

Approved by the Charlotte-  
Mecklenburg Board of Education  
June 8, 2010  
Regular Board Meeting



Charlotte, North Carolina

May 11, 2010

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on May 11, 2010. The meeting began at 5:32 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);  
Kaye Bernard McGarry, Member At-Large;  
Trent Merchant, 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 Dr. Waddell, seconded by Mr. Tate, the Board voted unanimously for approval to go into Closed Session for the following purposes:**

- **To consult with the Board's attorneys on matters to preserve the attorney-client privilege regarding a workers' compensation claim, Sugar Creek Charter School litigation, et al., and a student injury claim.**

**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 5:32 p.m. until 5:45 p.m. in CH-14.

Chairperson Davis reconvened the Regular Board Meeting at 6:06 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);  
Kaye Bernard McGarry, Member At-Large;  
Trent Merchant, 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 6:06 p.m. Chairperson Davis welcomed everyone to the Board's first meeting of the month.

### A. Pledge of Allegiance

Chairperson Davis called upon Richard McElrath to introduce Jazmin Gainey, a 5<sup>th</sup> grade student at Allenbrook Elementary School, to lead those present and in the viewing audience in the Pledge of Allegiance and to speak to the May character trait of "hope." Jazmin Gainey is an active student and enjoys being a member of the TV crew, Communities in Schools, and the Young Ladies of Excellence. For the academic school year, Jazmin made A/B Honor Roll twice and perfect attendance once. Jazmin is an avid reader, likes listening to gospel music, and learning about science. One day she hopes to be a scientist or an astronaut. Next year, Jazmin will attend Whitewater Middle School where she will be a part of the AVID Program which prepares students for college. Accompanying Jazmin were her father, Terrance Kelley, and principal, Celeste Spears-Ellis. Jazmin invited everyone to stand and join her in reciting the Pledge of Allegiance. Following the pledge, Jazmin recited a poem that she wrote on what hope means to her and she encouraged everyone to always have hope.

### B. Adoption of Agenda

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

**Ms. McGarry moved, seconded by Mr. Morgan, that the Board adopt the agenda, and the motion passed upon unanimous Board vote.**

Chairperson Davis reported that all Board members were piloting an online version of the Board meeting materials as a way to move to a paperless process. He asked everyone to note that on the back of the Agenda was a copy the Board's newly revised Mission, Vision, Core Beliefs and Commitments. The revised document is the result of recent work by the Board and the Policy Committee and it was adopted by the Board at the April 27, 2010 Regular Board meeting. These statements will guide the Board in their work tonight and as we move forward.

### C. Public Hearing on proposed amendments to Policy GCO, Employee Performance

Chairperson Davis said this item is a Public Hearing on proposed amendments to Policy GCO, Employee Performance. Chairperson Davis said there are no speakers signed up to address this item and he called the Public Hearing closed.

## II. REQUEST FROM THE PUBLIC

Chairperson Davis said the Pubic Request section is an opportunity to hear from the public and gain valuable feedback. Chairperson Davis outlined the speaker and audience protocol. He encouraged the audience to be mindful of showing respect to the speakers and to refrain from either showing support or displeasure. Generally, personnel, confidential or specific school level matters are not proper subjects to discuss during the public comment period. Instead, those matters are more appropriately addressed in accordance with the appeal rights supported under North Carolina General Statutes. Each speaker will be given three minutes to address the Board. Chairperson Davis asked the speakers to direct comments to him as the representative of the Board and to refrain from comments directed at staff members.

Three students from Providence High School represented Greater Emphasis on Foreign Language/Global Awareness and discussed the importance that CMS provide curriculums to be more globally and regionally competitive; to increase its commitment to provide more options for learning Japanese and expand languages; and to improve international studies to compete with students from private schools throughout the country. They expressed concern that CMS has limited language options and is not making the grade in being globally competitive.

- Emily Hawkins.
- Rachel Chang.
- Davon Patton.

Dr. Hans Plotseneder discussed budget implications and expressed concern that the Board's thinking is opposed to those they represent. Parents are concerned that underperforming schools will impact their neighborhoods and housing values. They are also concerned about the budget reductions and proposed changes to the Central Zone, Magnet Programs, limited transportation options, bell schedules, shuttle stops, and teacher layoffs.

Elyse Dashew, parent of children at Smith Language Academy, thanked the Board for thinking about preserving the current bell schedule at Smith Language Academy and not moving the shuttle stops to elementary schools. She discussed the hardships families will face in trying to meet the demands of shuttle stops and the loss of access to transportation will result in the loss of many good students at Smith Language Academy. She encouraged the Board to evaluate their priorities.

Sheila Peltzer is a retired teacher and grandmother and discussed the hardships of separation and the importance of shared custody; families thrive better with two parents; and the benefits of fathers being involved in their children's lives. The time and money wasted on custody battles could be better spent on children. She encouraged the Board members and politicians to get involved to make legislative changes.

Nicholas Rose, parent of two students in CMS, said budget reductions will have unpleasant consequences, expressed concern about reducing teachers in already overcrowded

classrooms, and encouraged the Board to look under every rock before cutting teachers. He encouraged the Board to outsource janitorial and catering services because it would save over \$3 million and that would save sixty to ninety teacher positions.

Two people encouraged the Board to not support the recommendation to replace seven learning communities with five learning communities. They encouraged the Board to consider four learning communities because that would allow a better distribution of Title I schools throughout the District. They expressed concern that having all Title I schools in one zone will have a negative impact on housing patterns, could reduce housing values, and creates a segregated school system. They asked the Board to implement four zones or no zones because all communities should reflect the entire community.

- Dwayne Collins.
- Kojo Nantambu.

Odette Valder, represented the School Leadership Team at Northwest School of the Arts and the parent of three children who attend the school, encouraged the Board to protect access to the Magnet Schools and discussed the hardships that the limited transportation options would cause because not all families have cars or can provide transportation for their children. She asked the Board to hold Northwest School of the Arts harmless for one year and to not reduce any teachers at the school because the school cannot afford to lose students. She said the proposed changes will have a negative impact on the quality and liability of the Magnet Schools.

Two parents of students who attend Marie G. Davis discussed the hardships that a delayed bell schedule (9:30 a.m. to 4:30 p.m.) would have on families, student learning, and after school activities. This has been tried in many districts throughout the country and it failed. He encouraged the Board to maintain the current bell schedule because it works well, and to consider reductions in janitorial and catering services to keep the standard of excellence, education, and diversity at Marie G. Davis.

- Jonathan Butler.
- Carolyn DuBose.

Ericka Ellis-Stewart, parent of students at Harding University High School and Piedmont IB Middle School, discussed the hardships she will face in trying to get her students at two shuttle stops in the morning and the afternoon and the hardships on students who have to attend school on this schedule. This is a dollar driven decision.

John H. White, retired citizen, encouraged employees to take a tax cut, to go to Raleigh to demand changes to bring about solutions to the money problem, and that the Board reject the proposed budget because it is over the top and out of hand.

Katie Beekman, bilingual 3<sup>rd</sup> grade student at Smith Language Academy spoke to the Board in Chinese, said she attends the best elementary Magnet school in America and encouraged the Board to keep the future bright for the students at Smith Language Academy.

Anita Byrd, CMS employee and parent of a student at Harding University High School, is a concerned parent. She has high expectations for her son that include work hard, respect others, and do the right thing but she is concerned that the Board will destroy those hopes. She encouraged the Board to sacrifice for the greater good of students and to force the

budget issue with the County and State rather than doing less for less for our children. She expressed concern that students are not going to be able to take the courses they wanted to take or play the sports they wanted to play. Her salary has been reduced to half and she encouraged the Board to fight for employees and students.

