

Approved by the Charlotte-  
Mecklenburg Board of Education  
March 9, 2010  
Regular Board Meeting



Charlotte, North Carolina

February 9, 2010

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on February 9, 2010. The meeting began at 5:19 p.m. and was held in Room CH-14 of the Government Center.

Present: Eric C. Davis, Chairperson, (District 5);  
Tom Tate, Vice-Chairperson, (District 4);  
Trent Merchant, Member At-Large;  
Kaye Bernard McGarry, Member At-Large;  
Joe I. White, Jr., Member At-Large;  
Rhonda Lennon (District 1);  
Richard Allen McElrath, Sr. (District 2);  
Dr. Joyce Davis Waddell (District 3); and  
Timothy S. Morgan (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; Hugh Hattabaugh, Chief Operating Officer; LaToya Walker, Executive Director to the Office of the Superintendent; and Nancy Daughtridge, Clerk to the Board.

**Upon motion by Mr. Morgan, seconded by Dr. Waddell, 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 the following pending litigation matters including *Sugar Creek Charter School, et al. v. Charlotte-Mecklenburg Board of Education; Crabill v. Charlotte-Mecklenburg Board of Education; Leardini v. Charlotte-Mecklenburg Board of Education; Mitchell v. Charlotte-Mecklenburg Board of Education; Collum/Oswalt v. Charlotte-Mecklenburg Board of Education; Allstate v. Charlotte-Mecklenburg Board of Education; J.A. v. Charlotte-Mecklenburg Board of Education; Morris v. Charlotte-Mecklenburg Board of Education; Walker v. Charlotte-Mecklenburg Board of Education; Harris v. Charlotte-Mecklenburg Board of Education; Mateo v. Charlotte-Mecklenburg Board of Education; and Thompson v. Charlotte-Mecklenburg Board of Education; and***
- **To consult with the Board's attorneys on matters to preserve the attorney-client privilege.**

**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 5:19 p.m. until 6:03 p.m. in CH-14.

Chairperson Davis 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: Eric C. Davis, Chairperson, (District 5);  
Tom Tate, Vice-Chairperson, (District 4);  
Trent Merchant, Member At-Large;  
Kaye Bernard McGarry, Member At-Large;  
Joe I. White, Jr., Member At-Large;  
Rhonda Lennon (District 1);  
Richard Allen McElrath, Sr. (District 2);  
Dr. Joyce Davis Waddell (District 3); and  
Timothy S. Morgan (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 Davis called the meeting to order at 6:09 p.m. Chairperson Davis welcomed everyone to the Board's first meeting of the month. He thanked everyone for joining the Board in their work of reform of the school system. He encouraged everyone to read the Board's Vision, Mission, and Core Beliefs and Commitments that were on the back of the meeting agenda. He said they can also be found on the CMS Website under the Board of Education. They are the Board's statements as a governing body about the Board's Vision, Mission, and commitments to provide this community. They will be used to guide the Board in its discussions and work in moving CMS forward.

Chairperson Davis recognized Dr. Chris Law, professor with the Queens University of Charlotte, and the Queens University Teaching Fellows who were attending the meeting.

### **A. Pledge of Allegiance**

Chairperson Davis called upon Joe White to introduce the students to lead those present and in the viewing audience in the Pledge of Allegiance and to speak to the February character trait of "citizenship." Mr. White introduced the students from Starmount Pre-K who would lead the audience in the Pledge of Allegiance.

- Christopher Escobar, Samantha Torres and Jessica Ralda from Ms. Gibson and Ms. Willis' class.
- Jailyn Williams and Jillian Ellis from Ms. Morris and Ms. Rodriguez's class.

Mr. White introduced the staff from the school who were also attending the meeting:

- Teacher and teacher assistant: Karen Gibson and Keisha Willis.
- Teacher and teacher assistant: Amy Morris and Christy Rodriguez.
- Principal and assistant principal: Selestine Crowder and Priscilla Graham.

Mr. White invited the parents who were attending the meeting to stand and be recognized.

The students introduced themselves and shared a characteristic of a good citizen. A good citizen helps friends, is kind, is kind to animals, helps to put the toys where they belong, and helps to clean the classroom. They all said, "I am a good citizen and I do my best everyday." The students invited everyone to stand and join them in reciting the Pledge of Allegiance.

B. Adoption of Agenda

Chairperson Davis called for a motion to adopt the agenda.

**Dr. Waddell moved, seconded by Mr. Tate, that the Board adopt the agenda as presented, and the Board voted 9-0 in support of the motion.**

C. Community Report from the Equity Committee

Chairperson Davis called upon the Equity Committee to present the report. Rob Harrington, Chairperson, of the Equity Committee provided the Board with an overview of the Eighth Annual Equity Report. Mr. Harrington thanked the Board for the opportunity to present the report and introduced the committee members.

- Rob Harrington, Chairperson
- Maria Boral, Vice Chairperson
- Elizabeth Troutman
- Sharon Starks
- Pam Grundy
- Carol Sawyer
- Patsy Burkins

Mr. Harrington also recognized Kelley Doherty who was the previous chair for most of this past year and who put much of this year's work and report together. He also thanked the José Hernández-Paris, CMS Diversity Specialist, who has been a CMS staff liaison for the Equity Committee. Mr. Harrington reviewed the Equity Committee's purpose and charter. The committee was established by the Board in 2002 to serve in an advisory capacity to the Board, to help the Board to facilitate an annual analysis of its efforts to provide equal access to excellent opportunities for all of its students in all of its schools. The committee is constituted to have eleven members (one appointed by each member of the Board and two by the Superintendent) who serve three-year terms. For several years, the committee has visited schools in the system and reported generally on resources and conditions in compliance with the Board's adopted guidelines as outlined in the 2002 Charter. In recent years, the committee has also looked at particular substantive issues. Last year, the committee reported on Math Literacy, Teacher Assignment, and Talent

Development Programs for talented students. The committee consists of lay people who are devoted to CMS and to its success and to the success of its students and families. This report has been a collaborative effort of the committee and is intended to highlight issues for the Board's consideration.

