

Approved by the Charlotte-
Mecklenburg Board of Education
October 12, 2010
Regular Board Meeting



Charlotte, North Carolina

July 27, 2010

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on July 27, 2010. The meeting began at 5:21 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;
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: Kaye Bernard McGarry, Member At-Large

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; André F. Mayes, Acting General Counsel/Deputy General Counsel; Hugh Hattabaugh, Chief Operating Officer; 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 consider student assignment matters that are privileged, confidential, and not a public record;**
- **To consult with the Board's attorneys on a matter covered to preserve the attorney-client privilege;**
- **To consult with the Board's attorneys on a pending litigation matter entitled *Charlotte-Mecklenburg Board of Education v. Gayle Smith*; and**
- **To consider a personnel matter.**

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

The Board held a Closed Session meeting from 5:21 p.m. until 5:50 p.m. in CH-14.

Chairperson Davis reconvened the Regular Board Meeting at 6:04 p.m. in the Meeting Chamber of the Government Center. CMS-TV 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 6:04 p.m. Chairperson Davis welcomed everyone to the Board's first meeting of the month.

A. Pledge of Allegiance

Chairperson Davis called upon Dr. Joyce Waddell to lead those present and in the viewing audience in the Pledge of Allegiance. Dr. Waddell invited everyone to stand and join her in reciting the Pledge of Allegiance.

Chairperson Davis provided the following updates:

- The Board has been conducting a Comprehensive Review of the system with a focus on revising the Board's Guiding Principles. The Board spent three hours this afternoon continuing that work. This work has been deliberate, arduous, and difficult but it has been worth the effort and the Board is making progress. The Board will conduct another Work Session on August 3rd in which the Board hopes to finalize a draft version of the 2010 Guiding Principles. At the next Regular Board meeting scheduled for August 10th, the Board will present the proposed 2010 Guiding Principles and conduct a Board vote for the approval of that document. The Board will keep the public updated on this process on the CMS Website under Comprehensive Review.
- This will be the last meeting for a key member of the Board's team, André Mayes, who has been Acting General Counsel/Deputy General Counsel for the Board during the past year. Ms. Mayes has served the Board well in her role as Acting General Counsel. She has provided the Board sound, thoughtful counsel and a steady hand in leading the CMS legal team. Chairperson Davis said Ms. Mayes has given him terrific advice in his role of Chairperson and he thanked Ms. Mayes for her service and contributions to the Board and CMS. He said the Board looks forward to working with Ms. Mayes as she continues on our staff. Ms. Mayes thanked Chairperson Davis for his comments.

Dr. Gorman said this is the final Board meeting for a wonderful member of the CMS administrative team, Barbara Pellin, Assistant Superintendent PreK-12 Support Services, who will be retiring at the end of the month. Dr. Gorman commended Ms. Pellin for her service to CMS and being a joy to work with, and he wished her much happiness in her

retirement.

B. Adoption of Agenda

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

Mr. White moved, seconded by Dr. Waddell, that the Board adopt the agenda, and the motion passed upon unanimous Board vote.

C. Public Hearing on proposed amendments to Policy ADA, Equitable Educational Opportunities

Chairperson Davis said this item is the second Public Hearing on proposed amendments to Policy ADA, Equitable Educational Opportunities. Chairperson Davis said each speaker would have three minutes to address the Board and he called upon the people who had signed up to speak to this item.

- Pamela Grundy discussed the importance of establishing baseline standards and the conditions of Shamrock Gardens Elementary School prior to the Board's commitment to the baseline standards for all schools. She encouraged the Board to adopt a policy that mandates baseline standards.
- Rob Harrington, Chairperson of the Board's Equity Committee and parent of CMS students, encouraged the Board to amend the proposed amendments to Policy ADA by mandating an Equity Committee. He discussed the benefits of having a citizen-based committee and asked the Board to continue to address equitable educational issues.

Chairperson Davis called the Public Hearing closed at 6:15 p.m.

D. Presentation on End-of-Grade and End-of-Course Data Review and 2009-2010 Preliminary Assessment Results

Chairperson Davis called upon Dr. Gorman to introduce the report on End-of-Grade and End-of-Course Data Review and the 2009-2010 Preliminary Assessment Results. Dr. Gorman called upon Robert Avossa, Chief Accountability Officer, to provide an update on how our students have performed on the End-of-Grade and End-of-Course tests and a review of the 2009-2010 preliminary assessment results. This information will be preliminary until CMS receives the final audited data from the State. There could be some slight movement but staff does not anticipate any major movement on the results. When the State releases their final data, CMS will be able to use that information for comparative purposes with other school districts. Staff has conducted a preliminary comparison with the other two largest districts in the State and CMS compared quite favorable in aggregate but we do not have itemized information from those districts. Dr. Gorman said this information will be provided after CMS receives the finalized data from the State which should be finalized early August. In addition at the August 10th Regular Board meeting, staff will present information regarding Title I sanctions because that is linked to performance on Adequate Yearly Progress which is based upon End-of-Grade and End-of-Course tests. Dr. Gorman thanked Mr. Avossa and his team for their hard work in compiling this information. Dr. Gorman also thanked the teachers, students, and schools for the great work they have done with this year's information and the outstanding performance by the schools. Mr. Avossa said he is truly excited to share a series of data points that show the

progress being made in CMS. The information to be presented will review the End-of-Grade (EOG) and End-of-Course (EOC) Results, Writing Results, Strategic Staffing Results, Focus High School Results, Growth, Graduation Rates, and Adequate Yearly Progress (AYP), and this information will be posted on the CMS Website. Mr. Avossa provided an overview of the 2009-2010 CMS preliminary assessment results.

