss is an extraordinary leader known for her passion and she is an example of having the ability to do more with less while accomplishing great successes. Ms. Clark said this report will provide an update on the Math and Science Student Achievement Results for the 2008-2009 school year and the next steps for the coming school year. Ms. Clark said the math and science areas are connected under one department with five support persons in math and four in science, and they work together as a team Pre-K through 12th grade. Dr. Moss has done an outstanding job of creating community partnerships by establishing the CASTLE Coalition which is the Charlotte Area STEM Teaching and Learning Environment consisting of forty-nine industry partners. Dr. Moss said Science and Math are important because sixty percent of the jobs in the 21st Century environment will require STEM skills. Dr. Gorman’s *Strategic Plan 2010* includes initiatives and goals for high academic achievement in Math and Science Pre-K through 12th grade and it also includes initiatives for effective educators. This initiative equips those teachers to provide quality instruction in Math and Science. The *No Child Left Behind* legislation includes testing requirements in math and science in elementary, middle, and high school. North Carolina tests math in 3rd through 8th grade with an End of Grade (EOG) exams, science in 5th through 8th grade with an EOG exams, and in high school Algebra, Geometry, Algebra II, Biology, Chemistry, Physical Science, and Physics with End of Course (EOC) exams. Ms. Clark reviewed a comparison budget for the 2008-2009 and the 2009-2010 school year. The

significant differences between the two budgets are the reduction of positions and non-required field trips to Discovery Place and Nature Museum.

2008-2009 Approved Budget for Science and Math		2009-2010 Approved Budget for Science and Math	
Budget Item	\$\$	Budget Item	\$\$
Salary/benefits (director of science and math, secondary science specialist, secondary math specialist, elementary science specialist, elementary math specialist, senior administrative secretary, high school math resource teacher, middle school math resource teacher, high school science resource teacher, middle school science resource teacher)	\$ 963,338	Salary/Benefits (director of science and math, secondary science specialist, secondary math specialist, elementary science specialist, elementary math specialist, senior administrative secretary)	\$ 772,211
Operations	597,934	Operations	378,459
Total Operating Expenses	\$1,561,272	Total Operating Expenses	\$1,150,670

Dr. Moss reviewed the goals, objectives, measures for math and science. The success of science and math teaching and learning in CMS will be measured in a variety of ways that include: elementary EOG exams in math and science, middle school EOG exams in math and science, EOC exams in math and science, SAT scores in math, AP scores in science and math classes, NAEP results, and science and math teacher retention rates. The goals for success are outlined in CMS Goals 2010 and include the following:

- 80% of schools will make expected or high growth on ABCs (89.6% as of 2008-2009).
- 88% of students will achieve at or above standard on mathematics EOG exams 3rd through 8th grade. (71.6% as of 2008-2009)
- 80% of students will achieve at or above standard on science EOG exams in 5th through 8th grade. (52.3% as of 2008-2009).
- 80% of students will achieve at or above standard on the EOC composite exams. (75.8% as of 2008-2009).
- CMS will meet or exceed the national average on AP exams (combined scores) with scores of a level 3, 4, or 5 (49% as of 2008-2009) compared to the national average of approximately 62%.

Dr. Moss reviewed major initiatives, the 2008-2009 performance results, and next steps.

- Major Initiatives:
 - CASTLE Coalition. The focus of the Coalition is to discuss STEM education, CMS Pre-K-12, and options to leverage resources and they meet the first Friday of each month at Zada Jane’s for breakfast. The members consist of college, industry, and non-profit partners and concerned citizen. Dr. Moss invited the Board members to attend those meetings.
 - Investigations for K-5 Math. This is a new initiative called “Investigation in Number,

Data, and Space” and based upon National Science Foundation research that students need to construct their own knowledge. This initiative will create a change in teacher practice that is well supported through the materials provided for team planning formative assessment, reflection, and remediation options. Teachers will allow students to explore before the teacher explains and this will encourage students to find a variety of strategies to solve problems. Students will leave 5th grade math realizing that math is a strategy to success.