Two students who attend Phillip O. Berry collected data and determined that satellite stops are not cost efficient; 85% of the students at the school take the bus and 48% will not be able to get to a satellite bus stop; and the majority of students would have to return to their home schools which will have a devastating impact on the home school because it will result in overcrowding, spending more money on the those schools, and reportioning class sizes, textbooks, and teachers. This concept has not been successful in other school districts throughout the country.

- Amber Brehen.
- Autumn Brehen.

William McDonald challenged the Board to do the right thing that is in the best interest of the entire community and not just some. He expressed concern that the cuts are heartless and he asked the Board to make the best decisions that benefit the education of all children.

Kathleen Brien, student at Northwest School of the Arts, expressed concern that shuttle stops will prevent many students from being able to continue to attend their Magnet School. She encouraged the Board to instead of using busing limitations only on Magnet Schools to use consolidated bus stops district-wide.

Annabelle Suddreth, CMS parent and employee at Child's Place, works with homeless children in Charlotte. She discussed the tough economic times and the increase in homeless children in the community (3,200 in CMS). She expressed concern that the creation of the new Title I Central Learning Community creates a high concentration of homeless children specifically and high needs students generally. She encouraged the Board to make the Central Zone to the community's advantage by providing the necessary wrap-around support to make the Central Zone the zone that everyone wants to attend.

Chairperson Davis called the Requests from the Public closed at 7:10 p.m.

### III. CONSENT ITEMS

A. Recommend approval of Closed Session meeting minutes:

- April 13, 2010.
- April 15, 2010.
- April 22, 2010.

B. Recommend approval of Open Session meeting minutes:

- February 23, 2010 Regular Board Meeting.
- March 16, 2010 Work Session.
- March 30, 2010 Work Session.

C. Supplementary Funding/Grant Requests:

1. Recommend approval of supplementary funding request for CMS Urban School Excellence Leadership Initiative.

*The goal of the initiative is to dramatically improve student achievement in the persistently lowest performing schools through a commitment to the development of outstanding school*

*leadership. It focuses on building a comprehensive talent management system designed to source, develop, support and retain highly effective leaders equipped to manage our schools of highest need. Through a strategic primary partnership with New Leaders for New Schools, CMS will build this system on the foundation of the Urban Excellence Framework™. Funding requested from U. S. Department of Education/School Leadership Program Grant in the amount of \$3,133,400 over three years.*

2. Recommend approval of supplementary funding request for Morehead Outdoor Science Team (MOST).

*The goal of this initiative is to serve sixth grade students attending Morehead STEM Academy and ignite the students' interest and aptitude in science by exposing them to real-world, inquiry-based experiences. The students will engage in weekly club activities, family nights and experience a capstone field study in Costa Rica. Funding request from Burroughs Wellcome Fund in the amount of \$154,988.20.*

- D. Recommend approval of licensed/non-licensed hires and promotion for April 2010.

*Monthly hire report includes prior month(s) hires not processed when report was presented to the Board of Education last month.*

- *Total Hires July 1, 2009 - June 30, 2010: 2,224. (Licensed Hires: 1,174/ Non-Licensed Hires: 1,050).*
- *Total Promotions July 1, 2009 - June 30, 2010: 260. (Licensed Promotions: 113/Non-Licensed Promotions: 147).*

- E. Recommend approval of a resolution authorizing the Chief Financial Officer to approve purchase orders for items required for the 2010-2011 school year.

*In order to be prepared for opening of school in August, there are some instances in which the purchase orders for certain items must be issued prior to July 1 in order to have those items on hand at the start of school. Approval of this resolution authorizes the Chief Financial Officer to approve 2010-2011 purchase orders for those items.*

- F. 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 June 1 through June 18, 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.*

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 F., and the motion passed upon unanimous Board vote.**

#### IV. ACTION ITEMS

- A. Recommend approval of proposed amendments to Policy GCO, Employee Performance

Chairperson Davis called upon Tom Tate, Chairperson of the Policy Committee, to present the recommendation. Mr. Tate said before the Board for approval is proposed amendments to Policy GCO, Employee Performance. North Carolina General Statute § 115C-325, "System of Employment for Public School Teachers," was amended by the North Carolina General Assembly on July 24, 2009. The amended statute provides probationary teachers

recommended for non-renewal with specific legal rights, including notice of the Superintendent's intention to recommend non-renewal by May 15<sup>th</sup>, the right to request and receive written notice of the reasons for the Superintendent's recommendation, and the right to either petition the Board for a hearing or request a hearing of right. The amended statute includes strict deadlines with which a teacher must comply in order to request information or petition for a hearing. It also requires the Board to adopt a policy to provide for the "orderly exchange of information" between the teacher and the Superintendent. Amendments to the current policy are proposed for Board adoption so that the policy complies with these changes in the law. Other amendments are proposed as follows:

- To the Career Teacher section (Section III) of the policy, to reflect the new North Carolina Professional Teaching Standards and Teacher Evaluation Process which goes into effect with the 2010-2011 school year;
- To the section on non-renewal of administrative contracts (Section IV), to include the current hearing process for administrator non-renewals, as set forth in North Carolina General Statute § 115C-287.1, which is not described in the current policy. The proposed new text reflects the current hearing process, however, the policy changes are recommended so that the administrator non-renewal section includes the same level of detail as the probationary teacher non-renewal section.
- To the title of the policy, to reflect the revised contents.

The Policy Committee reviewed the proposed amendments on April 22, 2010 and unanimously recommended adoption of the proposed amendments. The Policy was before the Board for First Reading on April 27, 2010, at which time the Board unanimously approved waiving the four-week period between First Reading and Board Action and scheduling the policy for Public Hearing and vote at this meeting.

**Mr. Tate moved that the Board approve the proposed amendments to Policy GCO, Employee Performance, the motion was presented through the Policy Committee and did not require a second, and a discussion followed.**

Board members were invited to make comments and ask questions.

- Ms. McGarry said the information includes that should this go to an appeal it would go before a two Board member panel and she asked why this is a two Board member panel as opposed to a three member panel? André Mayes, Acting General Counsel/Deputy General Counsel said that was a staff recommendation to provide consistency and efficiency in review of the process. The statute allows for a Board panel to be at least two Board members and staff believed a two member panel would be more efficient in this particular incidence.

**The motion to approve proposed amendments to Policy GCO passed upon unanimous Board vote.**

**B. Recommend approval of one citizen appointment nomination to the Charlotte-Mecklenburg Planning Commission from the Board of Education's Nominating Committee**

Chairperson Davis said the Board of Education has two seats on the Charlotte-Mecklenburg Planning Commission which consists of one nomination to the Charlotte City Council and one nomination to the Board of County Commissioners. This committee appointment is

different because it is not a recommendation from an individual Board member. Fourteen candidates applied to the position through the City's process and this Board will be responsible for nominating one person. The person nominated will be placed on the City Council's agenda for approval at their May 24, 2010 meeting. The term for the current Charlotte City Council appointment ends June 30, 2010 and the term for the new appointee will be July 1, 2010 through June 30, 2013. Chairperson Davis said to facilitate this process, the Board elected to allow three Board members to do a screening of the candidates in order to provide the Board with guidance but the decision is a Board decision as a whole and all nine members will share in that decision.