- Executive Summary:
  - The CMS Equity Committee presented its 2009 Annual Equity Report
  - The Equity topics the committee examined were Limited English Proficiency Program (LEP) and Advanced Placement participation and accessibility.
- Limited English Proficiency (LEP) and English as a Second Language (ESL):
  - Tremendous growth of LEP students between 2006 and 2008 (growth of 7,972 students or from 10.4% to 16% of the CMS student population).
  - Challenges and concerns focus on the statistic of LEP students and their performance on End-of-Grade (EOG) tests.
  - Composite Scores on EOGs comparison of all students, Latino non-LEP, and LEP. Must ensure CMS is delivering services to LEP families in a method that allows them to succeed on an equal footing with all other students in the system.
  - Communication between school and LEP student. Areas of focus: The Family Application Center, ESL Services, and the Bilingual Challenge. Students are dependent on native language and CMS must ensure they are given adequate support. Area noted: The varying number of ESL student-teacher ratio throughout the district from 8:1 at Northwest School of the Arts to 76:1 at Elon Park Elementary School.
    - Recommendation: Make the Family Application Center more accessible to LEP families. LEP families have difficulty accessing that location.
    - Concern: The numbers of peer role models available to LEP students and the varying concentrations of LEP students at schools across the district.
  - Communication between school and LEP parent. Areas of focus: Interpretation and Translation for parents, Parent Involvement in School, and Family/Parent Advocates.
    - Recommendation: Increase support for the Parent Advocate position by providing schools with high LEP populations at least one bilingual Parent Advocate.
    - Concern: The number of issues associated with interpretation by students. Consider allowing high school students who are bilingual proficient to provide translation services. There is a need at the school level to translate for a rapidly growing LEP population.
  - Communication between administration and school. Areas of Focus: Interpretation Services, Translation Services, Parent University. There are areas available but the schools are not fully aware of the services.
    - Recommendation: Increase publicity and inner-communications to promote Parent University and translation/interpretation services, particularly in the Latino Community.
    - Concerns: Hope that the CMS Board and staff will consider ways to improve effective communication among schools and the administration across the large and complex school district.

- Advanced Placement (AP):
  - AP Opportunity Gap: The committee voiced two observations. Is there an opportunity gap? Is there an enrollment gap between students? The committee was to ensure AP courses are equally available to all students in all high schools. Area of note: The number of AP courses varies significantly from certain schools to other schools. There may be a trend in high poverty and low poverty schools. The trend varied from twenty-three at non-Magnet Butler High School to seven at E. E. Waddell High School. The committee is aware of opportunities for on-line courses but that is new and there could be a digital divide.
  - AP Opportunity Gap Recommendations:
    - Provide baseline array of AP courses at every high school. Want to ensure AP courses are equally available to all students in all high schools.
    - Guarantee that baseline AP courses will be offered, even if enrollment is low.
    - Consider two-year cycles for offering AP courses at schools with low enrollment.
  - AP Enrollment Gap:
    - CMS/United States Comparison of various populations. The portion of students appears to be skewed and the students taking advantage of AP courses are significantly different across ethnic groups. The gap does not appear to be closing.
  - AP Enrollment Gap Recommendations:
    - Promote the College Board's free AP potential on-line programs at all CMS middle and high schools. Identify students who may not be taking AP Programs but who would be capable of taking that rigorous curriculum.
    - Assure sufficient guidance resources to recruit and retain diverse students in AP courses. Given the numbers, CMS has not identified all the students from different backgrounds on an equitable basis who benefit from these types of rigorous courses.
    - Encourage school administrators to consider "clustering" minority students in AP sections to provide peer support.
- School Tours:
  - Merry Oaks Elementary
  - Montclair Elementary School
  - Mallard Creek High School
- Acknowledgements

Mr. Harrington said the committee has had extensive discussions on the AP and LEP analysis and we recognize that there are many factors that contribute to issues that have been noted as well as budget implications. The committee believes these are points and numbers that should be reviewed for further consideration. The numbers suggest that there may be students of color who are fully able to pursue rigorous AP curricula but who are not being given or taking advantage of those opportunities. The committee hopes the Board will review and consider the recommendations presented. Mr. Harrington said the Equity Committee is aware that the Board is reviewing the Equity Policy and they look forward to providing whatever assistance this committee of volunteers may offer. The committee is committed to working with the Board and look forward to working with the Board and receiving their guidance. Mr. Harrington said he believes the committee has

functioned well as a committee and he hopes the committee has served the public, the Board, and CMS well. He believes the diversity and spectrum of the committee would be enhanced and fostered by the Board appointing the vacant positions to make an eleven member committee. The committee understands the past budget reductions and that this year will also be a tight budget for CMS, businesses, and families. The committee is working on topics for next year and the committee will select those topics in March. At this point, the committee is considering reviewing dropout issues, addressing availability of Enrichment Programs, outside opportunities for CMS, Vocational/Career Technical Education opportunities, and the budget as it is developed is as equitable as possible in addressing the array of course opportunities at various schools. Mr. Harrington thanked the Board for allowing him to present the Eighth Annual Equity Committee Report.

Board members were invited to ask questions and make comments.

- Ms. McGarry said the information indicated LEP students in reading were scoring lower than the CMS average but the LEP math scores were typically closer to all students. She believes the lower reading score would be understandable because they are just learning to read and that will improve in due time. Mr. Harrington said this point was raised in the committee and he provided clarification that the task is to close the gap as rapidly as possible for development of those students. Ms. McGarry asked are the AP classes full in the schools that raise a concern? Mr. Harrington said, no, and that is the reason the committee addressed the availability gap and the enrollment gap. Ms. McGarry asked has the number of AP classes available at those schools decreased over the years? Mr. Harrington said he does not have that information at this time and would provide it at a later time. Ms. McGarry asked are parents and students asking for more AP courses? Mr. Harrington said the committee believes there are students who are asking for the courses and there are students who are not self-selecting as they should. The committee believes there are students who are suited for AP courses and they should be encouraged to take AP courses. Ms. McGarry said the AP courses are rigorous and require prerequisites but the committee believes CMS should meet these students where they are academically. She said some students may not be taking AP courses but they may be taking Early College courses or IB courses which are also advanced classes that meet rigorous standards. Mr. Harrington said not all the schools had an IB Program as a substitute but as a general matter the concern is focused on the availability of accessing those courses. The access to those courses is more limited and difficult in some schools than others and it is an equity issue that the committee wanted to raise to the Board. Ms. McGarry asked clarifying questions regarding the results of AP courses because if students are not getting the results the end result means nothing. Ms. McGarry reviewed AP statistical information that was provided in the CMS Equity Report presented at the last Board meeting in which the CMS AP pass rate was only 49%. Ms. McGarry said CMS should determine if it is getting adequate outcome and what it is willing to do to get that outcome. She expressed concern that only 49% of the students achieved a minimum Level III. She encouraged CMS to review how successful the CMS schools have been in their pass rates and whether CMS should continue to pay for students to take the AP exams. She has been told that there is only one other district in North Carolina that pays for students to take those tests which cost \$86.00 per exam. She was told by a parent that her child took twenty AP exams during