- 2009-2010 End-of-Grade Preliminary Assessment Results:
 - Reading and Mathematics End-of-Grade tests:
 - ✓ Grades 3rd through 8th (three test sessions, two in math and one in reading).
 - ✓ 62,643 CMS students tested.
 - ✓ 124,977 tests given (includes 36,860 retests given). 3rd year for Reading edition and 5th year for Math edition.
 - Science End-of-Grade tests:
 - ✓ Grades 5th through 8th.
 - ✓ 20,186 tests given (includes 7,386 retests given). 3rd year for Science edition.
 - Four levels of Achievement (I, II, III, and IV):
 - ✓ Level III: Grade level/at standard.
 - ✓ Level IV: Above grade level/above standard.
 - 2009-2010 End-of-Grade Preliminary Results:
 - ✓ End-of-Grades: Proficiency has increased in each grade, even without retests. Retests increased pass rates.
 - ✓ Achievement Gap: Ethnic gaps narrowed in math, reading, and science. The gap has closed but we are not moving fast enough and there is more work to do. Economic gap widened in both reading and math.
 - ✓ Math Proficiency (without retests). Over the past four years, CMS has increased proficiency at each grade level by between 5 and 16 percentage points.
 - ✓ Math Proficiency (with retests): Comparing retested numbers to retested numbers, CMS increased proficiency at each grade level by between 2 and 5 percentage points over the past year.
 - ✓ 2009-2010 Math Proficiency (without retests)/Trends in Subgroups.
 - ✓ 2009-2010 Math Proficiency (with retests)/Trends in Subgroups.
 - ✓ Forty-six schools are meeting *Strategic Plan 2010* End-of-Grade Math Goals.
 - ✓ Reading Proficiency (without retests): Since the test standards were raised in 2007-2008, CMS has increased proficiency at each grade level by 3 and 10 percentage points.
 - ✓ Reading Proficiency (with retests): Comparing retested numbers to retested numbers, CMS has increased proficiency at each grade level by between 1 and 4 percentage points over the past year.
 - ✓ 2009-2010 Reading Proficiency (without retests)/Trends within Subgroups.
 - ✓ 2009-2010 Reading Proficiency (with retests)/Trends within Subgroups.
 - ✓ Five schools are meeting the *Strategic Plan 2010* End-of-Grade Reading Goals.
 - ✓ Science Proficiency (without retests): CMS has increased proficiency by between 14 and 18 percentage points since the tests were implemented two years ago.
 - ✓ Science Proficiency (with retests): Comparing retested numbers to retested numbers, CMS has increased proficiency by between 6 and 9 percentage points over the past year.

- ✓ 2009-2010 Science Proficiency (without tests)/Trends within Subgroups.
- ✓ 2009-2010 Science Proficiency (with retests)/Trends within Subgroups.
- ✓ Forty-four schools are meeting the *Strategic Plan 2010* End-of-Grade Science Goals.
- End-of-Grade Achievement Gap: There was some closing of the gap for most of the End-of-Grade tests. The exception is with Economically Disadvantaged Students. CMS is making progress but there is more work to be accomplished.
- 2009-2010 End-of-Course Preliminary Assessment Results:
 - Administered at the end of certain Math, Science, English, and Social Studies courses: Algebra I, Algebra II, Biology, Civics and Economics, English I, Geometry, Physical Science, and US History.
 - End-of-Course assessments counted in growth (Big Five): Algebra I, Biology, Civics and Economics, English I, and US History.
 - 59,904 tests given (10,190 retests given).
 - Four Levels of Achievement (I, II, III, IV):
 - ✓ Level III: Grade level/at standard.
 - ✓ Level IV: Above grade level/above standard.
 - End-of-Course Proficiency: Gains in each of the areas since 2006-2007.
 - 2010 End-of-Course Proficiency (Big Five): CMS increased proficiency in each area by between 6 and 11 percentage points (excluding retests) over the past two years.
 - 2009-2010 End-of-course Proficiency/Trends within Subgroups (without retests)
 - 2009-2010 End-of-Course Proficiency/Trends within Subgroups (with retests).
 - Twenty-one high schools are meeting the *Strategic Plan 2010* End-of-Course Composite Goals.
 - Achievement Gap: There was some closing of the gap for most End-of-Course tests. The exception is with Economically Disadvantaged students in Biology and Geometry. CMS has made gains but more work needs to be done with Algebra I, Geometry, and Physical Science.
- 2009-2010 Preliminary Assessment Writing Results:
 - North Carolina General Writing Assessment is only administered to 10th grade students.
 - ✓ Students respond to a prompt.
 - ✓ Scores range from 4 to 20. Students who score 12 or better are considered to be proficient.
 - ✓ Used as the 10th grade Reading test for Adequate Yearly Progress.
 - ✓ Achievement Levels:
 - Level III: Grade level (scores 12 to 16).
 - Level IV: Above grade level (scores of 17 to 20).
 - 2010 Writing Results: Writing results for 10th grade increased one percentage point from last year. CMS rate is six percentage points higher than the State rate. The State rate decreased one percent point from last year.
 - Writing Gap Trends (without retests): This test has been in place since the 2004-2005 school year. CMS increased proficiency by 26 percentage points over the past five years.
 - CMS Writing Proficiency Compared to North Carolina.
 - Writing Gap Trends overall.
 - Writing Gap Trends (without testes).

- Thirteen schools are meeting the *Strategic Plan 2010* Writing Goals.
- Strategic Staffing and Focus High Schools Preliminary Assessment Results:
 - Cohort I Strategic Staffing Schools: Math Proficiency (with and without retests).
 - Cohort I Strategic Staffing Schools: Reading Proficiency (with and without retests).
 - Cohort I Strategic Staffing Schools: Science Proficiency (with and without retests).
 - Cohort 2 Strategic Staffing Schools: Math Proficiency (with and without retests)
 - Cohort 2 Strategic Staffing Schools: Reading Proficiency (with and without retests).
 - Cohort 2 Strategic Staffing Schools: Science Proficiency (with and without retests).
 - Focus High Schools: End of Course Composite changes (with and without retests). Dramatic improvements noted at eighteen schools.
- 2009-2010 Growth, Progress, and Graduation Rate Preliminary Assessment Results:
 - Growth Data: Progress was made in twenty-three of twenty-three measures.
 - Graduation Rates: This increase has moved slowly but this year there was a four percent increase (69.9% this year compared to 66.1% last year). Staff anticipates this number to increase as students matriculate through high school in order to meet the goal of 2014 of 90%.
 - 2009-2010 Adequate Yearly Progress Preliminary Assessment Results: The Federal government changes the percentages each year in order to reach the goal of 2014 that 100% of students across the country will be on grade level.
 - ✓ 2006-2007 Adequate Yearly Progress: 61 out of 151 schools or 40.4%.
 - ✓ 2007-2008 Adequate Yearly Progress: 31 out of 158 schools or 19.6%.
 - ✓ 2008-2009 Adequate Yearly Progress: 111 out of 163 schools or 68.1%. The use of retests caused some schools to meet the safe harbor provision of the law. Without retests, 59 out of 163 schools made Adequate Yearly Progress.
 - ✓ 2009-2010 Adequate Yearly Progress: 97 out of 168 schools or 57.7%. Some schools that made safe harbor last year did not make Safe Harbor this year.
 - 2009-2010 Career and Technical Education (VoCATS) Preliminary Assessment Results: North Carolina Department of Public Instruction Goal for CMS is 80.4%.
 - ✓ Over 36,000 CTE high school students were assessed.
 - ✓ Ninety-one CTE courses provided: Seventy-one courses provided through Department of Public Instruction or a third party and twenty courses provided by CMS.
 - ✓ CTE results overall: 73.8%. This was a slight decline from last year at 79.9% and it was a result of new testing in which students did not perform as well on the new test. Seven high schools met or exceeded the new goal.
 - ✓ The trend shows four years of small, sustainable movement. Staff is proud of these movements as they begin to show CMS is narrowing the gap but there is more work to be accomplished. We have defined under Dr. Gorman's leadership that a quality teacher in every classroom matters and leadership matters.