- Camp Invention. This engaging summer experience occurred in forty-nine elementary schools during the summer of 2009. This program was developed by the National Inventors Hall of Fame to provide American students with the opportunity to solve real-world problems. The curriculum is rigorous, engaging, and interdisciplinary. The teachers involved experienced high quality professional development and they were amazed by the creativity and intelligence of their students. This was funded in suburban schools by parent tuition and in Title I schools with Expanded Learning Initiative money. CMS had more Camp Invention sites than any other school district in the country. This was a great professional development opportunity for our teachers because they could see the value of inquiry and the high experience of their students, and that will carryover into the classroom during the school year.
- Engineering is Elementary. In the future there will be many jobs available for engineers. Students, particularly females and underrepresented peoples, have limited knowledge on the breath of engineering. This interdisciplinary curriculum uses elementary students in twenty different countries as the impetus for students to work on solving engineering problems. This has been used successfully in three CMS elementary schools for the past two years and will be expanded to twelve elementary schools through a grant from the Boston Museum of Science. Elementary teachers learn how to use engineering problems as a context for students to be involved in science, math, and literacy. Starting this fall, CMS will have this well-crafted, expensive curriculum in over twenty-one schools at no cost to the school system. CMS will be a part of a national dissemination project and field testing.
- Math Forward. This initiative began last year in 8th grade. This year, the program will be implemented in 7th and 8th grade math classes in ten Title I middle schools. This is an excellent program that will make CMS known throughout the world as an outstanding district that has found a way to help those students who in the past have been unsuccessful in math and to bridge that gap. This comprehensive program provides quality professional development for the teachers; technology to hook the students; real-world learning experiences to engage the class in using math to solve problems; and programs to engage the parents in supporting their children in math. Teachers in this program receive in class coaching four-days per month, along with ongoing professional development in math concepts, and research-based best practices. Last year, six schools participated in this initiative and the results were outstanding.

• 2008-2009 Math End of Grade Performance:

	2006	2007	2008	2009 without retests	Two Year Variance
Grade 3	70	70	70	73	+3

Grade 4	67	69	71	74	+7
Grade 5	67	69	72	74	+7
Grade 6	62	62	65	68	+6
Grade 7	58	60	64	68	+10
Grade 8	62	63	65	72	+10
Composite	64	66	68	72	+8

- 2008-2009 Math End of Course Performance:

Subject	2006-2007	2007-2008	2008-2009	Two or Three Year Variance
Algebra I	71.3%	70.9%	76.70%	+5.40%
Algebra II	61.50%	65.20%	75.10%	+7.90%
Geometry	61.40%	65.40%	72.90%	+7.50%

- 2008-2009 Science End of Grade Performance:

	2008	2009 without retests	One Year Variance
Grade 5	40	50	+10
Grade 8	47	55	+8
Composite	43	52	+9

- 2008-2009 Science End of Course Performance:

Subject	2006-2007	2007-2008	2008-2009	2 Year Variance
Biology	62.90%	71.90%	78.40%	+6.50%
Chemistry		63.90%	74.90%	+11.0%
Physical Science		53.00%	60.90%	+7.90%
Physics		76.70%	87.30%	+10.6%

Dr. Moss said CMS has made great strides and we are moving in the right direction. In high school students must score a Level 3 on EOC Biology and Science in order to graduate. This year, the state removed EOCs in Chemistry and Physics and next year there will not be EOCs in those classes.

- Lessons Learned/Next Steps:
 - Elementary Math: Implementation of “Investigations in Number, Data and Space” in all elementary schools. This National Science Foundation supported, research-based program provides elementary students with inquiry experiences to help them construct mathematical knowledge. It requires a change in teacher practice that is well supported through the materials provided for team planning, formative assessment, reflection, and remediation options. This is a major project and 3,500 elementary teachers will need to learn a new way of teaching math. Four Local Education Agency (LEA) district improvement coaches will be working in the schools that did not make Average Yearly Progress (AYP) and CMS will provide professional development as we go through the school year for the other teachers.
 - Elementary Science: Elementary students need more exposure to inquiry and scientific

concepts. Inquiry will be a major focus of math and science because when students solve their own problems and get involved in hands on learning they have real learning. The schools that experience large gains in mastery of the 5th grade EOG employed a variety of strategies that included: establishing a science lab, hiring a full-time science teacher, and using technology or special programs/competitions to engage students in science.