her tenure in CMS. Last year, the number of AP exams taken by CMS students was 13,293 and at \$86.00 per exam that equated to \$1.1 million. Ms. McGarry said this is a broad issue and some of the information in this report has not been considered and she would like it considered. Mr. Harrington provided clarification and recognized that these are difficult issues. The numbers stood out to the committee and it was worth bringing it to the Board's attention for its consideration as an advisory committee to the Board. The committee would be happy to review issues that the Board would like to the committee to review as well as different angles regarding the AP issue. Mr. Harrington said the committee is a committee of the Board to review issues as requested by the Board and the committee would be glad to continue the review of the AP analysis. Ms. McGarry believes the discussion of AP should be enlarged to include every student in CMS and not just a particular school or schools. She does not believe CMS can force students to take courses that they do not want to take. Mr. Harrington thanked Ms. McGarry for her interest and questions because it makes for a better service to the community and a better product from the committee.

- Ms. Lennon expressed concern that the report did not include IB course offerings because students enrolled in the IB courses are eligible to take AP exams at the completion of most of the IB courses. She believes it would be logical that many of the students at Harding University High School, West Charlotte High School, and East Mecklenburg would be taking IB offerings which potentially would include a great deal of the students who would be AP eligible type students. She expressed concern that this report is eliminating those pools of students from those schools and that is artificially deflating their numbers and the report is not showing a true picture of the students who are being offered rigorous courses. She believes that information would make this report more pertinent and accurate. Ms. Lennon said the report should also consider that some of the programs at Garinger High School and the subschools at Olympic High School offer specialized programs which could limit the availability of students to take electives and specialized courses because they must focus on their specialty areas. Mr. Harrington said every school is different and that includes subprograms and IB courses. He is not sure considering the students taking IB courses would change the results. Ms. Lennon said she also does not know that but it would be pertinent to know because they offer the same rigor that leads to the same AP exams. Ms. Lennon said the information referenced AP course offerings and she wanted to ensure that the report reflected that the courses offered in the spring and the actual courses taken in the fall had been correlated because some courses offered in the spring were not delivered to the student populations in the fall because of budget cuts. Mr. Harrington said, yes, that was taken into consideration. Mr. Harrington said this is a committee of the Board and the committee would be glad to review the issue of how the IB availability impacts this and ensure the time frame of the offerings. This is a volunteer committee of citizens of the Board and the committee would be glad to answer particular questions of the Board. Ms. Lennon asked that staff provide that information because it would be provided in the most timely and efficient manner.
- Mr. McElrath said he previously asked questions regarding AVID Programs in the high schools and he was told some high schools have AVID like programs. Ann Clark, Chief Academic Officer, said until this current school year AVID was a non-negotiable for all the middle and high schools. With this current school year, it was not listed as a

non-negotiable requirement at every school. Ms. Clark said AVID is in the majority of the schools but it is no longer a requirement and she would provide a list of schools that currently offer the AVID Program in the next Board Update. Mr. McElrath believes the AVID Programs encourage more students to participate in the high level courses because it offers the additional support and he encouraged the Board to consider ensuring all high schools have the AVID Program. Mr. McElrath said the Parent University has greatly improved since its implementation. He believes they could improve advertising where they are going to be and what they are going to be doing. He encouraged staff to do a better job of advertising and creating public awareness of Parent University.

- Dr. Waddell thanked the committee for the report. She commended them for their hard work on doing an excellent job even though the committee had vacant positions. She wants to ensure that the staff at the school level is aware of this report and the information it includes. She said the report includes concerns and recommendations but it does not include monitoring. She hopes the committee will consider monitoring the recommendations going forward. Mr. Harrington said this is a great idea and considering all the various factors such as students from different backgrounds, students coming in with different levels of ability, budget constraints, and the other issues the school system is dealing with some form of monitoring is a good idea but that would be at the Board's discretion. The committee has taken on topics and presented them in a manner that shows what the committee has found and allows the Board to respond to those concerns and the staff through the Board's guidance to respond to those concerns. This committee with its limited members would be glad to take on any tasks as directed by the Board. Mr. Harrington believes it would be helpful to the committee to have the vacancies filled and to participate in more of these types of discussions. Dr. Waddell said the school tours did not include a middle school and she believes that level is most important because what happens at middle school gives a good foundation of what will happen when they move to high school. Many of the students are already in classes that will lead to AP courses in high school. Mr. Harrington said a part of the reason middle school was not included was availability, scheduling, and focusing on where ESL was a particular issue. This is a great constructive thought that the committee will take into consideration going forward. Dr. Waddell encouraged the committee to review Vocational and Career Technical Education as an area of focus for next year. She encouraged the committee to keep in mind the changing demographics at the schools particularly with the increase in the Latino populations. Mr. Harrington said the committee would be happy to drill deeper in the questions of the Board. The committee does look to the Board for guidance and the committee would strongly welcome suggestions from the Board regarding issues to drill deeper or issues to take off.
- Mr. Tate thanked the committee for the report. He previously served as the Board liaison and he commended them for their dedication and hard work to CMS. Over the years the Equity Committee has taken on very important and challenging issues for the district and they raised valid points. He is grateful that the school visits were mostly conducted done in a scientific manner because of the issues they were dealing with and they became an integral part of the report rather than an independent point. This report has raised the expectation that we provide for our students in terms of what they can do



and what they can accomplish. Those expectations are crucial. It is important to provide the opportunities for students to take the advanced placement courses for all students so that they can maximize their education. Mr. Tate thanked the committee for their work, their discussions, and the keen insight that they have shared with the Board.