Board members were invited to make comments and ask questions.

- Mr. Merchant asked staff for information regarding the contributing factors to the success at the small schools at Garinger and Olympic high schools. He said the funders (Gates Foundation and others) for that program had pulled out of the small high schools but the numbers at those schools improved. Dr. Gorman said staff agreed with that observation and they are reviewing that information. Mr. Avossa said staff will be

presenting an interim report on Small School Program Evaluation in the upcoming months and they hope that information will answer Mr. Merchant's question.

- Mr. Morgan asked how does the State calculate the graduation rate? Mr. Avossa said the State uses a cohort graduation rate which means the students who start in 9th grade are part of a cohort and they must graduate in four years with that cohort to be counted as a CMS graduate. If a student moves to another county or state, CMS is responsible to capture that in writing and have evidence that occurred. If a student leaves CMS and graduates from a community college with a high school diploma they are not counted as a CMS graduate. There are a variety of pieces that cause CMS some concern such as documentation. Dr. Gorman said the National Governors Association has agreed to this definition and all states have adopted this definition. A challenge for CMS is CMS has hundreds of students who graduate on time at Central Piedmont Community College but CMS must count them as a dropout.
- Dr. Waddell said the results indicate that teachers are doing a great job and she commended them for their good work. She expressed concern that some of the schools were doing well but have declined and she hopes that information is being tracked to understand why. Dr. Gorman said this is being tracked and the Research and Evaluation Department studies certain areas but that department is short staffed and faces time compressions. We have charged the principals, teachers, and area superintendents to work as a group to review the trends and challenges at their school. The principals can include those results in their School Improvement Plans and outline improvements for the individual classroom teachers such as team planning and professional development. Dr. Gorman expressed concern regarding the reductions in staff in the Research and Evaluation Department because that department would be instrumental in assessing schools to understand what worked or did not work for a particular school.
- Mr. White said with these improvements there are a number of schools that have improved to the point that they were taken off "the list." He encouraged the Board to publicize this great news to the community that these schools are no longer classified as a low performing school and what they have accomplished. Dr. Gorman said this information will be officially presented after August 5th when the final State audit is complete and that information will be presented at the August 10th Board meeting.
- Chairperson Davis commended the success at Devonshire Elementary School and he asked what is happening at that school? Dr. Gorman said this is a Strategic Staffing School and it is a mix of great leadership, great instruction, and students and parents engaged in the school. This involved changing personnel and everyone working together to make positive changes. Chairperson Davis said these are a few of the measures that our students do each day and he asked Dr. Gorman what work is staff doing to expand these measures to bring a more holistic view of success in our school system? Dr. Gorman said we are working in two areas. First, we are working with the Gates Foundation under measures of effective teaching in which we are reviewing the non-test areas that show signs of success. This would include student surveys, teacher surveys, teacher assessments of content knowledge, videotaping classrooms, as well as other methods of measures as we want to move beyond the test scores. Currently, the test scores only cover forty percent of our courses but next year 75% of our courses will have an assessment. In the next couple of years, 100% of our courses will have a type of assessment for the class and that will provide a year over year measure of effectiveness. Dr. Gorman said this is nuance that takes time and staff is working to

develop this with teacher groups. Chairperson Davis said these results show the hard work of our students and teachers as well as what happens when we pick a strategy, stick to it, and work on it every day. Chairperson Davis commended the Board, Dr. Gorman, and staff for developing a well thought out plan and sticking to it to develop year over year improvements to success of the school system.

II. REQUEST FROM THE PUBLIC

Chairperson Davis said the Public 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.

Patricia Butler, parent of students at Smith Academy of International Languages and Collinwood Language Academy, attended a policy briefing in Washington, DC entitled *Language Learning for a Global Age* to address the importance of foreign language acquisition in the elementary schools, shaping education for the 21st Century, and being globally competent. This includes reaching high levels of proficiency in foreign languages, in particular the critical languages such as Chinese and Arabic, to understand values of other cultures. In order to be taken seriously we must speak the language and understand the culture. She encouraged the Board to make global competitiveness a part of education.

Chairperson Davis called the Requests from the Public closed at 6:51 p.m.

III. CONSENT ITEMS

A. Recommend approval of Closed Session meeting minutes:

- June 8, 2010.
- June 9, 2010.
- June 10, 2010.
- June 16, 2010.
- June 17, 2010.
- June 22, 2010.
- June 24, 2010.
- June 30, 2010.
- July 8, 2010.

B. Recommend approval of Open Session meeting minutes:

- January 22-23, 2010 Board Retreat.
- April 13, 2010 Regular Board Meeting.
- June 22, 2010 Regular Board Meeting.
- June 28, 2010 Work Session: Comprehensive Review.
- June 29, 2010 Work Session: Comprehensive Review.

C. Construction Items:

1. Recommend approval of construction contract for West Mecklenburg and Olympic

high schools.

The restroom/shower stall partition replacement project for various Charlotte-Mecklenburg Schools was publicly bid on March 30, 2010. Staff recommends the approval of this contract to the lowest responsive bidder; Courtney Sales, Inc. The contractor will remove old and install new restroom/shower partitions at West Mecklenburg High School and install new toilet partition/shower stalls in the restrooms at Olympic High School. All work is to be performed in accordance with the standard terms and conditions outlined in the contract. Fiscal Implications: Local Funds in the amount of \$134,723.12.