- Nominating Committee members: Joe White, Chairperson, Tim Morgan, and Joyce Waddell.
- Committee Process:
  - Received fourteen applications as well as supporting documents from candidates.
  - Obtained input from Charlotte-Mecklenburg Planning Commission members on needed skills.
  - Identified three applicants as finalists for nomination for the Charlotte City Council's seat to the Charlotte-Mecklenburg Planning Commission.
- Candidates who submitted applications:
  - David Wayne Brown
  - John Baker Fryday
  - Gregory James Godley
  - Kavita Gupta
  - Scott D. Jensen
  - Kory Jeter
  - Dazzell Lorenzo Matthews, Sr.
  - Sophia Elizabeth Matthews
  - Bolyne Newton McClung, Jr.
  - Margaret Nealon
  - Jeffrey B. Parsons
  - Dr. Hans Plotseneder
  - LaSonya Robinson
  - Wilbert DeQuan Russell

Chairperson Davis called upon Mr. White to make comments. Mr. White thanked the Nominating Committee members (Tim Morgan and Joyce Waddell) for their work. He said the charge of the committee was to meet, review, screen, and to make one recommendation to the Board if they were unanimous. If they were not unanimous to present the top three candidates. The committee recommends the top three candidates in alphabetical order: Bolyne McClung, Margaret Nealon, and Jeffrey Parsons. Mr. White said the Nominating Committee is a committee of this Board, the recommendations are the Committee's best judgment, and the floor will be open for nominations from Board members.

**Tim Morgan nominated Margaret Nealon.**  
**Ms. McGarry nominated Kavita Gupta.**

Ms. McGarry made comments in support of Ms. Gupta. Ms. Gupta is balanced, fair, and respected in the community and she has experience in which she would be a valuable asset to the Planning Commission.



Chairperson Davis called for a motion to close the nominations on the said two names.

**Mr. Morgan moved that the nominations be closed, seconded by Mr. Tate, and the nominations were closed.**

Dr. Waddell said this was a thorough and lengthy process, the Committee considered everyone that applied to the position, and reviewed a lot of information in support of many of the candidates.

- **Margaret Nealon received eight votes. Board members Davis, Tate, Merchant, White, Lennon, McElrath, Waddell, and Morgan voted in support of Ms. Nealon.**
- **Kavita Gupta received one vote. Board member McGarry voted in support of Ms. Gupta.**

Chairperson Davis said Margaret Nealon has been selected as the Board of Education's nomination to the Charlotte-Mecklenburg Planning Commission and her name will be submitted to the Charlotte City Council for approval.

- C. Recommend approval of amendment to March 23, 2010 Board-approved criteria to include additional non-classroom teacher positions to be reduced from 12-month to 11-month positions

Chairperson Davis called upon Dr. Gorman to present the recommendation. Dr. Gorman said at the March 23, 2010 Regular Board meeting the Board approved the criteria for certain non-classroom teacher positions to have the length of their year to be reduced from twelve-month to eleven-month positions. This amendment will add to other categories of non-classroom teachers to the approved criteria totaling six individuals. Those individuals have not been notified at this point pending Board approval. The Superintendent is required to make a recommendation to the Board regarding the need for a reduction in force and the criteria to be used in the reduction in accordance with Board Policy GCQA, Reduction in Force for Career Employees. The reason for the Superintendent's recommendation for an amendment to the criteria is the same as it was for the adoption of the initial criteria: the anticipated reduction in funding for the next school year. The reduction in work and pay schedules for non-classroom teacher positions will be identified in a memorandum to the Board prior to the May 11<sup>th</sup> Regular Board meeting. The amendment will result in additional cost savings, which are needed due to the anticipated reduction in funding.

Chairperson Davis called for a motion to approve the recommendation.

**Ms. McGarry moved that the Board approve an amendment to the March 23, 2010 Board approved criteria to include additional non-classroom teacher positions to be reduced from twelve-month to 11-month positions, seconded by Mr. Morgan, and the motion passed upon unanimous Board vote.**

- D. Recommend approval of proposed 2010-2011 Charlotte-Mecklenburg Board of Education Budget Request

Chairperson Davis called upon Dr. Gorman to present the recommendation. Dr. Gorman called upon Sheila Shirley, Chief Financial Officer, to present the 2010-2011 Charlotte-Mecklenburg Budget request.

Ms. Shirley provided an overview of the 2010-2011 Superintendent’s proposed budget request. Upon Board adoption, the budget will be converted into a Board of Education Budget Request to be submitted to the Board of County Commissioners by May 15<sup>th</sup> as required by state statute. Ms. Shirley reviewed the following information regarding the proposed 2010-2011 Charlotte-Mecklenburg Board of Education Budget Request:

County Current Expense	\$332,852,706
State Current Expense	\$639,305,791
Federal/Special Revenue Current Expense	\$181,426,695
Other Local Current Expense	\$3,502,000
<b>Total Operating Budget</b>	<b>\$1,157,087,192</b>
Capital Replacement	\$5,200,000
Child Nutrition	\$63,744,443
After School Enrichment	\$14,675,001
<b>TOTAL</b>	<b>\$ 1,240,706,636</b>

- Proposed 2010-2011 Proposed Operating Budget includes the following:
  - State Redirections and Reductions in the amount of \$12,909,439 and County Redirections and Reductions in the amount of \$3,698,033, \$16,607,472.
  - Salaries and Benefits (includes increases to health insurance and retirement: \$19,308,195.
  - Enrollment Increase: \$5,106,850.
  - New Schools (two new high schools): \$7,965,152.
  - New Initiatives: \$3,698,033.
    - Effective Teaching: Student Assessments: \$1,259,519.
    - Managing for Performance Project: \$466,411.
    - Credit Recovery Pilot: \$295,400.
    - New Leaders for New Schools Program: \$215,078.
    - Magnet Program: \$1,235,850.
    - Strategic Staffing Program: \$225,875.
- County request increase will be \$15.5 million to cover growth, sustaining operations, and for the opening of new schools.
- Scenario 1: \$16,607,472.
- Scenario 2: \$15,441,394 (eliminate 104 positions: 54 bus drivers, 7 CTE positions, 4 campus security associates, and 39 building services positions). Flat funding from County assumes growth funded by State.
- Scenario 3: \$19,449,335 (eliminate 235.5 positions: 1.5 school-based positions, 5 Exceptional Children Support positions, 32 adjust school secretary allotment (formula change), 17 CTE positions, 30 ESL positions, 27 modification to small high school allotment, 123 teacher positions (121 teacher positions added back 2009-2010)). Flat funding from County, 3% reduction from State (assumes growth funded by State). Changes include adjust bell schedule at Marie G. Davis Military and Global Leadership Academy only. Previously Davison IB Middle, Piedmont IB Middle, and Smith Language Academy will follow their current bell schedule. The adjustment at Marie G. Davis will provide a reduction of \$600,000. Added to this scenario was the elimination of the funding for Advanced Placement (AP)/International Baccalaureate

(IB)exams for students in the amount of \$1,379,086 and the modification of employment term for Technology Facilitator/IB Coordinators from twelve-month to eleven-months for a reduction of \$38,094.

- Scenario 4: \$9,341,619 (elimination of 191 positions: 165 teacher positions (added back 2009-2010) and 26 teacher positions by changing K-3 Focus school ratio of 1:17). Includes a 3% reduction from County and a 3% reduction from the State (assumes growth funded by State).
- Scenario 5: \$17,714,092 (elimination of 432 positions). 3% reduction from County, 4% reduction from State.
- Scenario 5A: 6.5% reduction from County, 4% reduction State.
- Total Reductions Scenario 1, 2, and 3: \$51,498,201 (407.75 positions).
- Total Reductions Scenario 1, 2, 3, and 4: \$60,839,820 (598.75 positions).
- Total Reductions Scenario 1 through 5A: \$78,714,092 (1030.75 positions).