- Mr. McElrath encouraged his fellow Board members to appoint committee members to the vacant positions. It is important to appoint people to this committee because they act as an external agency that looks inside of CMS and it is helpful to have outside eyes looking into CMS. The committee does a great job and is essential to the operations of the CMS. Mr. McElrath said he would be glad to fill the vacant positions.
- Mr. White said it is important to have this committee as another set of eyes reviewing the issues or concerns that exist in our schools. He wants to ensure the public understands that the purpose of the committee is to make the Board aware and bring those issues to the Board. The accountability lies with the Board. The Board will now have to make the decisions with the resources available as how to address these issues and which issues to address or not address. Mr. White said it is important for the Board to hear from the Equity Committee because it brings attention to certain issues and helps the Board to make good decisions.
- Mr. Morgan thanked the committee for their work. Mr. Morgan believes it would be a good idea to have public transportation to and from the Family Application Center. He said this includes a large population that depends on public transit. He has had conversations with staff and he is hopeful that there will some changes that will help families with transportation to and from that site. He commended the committee on recognizing in the report regarding LEP that parent involvement and parent support are key to a student's academic success. He agrees with this statement and he is glad that the committee included it in the report. He was disappointed that it was noticeably absent from the AP section. Mr. Morgan said he would argue that a student's success in large part is based upon the support they receive at home. He expressed concern regarding the enrollment gap recommendation that encourages school administrators to cluster students of racial groups in AP courses because that could be discriminatory. Mr. Morgan asked Mr. Harrington to comment on that statement. Mr. Harrington said there was a great effort by the committee to brainstorm for creative ideas of how to address student peer-to-peer support and that was one of those recommendations. There are ultimately questions about that suggestion that may need to be addressed but it was a fair point of encouraging certain communities, certain groups, and certain communities of color to reach students in those settings to take AP courses and pursue college. These are tough issues that should be addressed and creative solutions may help those students.
- Mr. Merchant thanked Mr. Harrington for the presentation. Mr. Merchant commended Mr. Harrington on his approach noting that the report was presented in a manner in which we were able to listen. Mr. Merchant asked how do you select the topics? Mr. Harrington explained the process and timeline. He said it would be helpful and healthy for the committee in its working relationship with the Board to hear suggestions from the Board. The committee has worked cooperatively with the Board and addressed topics around which committee members have interest and would welcome input from the Board. Mr. Merchant said he advocated for that a couple of years ago. He is now

trying to weigh the importance of the two main topics of the report with the larger initiatives such as pay for performance compensation, strategic staffing, and how to deal with the budget. Mr. Merchant said the Board is reviewing Policy ADA but if the Board continues down the same road there needs to be a systematic way of making the work of the Equity Committee align with Board identified priorities. Mr. Harrington said he would agree with this statement. There is a benefit to have an issue around topics that the volunteer committee members have an interest in but the committee must also coordinate with the Board and to do the Board's work. The committee would welcome the suggestions and the cooperation of the Board. The committee is happy to address issues regarding budget, strategic staffing, or other topics but for this committee they need to be in a significant sense of equity related aspects of those issues. Mr. Harrington said he believes there is value in having a citizens' group review the issues from an equity standpoint and the committee would welcome that coordinated more closely with the Board. Mr. Merchant asked clarifying questions regarding how the report is prepared and written and does it include a process for individual assignments and a formalized way to address dissenting opinions? Mr. Harrington said there is a process that includes substantive work and a timeline under which topics are selected and background work is prepared. The process includes information from staff, collection of information, and school visits. Teams of members take leadership and ownership of the topics and those portions are produced and provided to the committee for discussion. The committee has experimented with processes and has discussed refining the timeline so that committee members who may disagree will have time to address their individual concerns. Mr. Harrington has not witnessed an issue with a dissenting opinion but there has been strong discussion regarding narrow items to ensure getting the information right and the report was changed as a result of those discussions.

- Chairperson Davis thanked Mr. Harrington for the report and the committee for their work, how they have accomplished the work, the issues highlighted, and their creativity in offering proposed solutions. The report includes valuable information and the Board looks forward to the committee's continued good work.

## **II. REQUEST FROM THE PUBLIC**

Chairperson Davis said this is an opportunity to hear from the public. He encouraged the audience to be mindful of showing respect to the speakers and to refrain from either showing support or displeasure. Each speaker will be given three minutes to address the Board. He asked speakers to direct comments to him as the representative of the Board and to refrain from comments directed at staff members.

Sondra Norman, parent of a 10<sup>th</sup> grade student at West Charlotte High School, discussed the strengths and successes of West Charlotte. West Charlotte is a valuable resource to CMS and to the students. She is excited about the strategic initiatives that will impact the school (Gates Foundation and Spangler Donation). The students take pride in their school and last year received over \$4 million in college scholarships. She expressed concern that her son has been reassigned to another school and she asked the Board to reconsider the reassignment for the students at West Charlotte High School.

Julie Parsons encouraged the Board to keep siblings together. She expressed concern that the recent Board decisions will cause siblings to attend two different high schools and many students will have to play football against their brother. She also shared concerns regarding the CMS Lottery process because it no longer keeps families together. She encouraged the Board to use common sense approaches and to make changes to the lottery system so that it will not result in parental disenfranchisement, create family hardships, and separate siblings.

Vishalee Patel is a senior at Harding University High School and represented the Charlotte Coalition for Social Justice. She encouraged the Board to listen to the needs of the community and discussed the importance of equity in education. She shared concerns regarding broken stability, an unjust hierarchy, being set up for failure, segregating students based upon economic status, and the system has diminished the quality of education. She encouraged the Board to have equity in CMS by reintegrating CMS.

Three parents discussed their concerns regarding responsiveness from CMS staff, an equitable education for their child, and having access to the school that their child attends.

- Randy Thomas.
- Angelique Landry.
- Danita Mitchell.

### III. CONSENT ITEMS

- A. Recommend approval of Closed Session meeting minutes:
  - January 12, 2010.
  - January 19, 2010.
  - January 20, 2010.
  - January 21, 2010.
  - January 26, 2010.
- B. Recommend approval of Open Session meeting minutes:
  - July 28, 2009 Regular Board Meeting.
  - January 12, 2010 Regular Board Meeting.
  - January 25, 2010 Work Session.
- C. Recommend approval of licensed/non-licensed hires for January 2010 and licensed/non-licensed promotions for January 2010.
- D. Recommend approval of the adoption of a resolution authorizing the Director of Storage and Distribution to dispose of surplus school property by way of on-line bid in auction format.

*The on-line auction time span will encompass the February 22 through March 5, 2010 period. GovDeals, ([www.govdeals.com](http://www.govdeals.com)) an experienced and proven on-line government surplus sales service provider will facilitate the process.*

- E. Recommend approval of appointment of administrative personnel.