2. Recommend approval of construction contract for Hornets Nest, Shamrock, McKee Road, Statesville Road, Starmount, and Matthews elementary schools.

The room partition replacement project for various Charlotte-Mecklenburg Schools was publicly bid on March 19, 2010. Staff recommends the approval of this contract to the lowest responsive bidder; Architectural Products & Installation. The contractor will remove old and install new operable partitions (folding doors) located in the multipurpose/cafeteria rooms at Hornets Nest, Shamrock, McKee Road, Statesville Road, Starmount, and Matthews Elementary Schools. All work is to be performed in accordance with the standard terms and conditions outlined in the contract. Fiscal Implications: Local Funds in the amount of \$255,964.

3. Recommend approval of construction contract for Myers Park, Olympic, Butler, and Vance high schools.

The athletic track repair project for various Charlotte-Mecklenburg Schools was publicly bid on June 23, 2010. Staff recommends the approval of this contract to responsive bidder; Carolina Courtworks, Inc. The intent of the project is to repair the running tracks along with all field events (high, long, and triple jumps) at Myers Park High School, Olympic High School, Butler High School and Vance High School. This project is to be accomplished during the summer break and is to be substantially complete prior to the start of the new school year. All work is to be performed in accordance with the standard terms and conditions outlined in the contract. Fiscal Implications: Local funds in the amount of \$305,961.

D. Real Estate Items:

1. Recommend approval of a temporary construction easement and rights of way on Charlotte-Mecklenburg Board of Education (CMBE) property Tax Parcel Nos. 017-051-07, 017-051-12, 017-062-07 and 019-121-98 located in Huntersville, North Carolina (J. M. Alexander Middle School) in relation to the Bryton Park Sidewalk Project.

The Town of Huntersville requires a temporary construction easement area of 23,009 square feet on a portion of CMBE Tax Parcel No. 017-051-07; a Right of Way on a portions of CMBE Tax Parcel Nos. 017-051-12, 017-062-07 and 019-121-98 of 284,626 square feet. CMBE will receive \$12,000.00.

2. Recommend approval to grant a revised dedicated right of way to the City of Charlotte to conform to "as-built" road improvements on CMBE property at Highland Creek Elementary School.

As part of the Ridge Road Middle School building requirements, CMBE agreed to dedicate a road right of way to the City of Charlotte and build the connection from Shelley Avenue to Highland Creek Parkway. The initial location was adjusted slightly to conform to topography and site lines. As a result the right of way needs to be re-dedicated to conform to DOT standards and the "as-built"

road improvement. This right of way involves 15,704 square feet of a portion of Tax ID Number 029-472-01. No fiscal implications.

3. Recommend approval to terminate lease of 5001 Airport Center Parkway, Building M, Charlotte, North Carolina with Joseph E. Grier, Jr., Joseph W. Grier III and Robin Grier, effective January 1, 2011.

The CMS Transportation Department currently occupies 7,805 sq. ft. of space located at 5001 Airport Center Parkway, Building M, Charlotte, N.C. Because of various moves within the district, space has become available for the Transportation Department in the Education Center. It is fiscally prudent to move the Transportation Department into that available space. In order to accomplish this move the current lease needs to be terminated. CMBE will realize a savings of \$44,520.00

- E. Recommend approval of licensed/non-licensed hires for June 2010 and licensed/non-licensed promotions for June 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: 2,354. (Licensed Hires: 1,235/ Non-Licensed Hires: 1119).*
- *Total Promotions July 1, 2009 - June 30, 2010: 275. (Licensed Promotions: 113/Non-Licensed Promotions: 162).*

- 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 August 1 through August 16, 2010 period. GovDeals, (www.govdeals.com) an experienced and proven on-line government surplus sales service provider will facilitate the process. These auctions usually generate \$6,000 to \$15,000 in revenue.

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 ADA, Equitable Educational Opportunities

Chairperson Davis called upon Tom Tate, Chairperson of the Policy Committee, to present the recommendation on proposed amendments. Mr. Tate said before the Board for approval is proposed amendments to Policy ADA, Equitable Educational Opportunities. At the Board Retreat on January 22 and 23, 2010, the Board charged the Policy Committee with rewriting Policy ADA, Equitable Educational Opportunities. The attached document represents the work of the Policy Committee in this regard and takes into account input by the Board at the Retreat and from the Equity Committee, established in 2002 under the current policy. The proposed amendments rewrite the entire policy and redefine the

Board's commitment to equitable distribution of resources ("inputs") as one means of accomplishing the Board's Vision, Mission, and Core Beliefs and Commitments, while also focusing attention on student achievement ("outcomes" or "results"). The policy is structured around the premise that the reason for equitably distributing resources is to break the predictive link between student demographics and student achievement, thereby realizing the Board's commitment to provide "the best education available anywhere, preparing every child to lead a rich and productive life." The amended policy is then structured in five sections: Equitable Allocation of Resources, Measuring Success, The Board's Role, The Superintendent's Role, and Policy Review. The sections regarding the roles of the Board and the Superintendent are intended to clarify the ultimate responsibility of the Board for ensuring the appropriate allocation and distribution of resources in ways that maximize the academic achievement of every child in every school. In the policy, the Board also commits to hold itself and the Superintendent accountable for achieving this goal. The Board delegates to the Superintendent the responsibility for establishing and implementing a framework for distribution of resources according to the policy direction and developing a system of measurement to gauge the effectiveness of the allocation framework in improving student achievement. The current policy requires the Board and Superintendent to appoint a committee (the "Equity Committee"); the rewritten policy reserves this action to the Board and makes such appointment discretionary. The amended policy was discussed by the Policy Committee at four meetings and comes to the Board with a 2-1 vote of the Policy Committee (taken on May 27, 2010, when one member was absent). At the Board meeting on June 8, 2010, Ms. Lennon, the member who was absent, indicated that she supports the proposed amendments. The policy was before the Board for Public Hearing on June 22, 2010 and earlier in this Board meeting.

Proposed Policy ADA, Equitable Distribution of Resources is as follows:

The Board of Education of Charlotte-Mecklenburg Schools is committed to providing the best education available anywhere, preparing every child to lead a rich and productive life. This commitment will be realized when the academic achievement of every student breaks the predictive link between student demographics (race, ethnicity, gender, socioeconomic status, and the like) and student achievement.

Equitable Allocation of Resources

Maximizing the academic achievement of every child requires strategic and equitable allocation of resources so that every student has access to excellent educational opportunities, including effective teachers and principals and sufficient support services for his or her unique individual needs. In addition, proactive attention must be given to students at risk of academic failure.