- Middle School Math: Providing a system (using the community college Accuplacer test) to determine the students who should be taking Algebra and Geometry in middle school has proven to be effective. This ensures the honor students are in the right classes so that they can be successful and have confidence in the classes that they will be taking in the future as they go forward into the STEM pipeline.
- Middle School Science. The creation of an 8th grade Science Lab Manual and focused professional development on inquiry and science note-booking have proven to be successful in improving achievement on the 8th grade Science EOG. This program will create more consistency and show students that thinking and communicating about science is important.
- High School Science. Biology is the science course with the most pressure because students are required to score a Level 3 on the EOC to graduate. Research on best-practice strategies for Biology led to the development of Greenhouse Biology (fall precursor for standard level students). This step has led to successes in Biology I for those students at the high school level who struggle.

Board members were invited to ask questions and make comments.

- Ms. McGarry said she hated to lose Cindy Moss from the classroom because her energy and enthusiasm is contagious. Ms. McGarry commended Dr. Moss on focusing her expertise and knowledge on results within CMS for the students and the professional development for teachers. Ms. McGarry asked for clarification regarding the month CASTLE Coalition meetings. Dr. Moss said the meetings are held the first Friday of each month at Zada Jane's, 1600 Central Avenue, from 7:30 a.m. to 8:30 a.m. Board members may sign up to receive the minutes of the meeting by going to CMS Science Webpage.
- Mr. Merchant asked clarifying questions regarding the process for accurately placing a student in Algebra I and Geometry. Dr. Moss said all 7th grade students in honors math take the Accuplacer test. The test is given by the community college system as a test of K-8 arithmetic skills and they have set a number that indicates those students who have mastered those skills. The test determines those few high flyer students who would be able to take Algebra and Geometry in the same year. This helps students to avoid gaps in their learning, becoming disengaged because they are getting in over their heads, and to create a strong foundation so they will not be excluded from the STEM pipeline. Mr. Merchant wants to ensure that those students that are interested and demonstrated ability also have an opportunity to participate in this program. Dr. Moss said research has indicated that nationwide only about 2% of 8th grade students should be taking Geometry. This is not because they are not intelligent but because of a maturity level and being psychologically and emotionally ready. Learning the concepts at a point in which you are not ready could lead to those gaps or "mind bugs" that blow up on you later on in life. This is not preventing anyone from taking AP or IB courses in high school but ensuring they take it at the right time. This year, CMS had approximately 300 students taking Geometry in 8th

grade and that was a big increase from the prior year. The teachers in the 7th grade honor classes have reviewed this model and have worked to increase their rigor in their classes because this has become a personal challenge for them and their students.

- Chairperson Griffin said the CMS growth over the past few years has been impressive. She said there is more room to grow but this has been great growth. She said a lot of this credit goes to Ms. Clark, Dr. Moss, and their staff and their innovative ideas. She thanked staff for their hard work towards meeting our goals for next year.

B. Report/Update on Minority, Women, and Small Business Enterprise (M/W/SBE) Program

Chairperson Griffin called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Chiquitha Lloyd, Minority, Women, and Small Business Enterprise Administrator. Several years ago, CMS in conjunction with the City of Charlotte and Mecklenburg County entered into a Disparity Study with MGT of America. The primary reason for completing the study was CMS had a MWSBE Policy but had not gone through the scrutiny of a disparity study to determine the level of disparity. The study resulted in a new Board policy and attendant regulations on how CMS would operate the new MWSBE Program. Part of that policy requires that, at the end of each fiscal year, the Superintendent provide a report to the Board summarizing the results of participation and how the participation stands against the goals.