*Appointment:*

  - *Dianna Dunlap Newman named principal at Barnette Elementary School. Ms. Newman previously served as assistant principal at Mallard Creek Elementary School.*

*Transfer:*

- *Melissa Dunlap named principal at Martin Luther King, Jr. Middle School. Ms. Dunlap previously served as executive director with the North Learning Community.*
- *Leah Davis named principal at Albemarle Road Elementary School. Ms. Davis previously served as principal at Montclair Elementary School.*
- *Sandy Drye named principal at Nathaniel Alexander Elementary School. Mr. Drye previously served as principal at Bain Elementary School.*

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

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

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

##### **A. Recommend approval of proposed 2010-2011 Budget Calendar**

Chairperson Davis called upon Dr. Gorman to present the recommendation. Dr. Gorman said the proposed 2010-2011 Budget Calendar includes a number of dates for Board Work Sessions and other meetings. The schedule was presented to the Board at the recent Budget Work Session. This year, the Budget Work Sessions will be videoed and televised on CMS TV-3. There is a chance that some meetings will be cancelled or additional meetings will be added and that will largely be dependent upon information as staff receives it from the State and County.

Chairperson Davis called for a motion to adopt the proposed 2010-2011 Budget Calendar.

**Mr. White moved, seconded by Dr. Waddell, that the Board adopt the 2010-2011 Budget Calendar, and the Board voted 9-0 in support of the motion.**

- Dr. Waddell said the public is interested in the budget process. She is happy the Work Sessions will be televised and the process will be transparent.

#### **V. REPORT/INFORMATION ITEMS**

##### **A. Report on Budget Amendments for December 2009**

Dr. Gorman said Report Items A. and B. are the monthly reports and they are as presented.

##### **B. Report on Financial Statements for December 2009**

Report Item B. was presented with Report Item A.

##### **C. First Reading on Proposed Amendments to Policy JICK: Bullying**

Chairperson Davis called upon Tom Tate, Chairperson of the Policy Committee, to introduce the recommendation. Mr. Tate said before the Board for First Reading is proposed amendments to Policy JICK: Bullying. Policy JICK, Bullying, was adopted by the Board on March 11, 2008. On June 30, 2009, the North Carolina General Assembly enacted N.C.G.S. §115C- 407.5 – 407.8, “School Violence Prevention Act.” The new

statute requires each local board of education to adopt a policy prohibiting bullying or harassing behavior. The policy must also include particular provisions enumerated in the law. While the current CMS policy generally complies with the statute, specific language must be added or changed in order for Policy JICK meets all statutory requirements. Therefore, proposed amendments to the current policy are proposed for Board adoption so that CMS is in strict compliance with North Carolina law. In addition, other text has been changed to update the policy language. None of the proposed amendments changes the substantive content of the policy or necessitates modifications to the programs already in place to implement its requirements. The Policy Committee reviewed and approved the proposed amendments on January 28, 2010. The proposed Policy will be posted on the CMS Website effective tomorrow and the community may provide comment. The Board will hold a Public Hearing at the next Regular Board meeting on February 23<sup>rd</sup> and a Public Hearing and Board vote at the March 9<sup>th</sup> Regular Board meeting.

Board members were invited to make comments and ask questions.

- Ms. McGarry said this was a controversial policy when the Board approved it two years ago and she understands that CMS must comply with State law. She said besides sexual orientation and transgender, the policy is adding what she refers to as “protected classes.” Ms. McGarry asked does this include everyone because she does not understand why a policy does not include “everyone” versus listing classes? Ms. McGarry said the process includes reporting anonymously and she asked how will that be administered? She said the process also includes annual training for CMS staff, students, and community regarding techniques to support enforcement of the policy. She would like a review of the curriculum that will be used in the annual and ongoing training and additional information on what that training involves. She said that information could be provided to her at a later time. Mr. Tate said there are no protected classes. The policy states freedom from harassment and bullying. That freedom includes, but is not limited to, and the policy lists a number of examples. The policy includes no one can be bullied or harassed in our schools according to our policy. The Policy Committee wanted to ensure that people understood that CMS was serious about everyone and included a number of examples in the policy. The State statute also outlined a number of examples that were required to be included in the policy. The policy clearly states it includes, but is not limited to, these various areas so that there is no bullying for any reason. Ms. McGarry said this is open for debate at another time.

Chairperson Davis said regarding the public hearing on proposed policies, the Board has now shifted to two opportunities for the public to participate at public hearings. For this policy, a public hearing will be held at the next Board meeting scheduled for February 23<sup>rd</sup> and at the first meeting in March (March 9<sup>th</sup>) prior to the Board vote. This is in response to the community’s request to have an opportunity to provide comment prior to the Board vote in order for the Board to consider those commitments in its deliberation.

#### D. Management Oversight Report on Inventory and Distribution Management

Chairperson Davis called upon Dr. Gorman to introduce the report. Dr. Gorman said this is a part of the Board’s Management Oversight reports which are regular updates on the

major operations and functions within the school district. This report is on Inventory and Distribution Management System. Dr. Gorman called upon Guy Chamberlain, Associate Superintendent for Auxiliary Services, and Sandy Fish, Executive Director for Inventory and Distribution Management.

Mr. Chamberlain introduced Sandy Fish who joined CMS in 2003 to fill a vacant position for Inventory Management and Internal Audits. She brought over ten years of experience from the private sector in warehouse distribution, inventory management, materials management, materials analysis, manufacturing, and quality management systems including International Organization for Standardization (ISO) 9000. In 2005, Auxiliary Services undertook an exercise to develop business improvement plans for all of the business units. As a result of that effort, the decision was made to merge the two departments of Inventory and Distribution Management and Warehouse Distribution. An advantage of expanding the Inventory and Distribution Management Department was to expose employee groups to principles and concepts that could be standardized throughout the new department. Mr. Chamberlain called upon Ms. Fish to share the successes of merging the two departments.

Ms. Fish provided an overview of Inventory and Distribution Management.