Measuring Success

The Superintendent shall develop a system of measurement based on the Board's Theory of Action and the goals of the current strategic plan (or its equivalent) to gauge the effectiveness of the allocation framework in improving student achievement. The measurement system must be based on achievement levels and growth, and, using the CMS accountability system, shall correlate resources (inputs) to academic results (outcomes). It shall include both quantitative (End of Grade, End of Course and other state assessment tools) and qualitative (School Quality Reviews or their equivalent processes) criteria. Results of the measurements will be considered in the Board self evaluation as well as

evaluations for the Superintendent and certain employees.

The Board's Role

The Board of Education is ultimately responsible for ensuring that resources are allocated and distributed in ways that maximize the academic achievement of every child in every school. The Board will hold itself and the Superintendent accountable for achieving this goal. The Board may appoint an advisory group to provide community input and feedback.

The Superintendent's Role

The Superintendent shall establish and implement a systematic framework for distribution of resources throughout the district that ensures all students are taught by effective teachers and have equitable resources and facilities. As provided in Policy GBKA, Appeals to the Board of Education by Employees, the Superintendent retains the right to transfer staff as necessary to ensure effective distribution of personnel (instructional, support and administrative).

The Superintendent will propose for the approval of the Board appropriate timelines and methods for measuring progress in distributing resources to demonstrate that the predictive links between student demographics and student achievement have been broken.

The Superintendent will ensure that an annual report on equitable allocation and distribution of resources and their impact on student achievement and growth is completed and presented to the Board each year. As areas of deficiency are identified, the report shall include clear recommendations for improvement.

Policy Review

The policy will be reviewed by the Board every three years and revised as necessary.

Mr. Tate moved that the Board approve the proposed amendments to Policy ADA, Equitable Educational Opportunities as presented. The recommendation was presented through the Policy Committee and did not require a second.

Chairperson Davis said the genesis of this policy is to bring it into alignment with the Board's Theory of Action and to not only demonstrate the Board's commitment to equity but also to move CMS to greater emphasis on "outcomes and results" while at the same time continuing to emphasize the importance of inputs and achieving those results.

Dr. Waddell moved to amend the motion that the Board approve amending proposed Policy ADA, Equitable Distribution of Resources, as follows: In the last sentence of the first full paragraph on page 2, change the word "may" to "shall." The sentence will then read: "The Board *shall* appoint an advisory group to provide community input and feedback." The amendment to the motion was seconded by Mr. McElrath, and a discussion followed.

- Dr. Waddell said a lot of hard work went into developing the proposed policy but it does not mandate that the Equity Committee will continue to operate and by changing the word from "may" to "shall" mandates the committee will continue to operate. Dr. Waddell said the committee has accomplished a lot of hard work for the Board and she believes the Board needs that committee's work to continue.
- Mr. McElrath said in 1997, the North Carolina Supreme Court ruled that children are

constitutionally guaranteed an equal opportunity to obtain a sound, basic education. He discussed the importance of the rights of parents to ensure their child receives the rights promised under the constitution. Mr. McElrath believes a parent organization or citizen organization will help ensure the rights of parents and he will support the amendment.

- Mr. Merchant understands the reasoning for this amendment but disagrees with the recommendation. The Policy Committee held four meetings and discussed “may” and “shall” and determined “may” would be used. He would be glad to work with the Board under the current wording “may appoint” to define a scope of responsibility for a committee of this type and to assign specific tasks. Mr. Merchant said he would not support having a Board advisory group without knowing what they will be doing unless this defaults to the current model which he does not believe is needed at this time. Mr. Merchant said this decision does not lessen his commitment to equity for the school district.
- Mr. White said the Equity Committee has done great work and has been useful to the school system for many years. He commended the members of the committee noting that he has a great appreciation for their work. Mr. White said he cannot support the word “shall.” He would like in the near future a motion to reappoint an Equity Committee with a redefined specific role of responsibilities. Mr. White discussed the importance of including equity and diversity in the Board’s revised Guiding Principles and encouraged the Board to move in a different direction with this committee.
- Ms. Lennon said the Policy Committee worked hard to develop the proposed policy and she will not support the amendment to the motion. She said the Board is moving forward and looking to the future to focus on the cornerstone of the Board’s mission which is maximizing achievement for every student. She would like to establish a Student Achievement Advisory Committee to review best practices of what is working in different schools, in CMS, in the state, and nationally. She would support a type of committee of advisory citizens engaged in this process to help guide the Board and provide expertise. She said student achievement is the Board’s mission and the Board should establish a committee that supports that mission.
- Mr. Morgan said he would not support the amendment for several reasons. He has served on several committees that had a defined purpose and role that was designed to help elected bodies make decisions. This policy does not include that scope but he would support an effort to comeback at a later time with a job description for this committee. That would benefit the Board to make better decisions as well as help the committee to be more successful because they would have a defined role and charge.
- Ms. McGarry said when the Equity Committee was established in 2002 it was needed, it served a useful purpose, and their feedback was taken into consideration. Over the years, there has been a duplication of efforts by the Equity Committee and staff and participation on the committee was time consuming for staff. The Equity Committee provided a report and staff provided a report and they were not in sync. Ms. McGarry said the revision of the proposed policy is not diminishing the importance of the equitable distribution of resources and it is time that the Board take charge to direct the Superintendent to be transparent in how CMS will distribute resources throughout the district.
- Mr. Tate said he has been the Board Liaison for the Equity Committee for the past three years and they are a hard working and diligent group of people who care deeply about CMS. As a committee, they want there to be equal access to educational opportunities

by every student in every school and they have sought to help the Board and CMS to move in that direction. The Board has not always acted upon the Equity Committee's recommendations but they have listened to their comments. Mr. Tate said as the Chairperson of the Policy Committee, he determined it was important that the Board move forward with a new policy and he recognized the challenges of using the word "may" instead of "shall" and he reluctantly agreed to that language. He will support the amendment because he believes an Equity Committee is important to this community and he is grateful that some Board members would like to work to redefine the charge and scope of the committee. Mr. Tate thanked the members of the Equity Committee for the work they have accomplished and the work they are currently performing.