Ms. Lloyd reviewed the results of the MWSBE Program.

Aspirational Goals Compared to Actual for FY 2008-2009:

Category	MBE		WBE		M/W/SBE	
	Goal	Actual	Goal	Actual	Goal	Actual
Construction	10%	4.08%	6%	25.62%	21%	31.29%
Architecture and Engineering	4%	11.36%	7%	12.10%	16%	23.34%
Contracted Services (other than construction)	5%	8.19%	4%	13.23%	14%	26.84%
Goods	3%	.95%	3%	3.0%	11%	13.93%

Total Eligible Expenditures for FY 2008-2009:

Category	Analyzed	M/W/SBE Firms
Total eligible expenditures	\$386M	\$98M (16M-MBE \$64M-WBE \$18M-SBE)
Construction	\$199M	\$62M
Architecture and Engineering	\$15M	\$4M
Contracted Services (other than construction)	\$62M	\$17M
Goods	\$110M	\$15M

Overall MWSBE Utilization Comparison:

Category	MWSBE Goal	2008-2009 MWSBE Actual	2007-2008 MWSBE Actual	2006-2007 MWSBE Actual
Construction	21%	31.29%	28.40%	22.91%
Architecture and Engineering	16%	23.34%	18.21%	17.74%
Contracted Services (other than construction)	14%	26.84%	24.71%	21.90%
Goods	11%	13.93%	11.82%	10.66%

- Accomplishments:
 - Increased M/W/SBE spending from 21% to 26% or \$65 million to \$98 million.
 - Increased MBE spending from 3% to 4% or \$11 million to \$16 million.
 - Increased WBE spending from 13% to 17% or \$40 million to \$64 million.
 - Increased SBE spending from 4% to 5% or \$13 million to \$18 million.
 - 2009 Carolinas Minority Supplier Development Council Award.
 - Public Private Sector Corporation Year Award.
- Next Steps:
 - Expand Second Tier Sourcing Program.
 - Develop certification compliance tracking system. Effective July 1, the State adopted a new certification requirement. All MBE and WBE companies who we currently accept certification from through the City of Charlotte will now have to go through the state of North Carolina. Staff is working closely with those companies to switch them over to the State Certification Program. The process includes making application and transferring records by October 1, 2009.
 - Identify cost savings to the district. The current bidding process generates cost savings to the district.

Board members were invited to ask questions and make comments.

- Mr. Merchant asked clarifying questions regarding setting goals, determining targets, the Disparity Study, and the need to review and establish new targets. Ms. Lloyd responded. Mr. Merchant expressed concern that the majority of the goals are being exceeded and he questioned whether that is a good thing. Mr. Merchant expressed concern that the WBE construction goal was exceeded by almost 20% and that was probably met by one or two firms building high schools for CMS but the MBE construction goal was below the aspirational goal by 6%. He wants to ensure there are qualified firms responding to the CMS request for bids. He expressed concern that next year in which there will be limited construction projects the results will be negatively impacted. Mr. Merchant asked clarifying questions regarding the percentage of WBE firms that respond to the bids for construction and the qualifications to be a WBE firm. Ms. Lloyd said she would need to verify that information but the percentage can be high depending on the type of division in terms of the value of the contract. A WBE is a white female owned firm. Mr. Merchant expressed concern that the numbers are not an accurate measurement of the firms. Chairperson Griffin said the Disparity Study takes into count the availability of the people in the marketplace and the goals are set based upon that number. Mr. Merchant requested

information on what is measured, the Disparity Study, how the marketplace has changed since the initial Disparity Study was conducted; whether the existing qualified firms have altered their organization structure during the interim; and whether the marketplace has changed with the change of ownership structures. He expressed concern that if the marketplace has changed drastically over time the Disparity Study is no longer accurate. Dr. Gorman said staff will provide Mr. Merchant the additional information as well as information on how CMS cultivates firms, attendance of events to secure vendors, and placing firms on the CMS bid list.