Budget Scenarios 2 through 5A options as outlined are progressively the worst case scenario. Total reductions and redirections range from \$16.6 million to \$78.7 million. The reductions as a percentage of the base budget are 8.28% of the State and County. The overall net change of the 2009-2010 Adopted Budget is a reduction of 4.32%. The reductions required to reach \$78.2 million include the following:

- \$7.5 million Discretionary State cut,
- \$5.4 million State Textbook reduction,
- \$3.7 million New Initiatives,
- \$15.5 Growth, Sustaining Operations, New Schools,
- \$25.4 million State Reduction of 4%,
- \$20.7 million County Reduction of 6.5%.

At this point, \$78.7 million in reductions have been identified and the total reductions required are \$78.2 million. This may leave approximately, \$500,000 to reinstate teacher level positions based upon the original target for reductions of \$78.2 million. This will equate to approximately ten teacher level positions. Ms. Shirley provided an update on the proposed Governor's budget and the Senate's appropriations budget which is proposing consideration for a 5% cut to education. The Senate is scheduled to release their budget the week of May 17<sup>th</sup>. At this point, CMS has overestimated the reductions necessary for the Governor's budget at \$5.3 million and the Senate's budget at \$6.5 million. Should either of these budgets be approved, CMS would take those resources and begin to add back the items under Scenario 5A starting from the bottom and going back up. First to be added back would be teachers at the high school level and following that would be teachers at the middle school level.

Dr. Gorman highlighted the importance of improving the budget and ensuring that staff has the scenario order correct depending upon when the State budget would be approved. The approval may occur at a time when staff must act quickly to bring staff members back but there may not be a Board meeting scheduled for several days. Staff will need to be able to immediately go to those individuals to begin the process to rehire staff. It is imperative that staff understand the order for bringing items back should that happen. Dr. Gorman said he met with the Governor today to discuss the budget and it is very clear that there is a long road ahead regarding the budget negotiation process.

Chairperson Davis called for a motion to approve the proposed 2010-2011 Budget request.

**Mr. Merchant moved to approve the 2010-2011 Board of Education Budget as presented, seconded by Mr. White,** and a discussion followed.

Board members were invited to make comments.

- Mr. Merchant said the Board has two major responsibilities regarding the budget: Ensure the development of a balanced budget and ensure the dollars are allocated to best support the Board's Mission to maximize the achievement of every student in every school. Mr. Merchant believes this budget meets those guidelines. He said this is a part of the process and this is not the final step of the request. Last year, the process included frequent changes from the State and the County that impacted the proposed CMS budget. In reality, this is a request for additional funding from the County. He encouraged Dr. Gorman and staff to continue turning over every stone because the reductions this year will be more painful. He asked the Board to avoid the temptation of getting into horse trading of swapping items and of getting tunnel vision by ignoring the context of a \$1.1 billion budget. He also encouraged the Board to continue its refreshing posture of exchanging honest dialogue and working together. He asked the Board to remember the discussions of the difference between oversight and operations and the Board's scope of responsibility and not going below the line. He hopes the Board will honor the line that the Board has defined and will avoid the temptation of choosing individual items as winners or losers.
- Mr. White said the Board has worked on and discussed this budget for months. The budget process has always been lengthy and challenging but the last two years have set a new standard of challenges because the reality has changed. The reality of CMS having to find \$80 million in reductions is real and it is not a matter of this Board going to the State or the County to demand funding or taxing authority. By state law, this Board must have a balanced budget and because of the economy this process will be more difficult. There are varied opinions of what this Board must do. Mr. White said he has been a part of public school budgets since 1961 and this is not easy. He has listened to the comments of the community regarding the budget but he cannot agree with each and everyone who provided feedback. He thanked Dr. Gorman and his staff for their hard work. He commended the Board members for working together in a civil manner and he hopes that posture will continue. He wants to ensure he has done the best he can do with the resources available for the most students in the community. He will vote for a budget because it is irresponsible to the students in this community to not vote for a budget. He expressed concern that the Board of County Commissioners (BOCC) will send this back to the Board because they are also challenged for funding. Mr. White will vote with his conscious believing that he has done the best for every child in this community. He thanked the community for allowing him to serve.
- Mr. McElrath said it has been a pleasure serving on the Board and even with the disagreements this Board has acted in a manner of showing respect to each other but we do differ. Mr. McElrath said he believes a part of the mission of the Board does not involve academics but how we live. The mission of the Board is to prepare every student to live in a diverse society and if the Board passes this budget they are going to deny a significant number of people to work in a diverse society similar to the one in which they reside. Equal access is critical to a public school education and if everyone

does not have equal access to everything that is being offered we are doing something wrong. He will not support this budget request because it lacks equal access and lacks the ability to educate students in a world similar to where they are going to live.

- Dr. Waddell said this is not an easy process but we have other funding sources that we will seek and hopefully CMS will get funding from the County and State that will help with the budget. As we review our Mission, Vision, and Core Beliefs, they are not adequately reflected in the proposed budget. It is important to provide all students with the opportunity to perform to their fullest potential and ensuring there is no discernable difference between the achievement levels of students by race, gender, or economic level. Those items are not adequately addressed in this budget. She said the Board's Equity Committee made suggestions to the Board concerning equity and they are not addressed in this budget. Dr. Waddell said at this point she has a lot of unanswered questions and concerns regarding the proposed budget.
- Mr. Morgan commended the Board for working together through the budget process and the areas of disagreement. He hopes that posture will continue with future discussions. This is his first budget and he has learned that he will not be able to keep constituents, neighbors, and friends happy with some of his decisions and he knows there are people upset over transportation related issues outlined in the budget. Mr. Morgan said he would support this budget because even though there are items that are uncomfortable it moves CMS in the direction in which the Board has stated they want to go. He is excited that there may be a \$500,000 surplus and is thrilled that will go back into the classroom at the high school level. Mr. Morgan said the Board has gone below the line as it relates to the budget regarding transportation and operation issues. He would like to make an amendment that goes below the line again because it could offer \$350,000 in savings that may be applied to the classroom.

**Mr. Morgan made an amendment to the motion to recommend that no funds be allocated for CMS TV and of the reallocated funds, the Superintendent is directed to allocate not less than \$346,122 to classroom teacher positions and up to \$50,000 of the funds originally designated for CMS TV may be expended to outsource the broadcasting of Board meetings (both television and internet streaming) with any unused portion to be allocated to classroom teacher positions, seconded by Ms. Lennon, and a Board discussion followed.**

- Mr. Merchant said he would like the money to go back to the classroom but he will not support the amendment because he has concerns when Board members become prescriptive regarding the budget document in telling the Superintendent where the money is going.
- Mr. White said he would hate to see this approved but he believes there are enough votes to make it happen. He supports the classroom and the money will be applied to a good cause but we hear a lot about transparency and people wanting CMS to communicate to the public. He has always been amazed at the number of people who have made comments about seeing him on TV. He believes CMS TV provides a benefit to the community.
- Ms. Lennon said she has raised this question at several Budget Work Sessions and her district meetings. She wants to ensure that those who watching this meeting know that this is not just a TV station but these are jobs that are being cut. They are not teachers but they are people. When people suggest the Board cut a different department, cut

another position instead of them, or cut another bus instead of their teacher, it is cutting another person's job and affecting a family. Ms. Lennon said she takes this very seriously and she encouraged the community to also take this seriously.