- Chairperson Davis said the Board discussion has led to a second conversation of what should the role and purpose of a citizen group include. He shares this opinion as a strong advocate for community input. Chairperson Davis believes the Board would benefit from having fellow citizens advising the Board and performing specific tasks for areas in which the Board needs input. He believes there is a role for a citizen advisory committee. The proposed language for the policy is superior to the previous language because it aligns with the direction in which the Board is moving and the direction of the Theory of Action. Chairperson Davis said he would support the amendment not from a compliance standpoint of what the current committee is doing but from a standpoint of the benefits that a reconstituted or rechartered committee based upon the new policy and not the former policy.

The Board voted 4-5 on the amendment to the motion and the amendment failed. Board members Davis, Tate, Waddell, and McElrath voted in support of the amendment to the motion. Board members McGarry, Merchant, White, Lennon, and Morgan voted against the amendment to the motion.

Dr. Waddell moved to amend the motion that the Board approve amending proposed Policy ADA, Equitable Distribution of Resources, as follows: Add the following language to the beginning of the section on page 2 titled "The Board's Role": In order to ensure that all students have access to excellent opportunities, the Board of Education will establish and monitor baseline standards in key areas of educational opportunity, including faculty, technology, media resources, course offerings and co-curricular activities. Mr. McElrath seconded the amendment to the motion, and a discussion followed.

- Dr. Waddell said this amendment would restore to the policy the Board's role in establishing baseline standards, which is in the current version of the policy. The establishment of baseline standards would embody the Board of Education's commitment to provide all students with the basic building blocks of educational excellence. It would help ensure that the Board and the public receive regular updates on the opportunities available at all our schools, making quick action possible if standards at some schools fall below the mark.
- Mr. McElrath said he would support this amendment and discussed the importance of providing every child a sound basic education, equitable resources, and ensuring every school meets baseline standards.

The Board voted 3-6 and the amendment to the 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.

Chairperson Davis called for the Board vote on the original motion to adopt proposed Policy ADA as presented.

The Board voted 7-2 to adopt proposed Policy ADA as presented. Board members Davis, Tate, McGarry, Merchant, White, Lennon, and Morgan voted in support of the motion. Board members McElrath and Waddell voted against the motion.

Dr. Gorman provided clarification on the process for staff providing equity information. Staff will ensure school information is transparent and it will be shared with the community via three methods. Information will be provided through individual school reports in the format of a School Progress Report. The information will be available on a per school basis, rolled up into level reports (elementary, middle, and high), and rolled into a district report. The spreadsheets behind those reports will be available on the CMS Website. The reports will be produced annually and presented to the Board on an annual basis. Staff is targeting a presentation to the Board for late fall of next year.

V. REPORT/INFORMATION ITEMS

A. Report on Budget Amendments for June 2010

Dr. Gorman said Report Item A. is the monthly report and is as presented.

B. Report on Center for Research and Evaluation

Chairperson Davis called upon Dr. Gorman to introduce the report on Center for Research and Evaluation. Dr. Gorman called upon Robert Avossa, Chief Accountability Officer, and Dr. Lynne Tingle, Executive Director for Performance Management, to present the report. Mr. Avossa said the Center for Research and Evaluation is a part of the Accountability Department and its work and resources have recently been aligned to the *Strategic Plan 2014*. Staff is reviewing methods to continuously improve the department and assist by creating tools and methodologies for the district. Mr. Avossa said the department is excited about continuing to contribute to a data-driven culture and he provided an overview of the Department's vision, responsibilities, and staff.

- Vision: The Center for Research and Evaluation (CRE) provides results that support the continuation, termination, or modification of programs, initiatives, or policies to ensure every child receives a quality education. The end goal of CRE staff is to positively impact the achievement of all CMS students through the appropriate use of research and evaluation.
- Main Responsibilities: Evaluations as mandated and directed by the Superintendent and his cabinet. As well as annual survey reports, outside research, and collaboration with outside partners.
- CRE Team:
 - Two senior analysts (reduced from four).
 - Staff has extensive experience using sophisticated tools and education in educational research, measurement, evaluation, and/or statistics.

- All staff members engage in research and evaluation activities including statistical analyses, qualitative methodologies, survey construction and sampling, and technical writing. Staff develops a series of program evaluations and other data rich information so that senior staff and other leaders can make decisions.
- Tools: SAS is used for statistical analysis, Bilog and Winsteps are used for psychometric analyses, and excel.
- Staff has found creative ways to continue to work through partnerships but this has been impacted by the budget.

Dr. Tingle provided an overview of the Evaluation and Research process.

- Evaluations and Research Projects:
 - Logic Model:
 - ✓ Goal: To provide accurate and timely evaluation and research results to district decision makers.
 - ✓ What we do: Conduct needs assessment, formative evaluations, summative evaluations, literature reviews, and production evaluations.
 - ✓ Intermediate Outcomes: Policy decisions that are data-driven, effective programs to be implemented, assist with budgetary decisions, and targeted professional development.
 - ✓ Ultimate Outcome: Increased student achievement.
 - CRE Project Process:
 1. Superintendent's Cabinet requests an evaluation or research study.
 2. Center for Research and Evaluation drafts a plan.
 - Drafting the Plan: Determine level of evaluation/research necessary, develop evaluation/research questions, determine the methodologies necessary to collect data (survey, interviews, data warehouse downloads, etc.), determine the design (comparison groups, over time, etc.), and select the appropriate statistics.
 - Send Plan to internal and external stakeholders for review. Each evaluation plan includes a literature review, research questions, a timeline, and the outside research partner. Each study is partnered with someone outside of CMS.
 3. Present Plan to Cabinet for approval: Once the study is approved the process begins.
 4. Collect and analyze data.
 5. Quality control process (data and analyses sent to internal and external reviewers).
 6. Produce a report.
 7. Report sent to internal and external reviewers for comment, concerns, or suggestions.
 8. Present to Executive Staff.
 9. Send to principals and directors in Accountability Office.
 10. Send to Board of Education.
 11. Post on Website.
 12. Submit for conference presentations and publications.
- 2008-2009 Completed Reports:
 - Opening of Schools.