- Key Business Operations (Includes \$9.5 million in inventory at any given time in the areas):
  - Inventory and Distribution Support Services.
  - Textbook Planning and Distribution.
  - Tracked Inventory and new Schools Curriculum and Instruction Inventory.
  - Facilities Maintenance Parks Warehouse.
  - Transportation Parts Warehouse.
  - Testing Distribution Warehouse.
  - Storage and Distribution.
  - Mail-room Operations – Contracted.
- Governance:
  - Federal (United States Code): Occupational Safety and Health Administration (OSHA) and Food and Drug Administration (FDA).
  - State (North Carolina General Statutes): Fire and Safety, Procurement Statutes, Public Instruction, and Labor.
  - Board of Education Policies and Procedures: Disposition of Surplus material and Sale and disposal of textbooks.
- Budget: Total budget \$16,942,165.00 / per student cost \$127.13 (in 2007-2008 it was \$137 per student).
  - Operational budget represents approximately 1.4% of the CMS total budget.
  - Textbook Planning and Distribution: \$8,992,883.
  - Transportation Parts Warehouse: \$3,975,755.
  - Facilities Maintenance Parts Warehouse: \$723,808.
  - Storage and Distribution: \$2,213,808.
  - Mail-room Operations – Contracted: \$340,625.
  - Tracked inventory and new schools curriculum and instruction inventory: \$96,304.
  - Testing Distribution Warehouse: \$119,631.

- Inventory Distribution and Support Services: \$479,351.
- 2009-2010 Major Goals:
  - Expand CMS on-line auction process.
  - Improve inventory accuracy levels to 99%.
  - Restructure organization to gain frontline supervision and accountability.
  - Standardize and document all procedures, performance measures, and improvement activity to align with International Organization for Standardization (ISO) and Environmental Stewardship.
  - Improve textbook accountability within the district.
- Major initiatives:
  - Improve employee safety training program and accountability of safe practices.
  - Expand GovDeals on-line auction functions.
  - Prepare ISO certification.
  - Pilot textbook tracking system program.
  - Condense space utilization with long-term objectives of one centrally managed facility in the district.
  - Outsource delivery of food to elementary schools. This will be in effect as of August.
- Results:
  - Textbook deficits by 10th day decreased to less than 1,500.
  - Physical inventory accuracy increased more than 40% in three years.
  - Workforce reduction of twelve employees since 2005.
  - Reduced new adoption book handling in warehouse from average of 300,000 books to 90,000 books annually. This has been accomplished by direct ship from the publishers in partnership with the state of North Carolina State Depository.
  - Reduced Curriculum and Instruction storage by 500 pallet locations (equivalent to a 50% reduction in their space).
  - Gained 20,000 square feet of floor space at Bond Street warehouse by improving turnover of unusable surplus. GovDeals has contributed to this success.
  - Improved testing storage, delivery, and accountability of process.
  - Gained approximately 40% in physical inventory accuracy in piece part inventory in the various areas. It is important to minimize the investment of inventory and this is accomplished by gaining the accuracy of inventory by part number which results in a decrease in labor it takes to manage the inventory. This efficiency decreases in the replacement cost of inventory that cannot be located and increases the service levels.

Physical Inventory Accuracy by Part	Prior to 2007	June 2007	Dec 2007	June 2008	Dec 2008	June 2008	Dec. 2009
Food	40%	33%	45%	45%	73%	85%	86%
Art Instructional	95%	96%	95%	97%	97%	97%	98%
Textbook	45%	*n/a	73%	*n/a	88.9%	*n/a	**99%
Transportation	*n/a	44%	*n/a	81%	*n/a	40%	**93%
Maintenance	46%	83%	*n/a	99%	*n/a	99%	**99.8%

\* N/A – the inventory category was not physically counted during that time period.

\*\* The stated accuracy was based on actual daily cycle counts and will be updated at

next physical inventory.

- Next Steps:
  - Pilot textbook tracking system and measure results with four high schools.
  - Increase employee training (warehouse, inventory skills).
  - Implement closed-posting process of reusable items through GovDeals.
  - Launch ISO certification process.
  - Assess practices supporting environmental stewardship.
- Challenges:
  - Inadequate warehousing facilities, most significantly the Craig Avenue location which houses the Transportation Parts Warehouse and general storage and distribution. Reviewing options to consolidate the inventory and outsourcing strategies to condense the inventory and lessen the amount of inventory.
  - High number of workers' compensation cases – two employees absent over 12 months.
  - Increase in labor required due to duplicating business tasks in multiple systems (i.e., Lawson, Materials Management Inventory System, and NCWISE).
  - Infrequent training and educational opportunities creating a gap between current employee knowledge and skill level compared to private industry. Will utilize professional development, including ISO and Environmental Stewardship training, to close the gap. Also seeking to introduce process improvement training at the employee level at the warehouses.

Board members were invited to make comments and ask questions.

- Mr. Merchant said this was the best Management Oversight report thus far. He thanked Mr. Chamberlain and Ms. Fish for their brevity of getting to the point because this department includes many areas and the “main things was the main thing” of the report. Mr. Merchant asked what caused the huge jump in physical inventory accuracy between June 2008 and December 2008? Ms. Fish said this was handled through the Child Nutrition Department. To ensure quality they implemented cycle counting on a daily basis and worked with the receiving end from the suppliers. This process has been successful in correcting the inventory and finding the root cause. Mr. Merchant asked clarifying questions regarding options for outsourcing, reducing inventory, and the warehouse challenges. Mr. Merchant asked is CMS trying to get out of warehousing or reduce warehousing? Ms. Fish said staff has reviewed outsourcing options. Currently, the mail room is outsourced and that would not be a space saver as it is a contracted service. The courier process has been evaluated twice in the past three years and outsourcing was not a beneficial solution. Food warehousing has been evaluated twice in the last year with several providers of servicing. Staff has also reviewed options for file storage and collaboration with the County regarding the process of disposal of surplus and managing surplus within the district. Mr. Merchant asked does the review include the cost to acquire new lease warehouse space versus the cost to contract out? Ms. Fish said this would not include new lease but reducing the amount of our current warehouse capacity. Currently, we have a leased warehouse and Craig Avenue warehouse which is owned by CMS. The goal is to be in one centrally managed warehouse and be able to sustain that one centrally managed warehouse through the growth of the district. Mr. Merchant asked clarifying questions regarding



the high number of workers' compensation cases, frequency of training, and duplicating tasks across multiple systems. Ms. Fish said the goal is to increase the training to be double dipping and triple dipping each employee on an annual basis and this will include monthly topics addressed by specialist and arranging warehousing to provide efficiencies according to the weight and the bulk of the product. Ms. Fish said she is a fan of Lawson and Lawson has been beneficial in our department and throughout the district. This department has other systems that manage the work order process for maintenance as well as inventory processes that manages the inventory and requisitions. Staff must enter information in those systems to manage and track inventory and that same information must also be entered in Lawson which causes a duplication of efforts. This can be integrated and staff is revisiting that option. This will also be reviewed for Transportation warehousing. Mr. Merchant encouraged that this step be taken before the systems are obsolete. Dr. Gorman said this also has budget implications because the budget in Mr. Chamberlain's department has been cut each year to protect the classroom. Dr. Gorman said he agreed with Mr. Merchant and expressed concern that the software in this department has fallen further behind each year. Mr. Merchant encouraged staff, where appropriate with an aggressive budget schedule, to highlight those key issues because a department can trim and trim to become more efficient but then the curve moves toward being less efficient. He encouraged staff to review the services in a holistic manner because dropping the ball on food delivery and textbook could impact the classroom. Mr. Merchant encouraged Dr. Gorman to point those areas out in the Board Budget Work Sessions so that the Board can understand the areas that are appropriate for targeting cuts and which this year may need to be non-negotiable areas to be strategic.