**Mr. Morgan withdrew his amendment to the motion and offered a new amendment in order for it to be accepted by Mr. Merchant.**

**Mr. Morgan made an amendment to the motion to recommend that no funds be allocated for CMS TV and up to \$50,000 of the funds originally designated for CMS TV may be expended to outsource the broadcasting of Board meetings (both television and internet streaming), seconded by Ms. Lennon, and a discussion followed.**

- Mr. Merchant asked Dr. Gorman if that statement was clear? Dr. Gorman said, yes, staff would find a different avenue to broadcast Board meetings and to video stream up to \$50,000.
- Ms McGarry said she would support the amended motion but she is distressed that those funds cannot be applied to classroom teacher positions; however, she hopes the Superintendent may feel compelled to put effective teachers in the classroom. She said the Board's primary mission is to educate all students and an effective teacher in the classroom is vital to that mission.
- Chairperson Davis said Ms. Shirley noted in the presentation that additional funding would be applied to bringing back items in Scenario 5A beginning with teachers in high school. Dr. Gorman said that would be his recommendation.
- Mr. Tate said he supports and continues to support CMS TV-3. He believes the benefits of the services of CMS TV outweigh the dollar amount that this budget item would provide in other areas. He expressed concern that the broadcasting of the school board meetings may be delayed and not aired live. Dr. Gorman said he would attempt to negotiate that the meetings would be aired live but CMS would lose TV-3 which is its Public Education channel. Mr. Tate discussed the benefits of the TV-3 channel which is instrumental in airing board meetings, work sessions, video streaming meetings and programs, and coverage of events at all schools. He believes CMS TV-3 provides a wealth of services to CMS, the students, the employees, and the community that far outweigh the costs. He will not support cutting CMS TV-3.
- Mr. McElrath said he has suggested that Parent University put more programs on CMS TV and CMS TV is an asset to CMS but times are tough. This does not mean that it cannot be brought back at a later time. He encouraged the Board to look at what is the bottom line and what is important. He will support the amendment to the motion under the condition that when times get better CMS TV will be brought back. He is pleased that the Superintendent has indicated that this funding may be applied to bringing back high school teachers because CMS needs those teachers more than CMS TV and these meetings will continue to be broadcasted.
- Dr. Waddell said we have talked about above the line and below the line and not micromanaging the Superintendent. She believes there are times when the Board should discuss the items that are important and considerations that should be made, and this is one of those concerns. This does not mean that the Board will not do its public business in public because we are meeting in a public place, the public is here, and there are television cameras here. Dr. Waddell will support the amendment.

Chairperson Davis called for the Board vote on the amendment to the motion.

**The Board voted 7-2 to approve the amendment to the motion that no funds be allocated for CMS TV and up to \$50,000 of the funds originally designated for CMS TV may be expended to outsource the broadcasting of Board meetings (both television and internet streaming) to CMS TV. Board members Davis, McGarry, Merchant, Lennon, McElrath, Waddell, and Morgan voted in support of the amendment to the motion. Board members White and Tate voted against the amendment to the motion.**

**Ms. McGarry moved to amend the amended main motion by adding the following paragraph: No funds are allocated for “Zones” (formerly called “Learning Communities”) and the Superintendent is directed to reallocate the savings of \$3,602,514 to classroom teacher positions, seconded by Mr. McElrath, and a discussion followed.**

- Ms. McGarry said she supported the Learning Communities when they were first implemented but that was a time not as lean as they are now. This initiative has been in place for three years and it is time to put that initiative on hold for one to three years. She said the Board’s mission is to educate the children of the community K-12 and she would choose classroom teachers over administrators. She expressed concern that there are science, math, and language classes with forty students and that is not appropriate. She expressed concern that the budget has cut teachers, teacher assistants, and media specialists and research has indicated that an effective teacher in the classrooms makes the most difference in student achievement. CMS should have an effective teacher in every single classroom. She believes reducing the layer of bureaucracy between the principal and the Superintendent by one per zone could save many teacher positions. Teachers are not interchangeable because most have specific skills and talents that cannot be easily covered at school should that position be eliminated. She believes the Title I schools will still receive the resources because that is federal money even though a layer of bureaucracy is removed. This will encourage the Superintendent to determine what he will do with the other 8,000 positions that are not in the classroom and whether they are more valuable than the learning community positions. Eliminating the funding for this item will force CMS to review those 8,000 positions and perhaps combine job descriptions, eliminate duplication of jobs, and eliminate programs that are archaic and no longer needed within the system.
- Mr. Merchant asked are the area superintendents and executive directors under the various learning community’s budget centers? Dr. Gorman said, yes, and this would include all those positions. Mr. Merchant this is below the line and the Board running the operations of the school district. This is taking an operational framework that the Superintendent has decided is the best framework for supervision of schools, for evaluation principals, for delivery of support services and eliminating it entirely. Mr. Merchant said this is beyond prescriptive, irresponsible, and he will not support this recommendation.
- Mr. Morgan said three years ago when this was put in place he questioned its feasibility but after meeting with the people at the learning communities he has become an advocate. Before we talked about decentralization, people in the community looked directly at the Superintendent. The people in his district now look to the staff at the learning community, they know who those people are, and they meet with them on a

regular basis. He has learned a lot regarding the services provided by the learning communities which includes providing support to principals, EC services, and dealing with discipline issues closer to home which has been a benefit to parents. He is an advocate of learning communities and he will continue to support them.

- Mr. McElrath said he does not believe the learning communities were set up for academic purposes. The core business of CMS is academics and not convenience. He encouraged Board members to not lose sight of that point.
- Ms. Lennon said she does not support the amendment. She has researched schools districts in North Carolina and other states and has reviewed their organizational structure. The organizational structure of CMS is a hybrid version of several of those. The Board hired Dr. Gorman to determine how he can best manage his staff and the operations of CMS. She believes it would be impossible for Dr. Gorman to directly supervise 170 schools in the timeframe of 180 days for the school year. That would mean that Dr. Gorman and Ann Clark would visit one school per day. She does not believe that would be adequate supervision. She agreed with Mr. Morgan and believes the learning communities in the northern portion of the County have been beneficial to the principals, the schools, and the parents because they keep the wheels running. This is not directly related to the Board's academic mission but in order to fulfill the Board's mission of providing an excellent education for every student we must have supervision. This is the way that Dr. Gorman has asked the Board to structure CMS and she supports Dr. Gorman's budget recommendations. She will not support the amendment.
- Mr. Tate said when the learning communities were first formed they were not primarily for academics. But, they were going to provide services to schools, students, and parents closer to home as well as the same staff to administering those services Pre-K-12 which would provide consistency among the various schools. He realized the benefits of the learning communities within days of their implementation and he commended them for their services and efficiency in meeting the needs of the schools. The staff of the learning communities act in a support role and that clearly impacts academics. Mr. Tate cannot support this amendment because he believes the learning communities provide the type of supervision that benefits the schools and they work in a way that directly affects academics.
- Ms. McGarry said the issue is in all the auxiliary staff versus a zone office that could be consolidated in the Central Office. This is the geographic dispersal of power that may have some utility in the future. This is the second year that CMS has had a teacher lay-off and that must stop because this is not going to end next year.
- Dr. Waddell said in reviewing the Board's Vision, Mission, and Core Beliefs and the way the learning communities are organized, she believes some of those staff would be performing the same duties that they are performing now and the same activities would be carried out to support schools. She believes it can be done more efficiently and she will support the recommendation.
- Mr. White said the learning communities are about the delivery of services. Those services and the way they are delivered have a direct impact on student achievement. Mr. White will not support the amendment.
- Chairperson Davis thanked the Board members for their comments. He understands how some people in the community believe that learning communities are directly linked to past attempts to break apart the school system as well as end efforts of desegregation and because of that link, despite what the learning communities



contribute to our students, believe learning communities have little value. That view coupled with repeating history and the stigma of grouping Title I schools together is too much for many people to overcome in order to see the benefits of this plan. He realizes this is the reality for many citizens. At the same time, he must compare that with the potential benefits to the schools and students who are most challenged and most in need of support at a time when cuts are being made across the entire system. Chairperson Davis sees the benefits of having some resources as well as excellent leadership focused on the most challenged schools along with what relief can be provided to principals for combining Title I and learning communities. Chairperson Davis sees the benefits that the plan as written provides students and he will not support the amendment.