- Billingsville Elementary School, Expanded Day.
- Midwood.
- DIBELS.
- Teach for America.
- Read 180.
- DIBELS PDA Teacher Survey.
- Case Manager Time on Task Study.
- 2009-2010 Projects:
 - Opening of Schools (conducted each year).
 - Teach for America, Final Report.
 - Small Schools (Interim report completed in March, final to be completed in fall).
 - Strategic Staffing (Interim report completed in March, 2nd to be completed in fall).
 - K-3 Intensive Reading.
 - National Board Certified Teachers.
- Mini-Assignments: Literature Reviews/Searches, Building files for internal/external researchers, Reports (school level, learning community, and district level formative).
- Five Annual Surveys: Principal Survey (Opening of Schools), Teacher, Student, Family, and Principal Survey (Central Office Satisfaction).
- Outside Research: Non-CMS basic research. Approximately 100 requests are submitted each year. The process includes an application, fee, form a review committee, University Institutional Review Board approval, and memorandum of understanding (MOU).
- Collaboration with Outside Partners: Each project must have an outside partner and staff has gotten creative in establishing relationships with local universities.
 - Established Evaluation Projects with Queens, University of North Carolina-Charlotte, and Harvard. Recently began working with educational researchers at the University of South Carolina.
 - Institute for Social Capital: Board, Chair of Data and Research Oversight Committee, and Data Review Committee.
 - Community Service from Universities: Quality Control check on formatives, Analyses on teacher absences and student achievement, and Submission of manuscripts for publication.

Mr. Avossa said CRE is providing quality data and information to key decision makers throughout the CMS organization. The work aligns with the Board's Theory of Action, Vision, Mission, and Core Beliefs. Staff is proud of the data-driven culture that has been fostered in CMS over the last few years but it comes with a cost. The number of data requests and program evaluations continue to increase while funding has dramatically decreased. Staff is committed to the work and we look forward to continuing to serve our school district and the Board. Dr. Gorman said as we have gone through dramatic budget reductions part of the process this year will be reviewing areas to reach our new amount for dealing with the funding cliff but we will also have to go back and review if there were some areas in which we have cut too deep. That will be difficult at this point in time because we say do not cut the classroom but if we do not give the schools good information for programs that work we touch the classroom in a different way.

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

- Dr. Waddell said it is a plus for CMS to have this wealth of information and competent people working to gather that information. Dr. Waddell said this department charges for research and she asked is this a revenue producing department? Mr. Avossa said the application fee is \$100 per request and the fee was put in place about a year ago. Dr. Gorman and Mr. Avossa provided clarification which included we do not want to charge our own staff too much, we attempt to gear the research to projects that help CMS, and a part of the MOU is that we get a copy of the research conducted. Dr. Waddell asked how does CMS determine the outside agencies to work with for the research? Mr. Avossa said staff works with each agency that contacts CMS and we have strict rules and regulations in terms of what we can and cannot release.
- Mr. Merchant thanked staff for their work and the great information. He is also concerned about the focus on the classroom and he wants to avoid tunnel vision because most of the Board's decisions are touched by the Accountability Office and he values that information. He fully supports reviewing ways to better leverage resources by adding to this office. Mr. Merchant asked if there is an area that needs to be evaluated and there is not an existing metric, does staff develop a metric and a methodology to use? Mr. Avossa said we struggle with the balance of quantitative and qualitative and there is some dimension of teaching that is qualitative and that needs to be balanced. Staff will discuss the best research methodology and consult with outside partners to determine the best methodology. Mr. Merchant said the Board is working on the Comprehensive Review and one of the difficulties we have faced is determining what items are measurable, what can potentially be measured, what cannot be measured, what has a direct or indirect impact on student achievement, and items related to other areas such as effectiveness and efficiency. Mr. Merchant said what may be a good use of time is to get some help in defining the terms that the Board has discussed in the Comprehensive Review Work Sessions within the framework of student assignment or actionable information. Dr. Gorman said he and Mr. Avossa would review the terms of what impact those items have as well as seek advice from outside counsel. Mr. Merchant said the Board has confidence in staff and he has a tremendous confidence in this department.
- Mr. Tate thanked staff for their hard work as well as their assistance in working with the Policy Committee regarding Policy ADA. Mr. Tate said, as the Chairperson of the Policy Committee, he wants to ensure the Board's policy does not need any modifications as this policy was established in May 2009 and he asked staff to let him know if any changes are required. Mr. Tate said he enjoys receiving the reports from this department because the evaluations do provide insight to the decisions made by the Board and that was the charge of the Board's policy.

C. Report on Charlotte-Mecklenburg Schools Benefits Selection and Communication Process as requested by Board member Kaye McGarry

Chairperson Davis called upon Kaye McGarry to present the report on Charlotte-Mecklenburg Schools Benefits Selection and Communication Process. Ms. McGarry said this topic was brought up during the intense budget debates in March. She said in trying to keep teachers in the classroom with budget cuts she believed no stone should be unturned in the process of trimming the fat from the budget. At that same time, she was asked by a

constituent regarding the 48% increase in dental premiums and why a competitive bid was not put out for dental benefits. One April 16, 2010, she sent an e-mail to Dr. Gorman to ask three questions regarding the benefits department and he responded on April 18th. That response created some additional questions and she met with Dr. Gorman on June 2nd to ask if CMS was being cost efficient. During that meeting, she provided Dr. Gorman a chart of dollars that she had received from Pierce Group Benefits which showed approximately \$400,000 added expense for CMS. She asked Dr. Gorman to review the information and provide a response because this would impact the over 19,000 employees with CMS. Dr. Gorman responded to her request on June 24th in a seven page document and the Board was copied on that response. Ms. McGarry said that response led her to additional questions and she requested this item be put on the agenda in order for Dr. Gorman to provide clarification because this is a complicated issue. Ms. McGarry asked Dr. Gorman a series of questions.

1. Ms. McGarry said regarding the historical background, the response indicates that the benefits and services of the Pierce Group have not been evaluated in seventeen years and she asked who in Human Resources has been responsible for this process? Dr. Gorman asked are you asking for seventeen years of history? Ms. McGarry asked who has been responsible in the Human Resources Department? Dr. Gorman said he is responsible for what is put out to bid.
2. Ms. McGarry asked are there people in the Human Resources Department that makes those decisions? Dr. Gorman said, yes. Ms. McGarry asked are they here to respond to questions? Dr. Gorman said he is here to respond to questions.
3. Ms. McGarry asked who is this delegated to? Dr. Gorman said he delegates it to Hugh Hattabaugh, Chief Operating Officer. Ms. McGarry asked who does Mr. Hattabaugh delegate it to? Dr. Gorman said that decision would be made by Mr. Hattabaugh.
4. Ms. McGarry asked how was Colonial and Pierce Group selected as a company to serve CMS? Dr. Gorman said they were selected seventeen years ago and he could not answer that question. Ms. McGarry asked is there anyone in that department that would know that? Dr. Gorman said seventeen years ago, no.
5. Ms. McGarry asked is the Pierce Group the only broker supplying benefits to CMS? Dr. Gorman said there are other groups that do and he would be glad to provide the Board a list of all the companies.
6. Ms. McGarry said one company was Gallagher and she asked was that company selected through an open competitive bid?