- Mr. Gauvreau said he is not disputing the capabilities of staff but he has always been disappointed in these reports because CMS and other government agencies should avoid these types of activities. He expressed concern that the aspirational goals equal quotas and that is being tracked undercover. CMS tagged on with the County in this initiative because the City was sued over the MWSBE Program. Mr. Gauvreau said the MWSBE Program is unconstitutional because it provides discrimination and preference based upon someone's skin color or sex and that is offensive. He expressed concern that this program has been in place for eight years, there has been no change, and it gets worse every year. There is no educational or business reason that CMS should be involved with these kinds of activities. CMS should be qualifying firms and in-house activities in construction, supplies, and contracted services based upon merit versus someone's ethnicity, sex, and skin color. Mr. Gauvreau expressed concern that this process and tracking system is time consuming and involves a huge staff. Ms. Lloyd said there are three people in the MWSBE Program. Mr. Gauvreau said one staff member is too many, CMS should not be tracking this type of data, and he encouraged the Board to eliminate the MWSBE Program.
- Mr. White said if we lived in an ideal world in which each and every person truly had an opportunity for a piece of the pie regardless of who they are and it was based upon their qualifications there would not be a need for this program. He was a part of the Disparity Study when he was a member on the Charlotte City Council. At that time, it was evident that minority, women, and small businesses did not get an equal opportunity to get a piece of the pie.
- Mr. Gauvreau asked how many people in Bovis Lease are providing MWSBE services to the school system? Ms. Lloyd said CMS no longer has any Bovis staff providing services to the program.
- Chairperson Griffin said she is proud that report shows progress in the MWSBE Program. Chairperson Griffin said the Disparity Study included legal requirements that required CMS to keep track of this data. Ms. Lloyd said that is correct. CMS must report each quarter to the state of North Carolina under general statute.

VI. REPORT FROM SUPERINTENDENT

Dr. Gorman did not have a report to present.

VII. REPORTS FROM BOARD MEMBERS

Kaye McGarry applauded Dr. Gorman for writing a letter on August 24th to the North Carolina State Board of Education regarding retesting and the impact on scores. This year, the retesting occurred within a three-day time span and impacted almost 50,000 students. The letter indicated that CMS would prefer a test that measures more accurately and that a week of remediation tutorials would not move a student to proficiency. She requested that the letter be

included in the Board materials and file for the September 9, 2009 Regular Board Meeting. This is a two page letter in which Dr. Gorman expressed serious concerns with the use of retesting for accountability purposes in North Carolina. Chairperson Griffin said there was no objection from the Board members or Dr. Gorman and the letter will be included the meeting file. Ms. McGarry reported the next “Kaye About Town” will be held at the Starbucks Coffee at Cotswold Shopping Center on Wednesday, September 23rd from 7:30 a.m. until 9:00 a.m. and she will be available to discuss school related issues and to answer questions regarding CMS. Ms. McGarry thanked the parents who attended the meeting and voicing their concerns. She said when she was reelected in 2007 she made a pact with the residents of Mecklenburg County that she would insist on stability in school assignments and she is committed to do so.

Mr. Merchant thanked the people who have spoken over the last several weeks regarding potential boundary changes and those who were upset about his comments about McClintock Middle School. The good thing about this is it is shining light on needed areas and the importance of leveraging volunteer support. He commended the parents and community for their volunteer support efforts at McClintock Middle School. He believes the school has room for improvement and he encouraged the Board and CMS to be attentive to that area. Mr. Merchant said regarding the East Mecklenburg boundary concerns the Board is reducing the utilization at East Mecklenburg High School from 170% to 114% which is an ideal capacity for that school. He expressed concern that previously the Board shifted other neighborhoods out of the East Mecklenburg boundary and the community did not voice their concerns regarding losing resources in that decision. He encouraged the community to be consistent in making arguments to the Board. He commended the level of parental involvement because that contributes to the opportunity of making our schools better regardless of where they are located.

ADJOURNMENT

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

The Regular School Board Meeting adjourned at 8:05 p.m.

Molly B. Griffin, Chairperson

Nancy Daughtride, Clerk to the Board