Chairperson Davis called for the Board vote on Ms. McGarry's amendment to the amended motion.

**The Board voted 3-6 and the amendment (No funds are allocated for "Zones" (formerly called "Learning Communities") and the Superintendent is directed to reallocate the savings of \$3,602,514 to classroom teacher positions) to the amended motion failed. Board members McGarry, McElrath and Waddell voted in support of the amendment to the amended motion. Board members Davis, Tate, Merchant, White, Lennon, and Morgan voted against the amendment to the motion.**

**Dr. Waddell moved to amend the amended motion to add the following paragraph: Direct the Superintendent to reduce the number of "Zones" (formerly called "Learning Communities") from five to four and reorganize the schools assigned to each zone so that Title I schools are not grouped into any one identifiable zone and any savings realized as a result of this action shall be allocated to classroom teacher positions, seconded by Mr. McElrath, and a discussion followed.**

- Dr. Waddell said Title I schools with percentages of poverty of 75% or greater stand out and present a stigma. She expressed concern that one zone would hold all Title I elementary schools and the other zone would hold all Title I middle and high schools, and that would not be good for the students or the community. She said linking the majority of the poverty schools together does not give a good reflection of this community and it does not send the best signal about educating children.
- Mr. Tate said this issue has caused the biggest divide. He discussed this concept with educators and they believe it could have a terrific affect on those schools and students. There is the idea that it may be a necessary compliance effort towards a hybrid approach and if the Title I schools are centrally located there may be the possibility of using the resources more creatively which could include a reduction in the number of people needed to do principal, status, and progress reports. It may facilitate getting resources and personnel to the schools faster. At the same time, there are people who live in the community who are concerned about seeing the vast majority of students who are economically disadvantaged grouped into one or two areas. This group also includes a high percentage of the identified homeless students and a larger percentage than the district average of African-American and Latino students. They are not certain that these two zones would be good for students. Mr. Tate said there has been language used to suggest the reorganization would resegregate the school system but in reality the reorganization is based upon the Board's existing student assignment plan. The

reorganization is not from an administrative design regarding the budget but the design of the Board's existing student assignment plan. Mr. Tate said he does not believe there is an attempt from staff to do anything more than to recognize that there are precious few resources to use and this method will ensure those Title I dollars are applied to the areas they are needed the most. Mr. Tate said the Board reaffirmed, with the adoption of the Board's revised Vision, Mission, and Core Beliefs, that they are committed to embracing the community's diversity and using it to enhance the educational environment. This amendment would do that and disperse the schools in four zones which would be helpful. Mr. Tate encouraged the Board to rally around the Title I schools as a whole community with wrap-around services to help those students because otherwise it will be difficult for those students to be as successful as possible. Mr. Tate believes putting the Title I schools in a system of four zones would be a better method. He will support the amendment but he does not believe it will generate much savings.

- Mr. McElrath will support this amendment. He said there are geniuses in jail and it is not all about education because socialization is also important. Socialization is how we get along, how we are going to cooperate, and how we are going to build a good society and that is education. They go hand-in-hand. Mr. McElrath said that is the Board's core mission and the Board's policy states "in a diverse setting" and if the Board is not going to do that it should revise its policy.
- Ms. Lennon will not support the amendment. She said as she stated previously, the Board charged Dr. Gorman with organizing the administrative structure of CMS and she trusts him and his judgment. Dr. Gorman is our specialist and he is focused on the mission of the Board and that includes mission of helping children in the Title I Program. Ms. Lennon supports the plan as presented by Dr. Gorman.
- Mr. Merchant said he has heard about the perception of the reorganization, the perceived benefits, and the perceived stigmas. He said he has heard supporting statements on both sides and he asked Dr. Gorman what are the benefits of the reorganization. Dr. Gorman said staff believes that CMS will be able to provide the resources and support for those schools in the most effective and efficient manner based upon the challenges that CMS is facing regarding the needs of the children and the budget. Dr. Gorman said staff had discussed this with Mr. Tate and he presented the positive points very well. Mr. Merchant asked would a principal be restricted from sharing best practices with a principal at another school regardless of the zone? Dr. Gorman said, no, they would still have opportunities to interact with others and there will still be the professional learning communities, level meetings, and Magnet Cluster groups, as well as series of meetings to talk, exchange, and share ideas. Mr. Merchant said perception is important and he also believes a holistic view of education involves socialization, and developing relationships. He is not sure that applies to this amendment because this is an organizational framework and schools have been moved in and out of learning communities over the past year. He does not believe any changes need to be made to the organizational framework other than deliver services in an efficient manner. Mr. Merchant will present Dr. Gorman's recommendation.
- Mr. White said there is no relationship to what other students a child goes to school with or associates with all day long in his/her school to the learning community. The learning community is about delivery of services and it has no impact on student assignment. Mr. White will support Dr. Gorman's recommendation because that is what is best for those children.

- Mr. McElrath believes those children will be identified as children from the Central Zone and that zone will be identified with Title I schools, poor, minority, and low performing. He encouraged the Board to assign those children to another zone. He does not believe they should be isolated in one zone because people will not want to live in that area and teachers will not want to teach in that zone.
- Dr. Waddell expressed concern that once students get in the Central Zone it will be a continuous cycle and there is no way of exiting out of poverty and low performing schools because they feed into other low performing schools at the middle school level. She believes it would be a better procedure to merge schools together into four zones.

Chairperson Davis called for a Board vote on Dr. Waddell's amendment to the amended motion.

**The Board voted 3-6 and the amendment (Direct the Superintendent to reduce the number of "Zones" (formerly called "Learning Communities") from five to four and reorganize the schools assigned to each zone so that Title I schools are not grouped into any one identifiable zone and any savings realized as a result of this action shall be allocated to classroom teacher positions) to the amended motion failed. Board members Tate, McElrath and Waddell voted in support of the amendment to the motion. Board members Davis, McGarry, Merchant, White, Lennon, and Morgan voted against the amendment to the motion.**

**Ms. McGarry moved to amend the amended motion by adding the following paragraph: All school level athletic director positions will be converted from eleven month to ten month work and pay schedules and the Superintendent is directed reallocate the savings of \$88,703.80 to classroom teacher positions, seconded by Mr. McElrath.**

- Ms. McGarry said she is presenting this amendment because the Superintendent has changed assistant principals from an eleven month to a ten month contract. She believes if the public was polled they would choose academics over athletics. She believes if the assistant principals who deal with academics are on a ten month schedule, the athletic directors should be as well. This would be a win-win situation. She discussed the responsibilities of the athletic directors and believes other staff in the school can take over those responsibilities during that one month. She would prefer keeping teachers.
- Mr. McElrath will not support this amendment. He served as an athletic director and believes those individuals need to work twelve months per year because they must start the process of getting ready for the next school year, oversee the rental of the fields in the summer, and ensure the school is properly maintained. Mr. McElrath does not believe the savings will be beneficial because it will hurt the athletic programs and someone will have to be hired to do all the work that they currently do.
- Mr. White said he would not support the amendment. He expressed concern when he hears it is a matter of academics or athletics because he learned a wealth of knowledge on the athletic fields that he would not have learned in the classroom. He has had many athletic students come back to him to express that what they learned in sports helped them to become successful. Mr. White commended athletic directors for working hard, serving our students, and being a part of a holistic learning environment.