Mr. Merchant requested a *Point of Order* and Ms. McGarry accepted. Mr. Merchant expressed concern that this is below the line and involves operations. Mr. Merchant said this is almost like a trial and he does not know the purpose of these questions and he asked for a general statement of purpose. Ms. McGarry said this is a fair question and she asked if the Board would prefer her to give the list of questions to Dr. Gorman and ask him to respond to the Board? Mr. Merchant said he thought Dr. Gorman's detailed seven page response answered Ms. McGarry's questions, the Board was copied on that document, and he thought this issue was resolved. Ms. McGarry said she and one or two other Board members were asking questions and wanted to ensure there are checks and balances within the departments and the justification for the added charges to the CMS employees. In the past, dental insurance was provided to employees at no charge. Ms. McGarry said Dr. Gorman's response generated additional thoughts and questions, and she would give those

questions to Dr. Gorman for a response to the full Board. Mr. Merchant said this would be the best idea at this point and should Board members have additional questions regarding the bidding process as a whole (when items are put out to bid, why, and how vendors are selected) perhaps that would be a good topic to discuss prior to the next budget cycle. Chairperson Davis agreed as well as ensuring the appropriate role of staff. Chairperson Davis asked Ms. McGarry to submit those questions to Dr. Gorman.

Dr. Gorman said it is important to point out that the seven page document is on the CMS Website, it is available to the public, and he encouraged the public to review that information. Dr. Gorman said the report was provided to all Board members and staff is happy to answer any questions because we have nothing to hide. He said it is important to address and clarify when statements are made that are not accurate. Dr. Gorman said he would be glad to answer all questions. Ms. McGarry said she would submit the list of questions, she would expect answers, and she thanked Dr. Gorman for his attention to this matter. Dr. Gorman said no other Board member had approached him about questions regarding this matter but he would be happy to answer questions submitted by any Board member.

VI. REPORT FROM SUPERINTENDENT

Dr. Gorman recognized Aspiring Leaders who were attending the meeting. The Aspiring Leaders Grant is sponsored by Wachovia Wells Fargo for individuals who are in the Teach for America Program or recently completed that program to intern with CMS for the summer. Dr. Gorman commended the Aspiring Leaders for doing great work and he thanked the Board for allowing them to join the various meetings held by the Board.

VII. REPORTS FROM BOARD MEMBERS

Mr. White said two weeks ago this community and school system lost a great friend, Coach Dave Harris, who recently passed away. Mr. Harris was in the school system for over forty-five years and he had a tremendous impact on hundreds of young people in this community and State. Mr. White thanked his family for sharing Mr. Harris with the people of this community. Mr. White said no other person deserves to be remembered or honored more by this school system than Coach Dave Harris.

Tom Tate said he and Dr. Gorman participated in a *Walk in Their Shoes* event that included finding your way to Crisis Assistance Ministry from your home via the bus system. This event was an eye opening experience to learn where our homeless neighbors in Charlotte live, eat, ride a bus, and sleep. Mr. Tate encouraged the Board to participate in this event and the next one is scheduled in November. Mr. Tate said there are over 3,300 homeless students in CMS and this provided an insight to the challenges that they face. Mr. Tate is grateful to those who help the homeless in our community. Mr. Tate commended Barbara Pellin for her services to CMS, being an advocate for support services, and contributing to the students of Charlotte. Mr. Tate also thanked André Mayes for her valuable service to the Board.

Tim Morgan enjoyed reading to sixty-five students through a program called *Freedom School* at Hickory Grove Presbyterian Church. He commended the services provided by this organization because they work with over 650 students throughout the summer to prepare them to be ready for the following school year. He enjoyed the interaction with the

students and encouraged the Board to participate with this organization. He said many of the counselors are CMS teachers and they are spending their summer volunteering to work with these students.

Kaye McGarry reported that "Kaye About Town" would be held at the Starbucks Coffee Shop at Sycamore Commons Shopping Center on July 28th from 7:30 a.m. to 9:00 a.m. and she would be available to discuss CMS related issues. Ms. McGarry thanked Barb Pellin for her many years of service to CMS. Ms. McGarry also thanked Ms. Mayes for her legal counsel to the Board and for leading the Legal Department for the past year. Ms. McGarry wished everyone safe summer travels.

Richard McElrath enjoyed participating at an event at Johnson C. Smith University with the *Freedom School* program in which he shared poems with the students. This is the second year that he participated with the *Freedom School* and he encouraged the Board to volunteer in this program because it is rewarding experience. Mr. McElrath commended the organization and the students for their enthusiasm and discipline.

Rhonda Lennon thanked Barb Pellin for her service to CMS and being an expert in providing the Board medical advice. She also thanked André Mayes for her insight and guidance to her as a new Board member, and she looks forward to continuing to work with Ms. Mayes. She thoroughly enjoyed visiting *Camp Invention* this summer which is a science program about creative thinking for our students. This is a great program for CMS and the students. She wished everyone safe travels for the summer and good luck to the schools as they begin their athletic programs for the new school year.

Dr. Waddell enjoyed volunteering as a chaperon for students at a *Freedom School* event held at the Nascar Hall of Fame. She commended the students for their enthusiasm, being orderly, and having a love for reading. Dr. Waddell also thanked André Mayes for her hard work and guidance to the Board and she looks forward to continuing to work with her. She commended Barbara Pellin for her excellent service to CMS. She thanked the families for participating at the Community Forums and Chairperson Davis for facilitating at those meetings. Dr. Waddell also thanked the teachers for an excellent year.

ADJOURNMENT

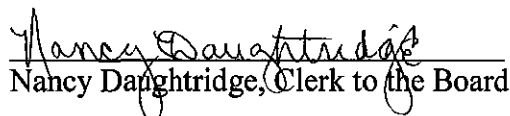
Chairperson Davis called for a motion to adjourn the meeting.

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 8:06 p.m.



Eric Davis, Chairperson



Nancy Daughtridgē, Clerk to the Board