- Dr. Waddell thanked staff for a good report. She commended the department for its continued improvement in the various areas over the years because that shows good work of the department. She discussed the importance of textbooks in the classroom and student learning, and she hopes the delivery of textbooks by the 10<sup>th</sup> day will continue to improve. Ms. Fish said this is a challenge area and the next step is considering a textbook tracking software system to assist in the accountability of books at the school level. Dr. Waddell asked clarifying questions regarding the funding for the tracking system and the school selection process for the pilot tracking system. Ms. Fish said this would be a budget item and she explained the process for school selection which would be on a volunteer basis.
- Mr. Morgan asked clarifying questions regarding the closed posting process. Ms. Fish said this is similar to e-bay and it will have a significant increase in the amount of reuse. Items would be posted and offered within CMS. Schools and departments would utilize the website to bid on inventory items and the first bid would win but a dollar amount is not associated with the process. If the item does not move within a certain time frame then the item would automatically roll into the public sector through the on-line process.

Dr. Gorman said regarding the drastic reduction in textbooks that was a result from last year's budget cycle from the State in which the textbook piece was cut dramatically. CMS will be in a challenging situation regarding textbooks, replacing textbooks, and replenishing a reading series. The inventory of textbooks will shrink dramatically. Dr. Gorman said the Auxiliary Services operations continues to benchmark against industry

practices, to review areas in which outsourcing could be a viable option, and measure itself in order to improve services. Dr. Gorman thanked the Auxiliary staff for doing a good job in running the business of CMS.

E. Report on Board of Education Committee Assignments

Chairperson Davis said the Board has two standing committees: Policy Committee and Audit Committee. These committees do the heavy lifting and the detail work behind the scenes that result in the action and management of the Board. Chairperson Davis said in selecting those teams he was mindful of the strengths that each Board member brings to the Board. In the area of policy it requires the ability to see issues from a variety of perspectives and to use words to take those ideas and form them into a message that is the policy to be conveyed to Dr. Gorman and his staff on how to run the system. Chairperson Davis named Tom Tate to continue to serve as Chairperson of the Policy Committee. Chairperson Davis called upon Mr. Tate to introduce the members of the Policy Committee. Mr. Tate said the Board of Education is the policy making body for Charlotte-Mecklenburg Schools. The Board will, in cooperation of the Superintendent, revise and develop policies and monitor the implementation of improved policies. New policies and revisions of policies are brought forward by a variety of ways including by Board member, the Superintendent, and State requirements. The process includes hearing from as many voices as possible prior to Board approval of the policy. The Board always holds a public hearing on policies and with the next proposed policy (Policy JICK: Bullying) the process will include two public hearings. Mr. Tate said the Policy Committee consists of Board members who are able to work together with a common vision and mission in terms of the school system and who have different points of views which will enable the Policy Committee to represent a wide variety of perspectives regarding each topic. Each member brings a variety of experiences within and outside of CMS and a wealth of interest to the topics. Together the committee will have different points of views that will enable the committee develop a unified policy. The Policy Committee has an ambitious schedule and tonight was the first of several policies to be presented for First Reading. In addition to Policy JICK: Bullying, the schedule includes proposed policies coming before the Board at the first meeting of every month through June. The Board is also reviewing the Board's Core Beliefs and Commitments to ensure that we as a Board are ready to commit to those beliefs and commitments and to make revisions as necessary because that together with the Board's Vision and Mission provide the foundation for the Theory of Action which is the way we want the district to be governed. The Theory of Action in turn provides the direction in which the strategic plans lead CMS. In addition, the Policy Committee will revise Policy ADA, Equitable Education Opportunities, to ensure the understanding of equity and its direction in the future; develop a Superintendent Evaluation Policy on how the Board will evaluate the superintendent; and develop a Board Self-Evaluation Policy which will allow the Board to lead by example in that the Board will be evaluated based upon its Core Beliefs and Commitments. Mr. Tate recognized the members of the Policy Committee and the invaluable work of Sarah Crowder, Associate General Counsel/policy administrator.

- Policy Committee:
  - Tom Tate, Chairperson

- Rhonda Lennon
- Richard McElrath
- Trent Merchant

Chairperson Davis said the Audit Committee serves as a valuable function in fiscal accountability and responsibility. Chairperson named Kaye McGarry to continue as Chairperson of the Audit Committee. Chairperson Davis said Ms. McGarry brings a focused attention to the accountability and fiscal responsibility that we have in the district. Chairperson Davis called upon Ms. McGarry to introduce the members and to provide a brief summary of the committee. Ms. McGarry said under the Board policy the primary responsibility of the Audit Committee is oversee the independent audit of the Board of Education's financial statements from the selection of the independent auditor to the resolution of audit findings. The committee works directly with Sheila Shirley, Chief Financial Officer, and her staff. Ms. McGarry commended Ms. Shirley and her staff for their ongoing excellence in financial reporting for CMS. The committee generally meets twice per year but there may be the need for additional meetings. The committee will meet in March to review the responsibilities of the Audit Committee, ensure appropriate management oversight is executed, and define the role and limitations, legally and otherwise, of the Audit Committee relative to the authority of the Board.

- Audit Committee:
  - Kaye McGarry, Chairperson
  - Timothy Morgan
  - Dr. Joyce Waddell
  - Joe White

Chairperson Davis announced the appointment of an additional Ad Hoc Committee. He said for some time the Board has had an interim general counsel who has served the Board well. That has been an interim role and it is time that the Board fills that role full time. The members of the Ad Hoc Committee that will act as a General Counsel Search Committee will include Trent Merchant as Chairperson, Kaye McGarry, Richard McElrath, and Tim Morgan.