Chairperson Davis called for the Board vote on Ms. McGarry's amendment to the amended motion.

**The Board voted 1-8 and the amendment (All school level athletic director positions will be converted from eleven month to ten month work and pay schedules and the Superintendent is directed to reallocate the savings of \$88,703.80 to classroom teacher positions) to the amended motion failed. Board member McGarry voted in support of the amendment to the motion. Board members Davis, Tate, Merchant, White, Lennon, McElrath, Waddell, and Morgan voted against the motion.**

The Board discussed the original motion to approve the 2010-2011 Board of Education Budget as amended.

- Ms. McGarry discussed the motion. She said CMS has overspent in better years, did not plan for a rainy day, and the situation would not be as bad if CMS had planned for a rainy day but it is not too late. She believes CMS is still too top heavy with top administration and that is causing teachers positions to be sacrificed. It is time to change the way the Board thinks because this funding situation will continue to happen. She supported Dr. Gorman's budget three years ago because it was moving in the right direction. She must use her prudence and intellect to come to a good decision. This year's budget development has been a difficult task. She appreciates the many competing interests that must be addressed and understands there are State requirements that control how CMS can approach its spending. She knows staff, Dr. Gorman, and Board members are striving to do the best for the system in these trying times. She appreciates the comments from the public who are constructively trying to work with CMS because this does take a collaborative effort. Ms. McGarry said her primary interest since she was elected in 2003 is in addressing our core mission of educating all students regardless of race, nationality, and creed. This mission is achieved primarily by supporting teachers. She has a passion for what she thinks CMS should and can be, and she recognizes what the administration is trying to accomplish in this large and complicated system. She will continue to push for what she believes in and detail what she believes should be cut. She will listen to all the comments and understands this must be a collaborative process to establish credibility with the public and the Board of County Commissioners who will be providing much of the funding. She said the operating budget sets our priorities and for her to support a budget effective teachers must be the number one priority to fulfill the Board's mission of educating K-12. She will not support the budget as it stands.
- Ms. Lennon said she would support the budget as amended. This is difficult and she is happy that some additional changes have been made such as not funding AP/IB tests which was a question she raised several weeks ago. She will ask Ms. Shirley, Dr. Gorman, and Board members to keep constructively working towards finding extra money in the budget because this is just the initial step. She said we are not in a perfect economy and she believes this is the best budget at this time in lieu of anyone being able to come up with other ideas to find \$78 million. She will approve this budget as amended.
- Mr. Tate said the practical reality that that Board of Education faces is we are now in a funding situation that requires each of us to swallow hard as we consider adopting a budget that includes the reduction of strong and effective employees. The reductions in

staff include teachers, teacher assistants, Central Office staff, learning community staff, directors, executive directors, specialists, bus drivers and they are in every level of CMS. A big concern for him is getting students to school so that an effective teacher can teach them in a class size appropriate to deal with the variety of needs among those students. He is also concerned about a student having to pay to take a test that is a requirement of the program that the student is taking. Mr. Tate said the budget is the most important non-policy vote of the Board because the budget puts policy into operation at the recommendation of the Superintendent. The budget is Dr. Gorman's plan for managing CMS for the coming year and the Board must discuss what the Superintendent is planning to do in order to approve a budget. It is the Superintendent's job to manage CMS and the Board's job to govern CMS and remain above the line of responsibility which becomes a balancing act. Once the budget is approved, it is not the Superintendent's budget but the Board of Education's budget. It adjusts and continues trajectory toward equity in all areas of CMS including student achievement. Equity is what the Board has outlined in its Vision, Mission, Core Beliefs and Commitments, and Theory of Action. The Board wants the budget to provide all students the best education available anywhere, preparing every student to lead a productive life, and maximize student achievement by every student in every school. The Board believes that public education is central to our democracy and it takes principals, teachers, students, families, and the communities to make it work. Education needs to work and work well. Mr. Tate said he is happy that the budget includes the continuation of the strategic staffing model to affect schools where students are at the most risk of failure but he is disappointed that CMS cannot increase the pace of strategic staffing and that will increase the time to get the district-wide changes that we need. He is also concerned that the budget will increase the class size at K-3 Focus schools because a reduced class size helped students in the greatest needs category achieve and helped teachers to be more effective. Mr. Tate is also concerned about access. Although the shuttle bus stops to full Magnet high schools and middle schools will save money, it will also limit access to schools and that is not providing the type of education that is considered public education. That is providing education to those who can afford getting their child to school or to a shuttle stop. Mr. Tate said that goes against what he believes public education involves for a school district as diverse as CMS. He would have liked the Board to review that option but he did not have the support of the Board. He encouraged the Board to consider that should more funds become available they be used to bring teachers back and to provide better access to school because it is important to ensure everyone can get to school. He commended the partnerships that CMS has with the faith-based communities, banks, law firms, and construction companies and he hopes they can be expanded. He hopes everyone can work together as a community to change neighborhoods and housing patterns. He strived to make changes to the proposed budget but was not successful in getting Board support. He will support the proposed budget as a matter of trust with the majority of the Board, Dr. Gorman, administrators, teachers, principals, and staff to rally together. He does not want to be a divided Board and administration because he is fearful that may be used against students. He will support the proposed budget as amended.

- Mr. McElrath said he accepts Mr. Tate's comments but he will not support the proposed budget. He likes the idea of an unanimous Board vote but he is representing his constituents and they do not support this budget. He wants his constituents to know that

he supported them but once this Board makes a decision that also becomes his decision. Any decision made by the majority of the Board is the Board's decision and he is obligated to help make those decisions successful. He will not support the proposed budget because he believes it is not public education in the way that it should be designed. He believes this budget is denying children from being educated in a world in which they will have to reside and denies access, and that is not public education. Mr. McElrath said he would support the policies and the resulting situation for the sake of the children because, whether we like it or not, we do not have a choice and we must make it work.

- Mr. Morgan said he would support the proposed budget. Mr. Morgan said this is his first budget process and he would like to share one frustration in hopes that it can be resolved for next year. There are a number of issues that are being left in the budget that could be potential savings which relate to additional transportation reductions and school closing issues. He has been told that it is too late in this budget process and unfair to families to make these major changes with the school year ending in a couple of months. Mr. Morgan said with the financial times that we are facing, he would disagree with that but he did not have Board support to pursue this matter further. He encouraged the Board and Dr. Gorman that once this budget is adopted to immediately start the preliminary steps needed to implement the items that could have been taken off the table this year because CMS is facing a funding cliff next year that is approaching \$50 million. He asked the Board to be proactive and to begin reviewing those issues, to communicate them to the public, and to get public input in hopes that they can be considered for next year.
- Mr. White said he would support the proposed budget because he does not believe he has any other choices. He is not in love with the budget but his choice is to make it work with what we have. He will work hard to do the best with what we have. He said he cannot do this alone and he encouraged every employee and all the community to pull together to help educate all our children.
- Dr. Waddell said the Board's Vision is to provide all students the best education available anywhere preparing every child to lead a rich and productive life and that includes students who are poor and minority. Dr. Waddell said that group encompasses District 3 which has a greater number of economically disadvantaged students (68.9%). She has conducted several District 3 Community Meetings and brought their concerns to staff and the Board. She does not have five votes to support poor and minority students to ensure they get the best that CMS can provide. Her district is also concerned about bus scheduling and other issues that impact them as they are being separated into a zone of poor and minority students. This budget supports separating this group of students. She expressed concern that many of the schools in District 3 have more first and second year teachers than any other district in CMS. She encouraged staff to make changes to those statistics and to care about those who are less fortunate. She wants to ensure there is a good teacher in every school and a good school in every community. She encouraged staff to put highly certified teachers in District 3. She said teachers are important and they are important to this budget. Teachers work hard, we must keep those teachers who are good, and keep them in the low performing schools so they can help those students who need them the most. Dr. Waddell believes the proposed budget could do a better job of providing for those students and for that reason she will not support the budget.

- Chairperson Davis said one of his regrets regarding the budget process was to have forged a more collaborative approach between the staff and the community in developing solutions to the funding challenges that we face. Collaboration has the benefit of creating better solutions by exposing our blind spots and testing ideas before they become decisions. It encourages ownership to the decisions and provides an opportunity to have our voices heard which many people in the community desire. At the same time, collaboration has certain risks and requires more time, a rational process, less emotional participation, and above all it requires that we bring a view beyond my child and my school to our children and our schools. Moreover, collaboration runs the risk of raising false hopes because sharing ideas does not mean that idea will be adopted. The benefits of collaboration outweigh the risks and a more collaborative approach would have better served us in many of the issues that we faced tonight and it is essential in building trust and confidence in our school system. Chairperson Davis encouraged the Board and Dr. Gorman to immediately alternate our approach to a more collaborative one and to build upon the recent success experienced at Community Meetings and to lead staff in that direction. Just like the community, the Board feels tremendous anxiety over this funding proposal. This Board is comprised of parents, grandparents, and former educators and the process of cutting opportunities cuts against the grain of our beliefs. As a result, we must call upon our partners in the Board of County Commission and State legislature to do all in their power to reduce the amount of funding cuts that we face in CMS. Chairperson Davis said to our teachers, teacher assistants, school psychologists, assistant principals, CMS TV staff, and all of our staff personally impacted by these reductions, he deeply regrets the pain that this has caused. To the staff that remain, let us find a way within ourselves the determination to finish the work that lies before us and commit ourselves anew to our students' future. Chairperson Davis said he would support the proposed budget.

Chairperson Davis called for the Board vote on the original motion to adopt the 2010-2011 Board of Education Budget as amended.

**The Board voted 6-3 in support of the motion to adopt the proposed 2010-2011 Board of Education Budget as amended. Board members Davis, Tate, Merchant, White, Lennon, and Morgan in support of the motion as amended. Board members McGarry, McElrath, and Waddell voted against the motion as amended.**

## V. REPORT/INFORMATION ITEMS

### A. Report on Budget Amendments for March 2010

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

### B. Report on Financial Statements for March 31, 2010

Report Item B. was presented with Report Item A.

### C. First Reading on new Policy IHAM, Comprehensive Health Education Program

Chairperson Davis called upon Mr. Tate, Chairperson of the Policy Committee, to present the recommendation. Mr. Tate said before the Board for First Reading is new Policy, IHAM, Comprehensive Health Education Program. New Policy IHAM, "Comprehensive

Health Education Program,” is before the Board for First Reading. It was written to meet the requirements of the Healthy Youth Act, significant legislation regarding reproductive health and safety instruction enacted by the General Assembly in 2009. The Healthy Youth Act revises a portion of North Carolina General Statute §115C-81(e1), School Health Education, which goes into effect with the 2010-2011 school year. As in the prior statute, the amended law requires districts to provide a comprehensive School Health Education Program. The amended statute retitles the “Abstinence Until Marriage,” subject area to “Reproductive Health and Safety Education,” and also requires the addition of the following three new instructional areas to the curriculum:

1. Sexual assault, sexual abuse and risk reduction;
2. Sexually transmitted diseases (“STDs”), including FDA-approved methods of prevention and information on local resources for testing and medical care for STDs; and
3. The effectiveness and safety of all FDA-approved contraceptive methods for preventing pregnancy.

The Reproductive Health and Safety Education curriculum will replace the Family Living, Ethical Behavior, Human Sexuality (FLEBHS) curriculum used in CMS since 1995. The amended law requires materials to be age-appropriate, objective, and based on peer-reviewed research accepted by professional and credentialed experts in the field of sexual health education. In addition to the curriculum standards, the law requires each local board of education to adopt a policy providing for parental consent. Therefore, the proposed CMS policy provides for written parental “opt-out” of either specified portions or the entire Reproductive Health and Safety Education Program. This continues the consent procedure in place for fifteen years with the FLEBHS curriculum. And, as was required in the former statute, the policy requires schools to give parents an opportunity to review the objectives and materials before their children participate in the program of instruction. The proposed new policy was reviewed by the Policy Committee on April 22, 2010 and is recommended for First Reading by a majority vote of the committee. The Board will hold a Public Hearing at both the May 25<sup>th</sup> and June 8<sup>th</sup> Regular Board meeting and a Board vote at the June 8<sup>th</sup> meeting. This information will be posted on the CMS Website for public comment.

Board members were invited to ask questions and make comments.

- Ms. McGarry asked clarifying questions regarding when the program material will be available for Board member and public review? She would like to review the materials prior to the Board vote. Ms. Clark provided clarification and Dr. Gorman said he would provide the information at a later time.
- Dr. Waddell said the policy talks about abstinence outside of marriage and she hopes that the parents can be aware of what this is about before it is adopted by the Board. Chairperson Davis said the policy will be publicized, posted on the CMS Website, and the Board will hold two Public Hearings in order for the community to provide comment before the Board vote.

## **VI. REPORT FROM SUPERINTENDENT**

Dr. Gorman said the budget is a process and staff will continue to work on the process. He thanked the Board for their constructive feedback regarding the budget.



## VII. REPORTS FROM BOARD MEMBERS

Ms. McGarry enjoyed participating in a run with a 4<sup>th</sup> grade class at Cotswold Elementary School as a part of the schools' annual event to raise funds for cancer research. She encouraged the Board members to participate in this activity next year. She invited everyone to join her for "Kaye About Town" on May 26<sup>th</sup> at the Smelly Cat Coffee House from 7:30 a.m. to 9:00 a.m. to discuss school related matters and answer questions.

Mr. White reported that last week he attended the North Carolina Athletic Association's Annual Award ceremony in which Myers Park High School was recognized as a School of Excellence in Sports and a student from West Mecklenburg High School was awarded the Charlie Adams Scholarship. Mr. White commended the staff, students, and parents at Myers Park High School and the student for their excellence in representing this district and State.

Dr. Waddell enjoyed attending the Communities in Schools annual event. She commended the students for their enthusiasm and the good activities that they are doing. She reported that she will host a District 3 Meeting, involving key CMS staff, to discuss education related matters on June 3<sup>rd</sup> at the Education Center at 6:00 p.m.

### ADJOURNMENT

Chairperson Davis called for a motion to adjourn the meeting.

**Mr. Morgan 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 9:09 p.m.

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Eric Davis, Chairperson

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Nancy Daughtridge, Clerk to the Board