F. Report/Update on Board of Education Work Sessions and Retreats

Chairperson Davis provided an overview on the work that the Board has accomplished since its installation in December. The Board has held several meetings including Special Work Sessions and a Board Retreat

- December 14 and 15, 2009 Special Meeting Reform Governance in Action. This was a review of Board governance, reform efforts, and the role of the Board relative to the role of the Superintendent. For the experienced Board members it was a review and for the new Board members it laid the ground work in understanding the role of the Board and how to work together with the Superintendent and his staff in providing effective governance for the district.
- January 22 and 23, 2010 Board Retreat. The Board reviewed its Core Beliefs and Commitments; Theory of Action; Equity Policy and developed a draft charter; and discussed student assignment policy and how that would fit into the Board's upcoming

work.

- February 5, 2010 Special Meeting Reform Governance in Action Sustainability. The Board continued its reform work and developed draft charter for policies for the Board Self-Evaluation and the Superintendent Evaluation. These are two key components of the accountability that the Board will enhance and add to its work in governing the district.

Chairperson Davis said in addition to the importance of the work, it is also important to note the way in which the Board accomplished that work. The process included sharing differences of opinion and perspectives but working in a manner that is professional, respectful, and values each opinion that is offered. Those will be the characteristics that the Board will continue to hold itself to in working together to move the school district forward. Chairperson Davis invited Board members to make comments.

- Mr. McElrath said he wanted the public to know that the meetings were held in Charlotte and that the Board is mindful of the budget situation. This is to the advantage of the public because the public is allowed to attend those meetings to hear the discussions. The Board is mindful of watching dollars.
- McGarry said what she loves about Reform Governance in Action and the Sustainability Work Sessions over the years is that many of them have been held at the Leadership Academy and the Board has been able to accomplish good work at that facility. She has enjoyed reviewing case studies because that helps the Board to think forward as a Board and allows open and honest discussions regarding ongoing issues.
- Dr. Waddell said in addition to those meetings, some Board members attended a two day seminar on School Board 101 training with the North Carolina School Board Association. Dr. Waddell said since December, the Board has been busy with training and meetings, and that has helped to make the Board better at what it does in educating students and making the schools better. She believes the evaluations are important because the Board will be evaluating itself as a Board to understand what the Board is doing and how we can improve.
- Mr. Tate said it is a privilege to serve as Vice-Chairperson of the Board but the Board owes a great gratitude to Eric Davis as Chairperson. Chairperson Davis has set the tone for the Board Retreat and the Board's work. He has helped the Board to vision the future of the Board by looking back in history and seeing what the Board could do to make CMS work better. Mr. Tate thanked Chairperson Davis for his vision and help in guiding the Board on what it needs to do to move CMS and the Board forward.

## **VI. REPORT FROM SUPERINTENDENT**

Dr. Gorman said staff is continuing ahead with the Strategic Staffing Initiative. Dr. Gorman announced five schools that would be added to participating in the initiative.

- Albemarle Road Elementary School, Leah Davis named principal. Ms. Davis is currently the principal at Montclair Elementary School.
- Nathaniel Alexander Elementary School, Mike Drye named principal. Mr. Drye is currently the principal at Bain Elementary School.
- Martin Luther King, Jr. Middle School, Melissa Dunlap named principal. Ms. Dunlap previously served as the executive director for the Northeast Learning Community.

The former schools of the principals will be led by assistant or interim principals until additional staffing decisions are made. Dr. Gorman said two additional schools will follow a hybrid form of Strategic Staffing in which the principal remains in place and other components of Strategic Staffing will be utilized.

- Eastway Middle School in which Anne Brinkley will continue to lead as principal.
- Lincoln Heights Elementary School in which Lenora Shipp will continue to lead as principal.

Dr. Gorman said with the addition of these five schools the total number of schools in the Strategic Staffing Initiative is nineteen. Dr. Gorman said he expects to make additional announcements to the Board regarding other Strategic Staffing decisions at the appropriate time.

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

Kaye McGarry invited everyone to join her for “Kaye About Town” on February 17<sup>th</sup> at the Starbucks in the Blackney Shopping Center on Rae Road from 7:30 a.m. to 9:00 a.m. She will be available to discuss school related business and answer questions regarding CMS. She thanked the Board Office and staff for the mini computer tablets that the Board members will be using in an effort to move to paperless agenda for Board meetings.

Rhonda Lennon said District 1 has been busy with new school dedications. She attended the dedication for River Oaks Academy last week and she invited everyone to join her on Thursday, February 11<sup>th</sup> for the dedication of Ridge Road Middle School at 9:30 a.m. and Whitewater Academy at 1:30 p.m.. These schools were opened to relieve significant overcrowding in the areas. Ms. Lennon invited students to join her on her Facebook account. She wished all the students participating in the North Carolina DECA Competition the first weekend in March great success.

Joe White said last week he was in Washington DC for three days attending the Federal Relations Network Conference representing CMS and the North Carolina School Boards Association. There were over 900 School Board members from across the nation and they all met with their representatives to discuss education and funding issues. Mr. White said he has left information regarding the meetings in the Board Office and he would be happy to meet with Board members to discuss the information. He met in large groups with Secretary Duncan and the meetings were interesting. Mr. White reported that he would be in Raleigh on Friday of this week to attend a meeting with the North Carolina School Board Association to work on a survey instrument that will go to each Board member for them to express their individual concerns and education priorities for the Legislators in North Carolina.

Dr. Joyce Waddell said she attended two Mid-Year Graduation ceremonies and it was a wonderful opportunity to see the enthusiasm of the students in celebrating their sense of accomplishment in graduating from high school. She also attended an event for National Board Certified Teachers to celebrate their certification. That was an exciting event for our teachers and they were issued the challenge to go into the schools in which they are needed the most. She hopes many of them will take that challenge because they have

much to offer our students.

Richard McElrath enjoyed attending the Open House at East Mecklenburg High School and he noted it was the best experience that he has had since becoming a Board member. He spoke with several parents who had transitioned from Myers Park High School to East Mecklenburg High School and they expressed enthusiasm for being at the school. It was a joy to meet the parents and see their happiness with the decision they made to attend East Mecklenburg High School.

## **ADJOURNMENT**

Chairperson Davis called for a motion to adjourn the meeting.

**Ms. McGarry moved 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 8:35 p.m.

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Eric Davis, Chairperson

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Nancy Daughtridge, Clerk to the Board