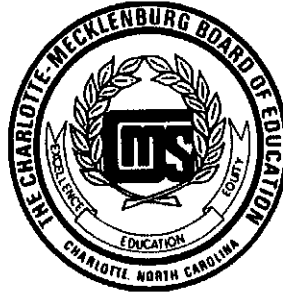


Approved by the Charlotte-  
Mecklenburg Board of Education  
April 12, 2011  
Regular Board Meeting



Charlotte, North Carolina

March 8, 2011

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on March 8, 2011. The meeting began at 5:20 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; George E. Battle, III, General Counsel; Hugh Hattabaugh, Chief Operating Officer; and Nancy Daughtridge, Clerk to the Board.

**Upon motion by Mr. Morgan, seconded by Mr. Tate, the Board voted unanimously for approval to go into Closed Session for the following purpose:**

- **To consult with the Board's attorneys on personnel matters and legal implications related to departmental reductions in force and reorganization.**

**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 5:20 p.m. until 5:59 p.m. in CH-14.

Chairperson Davis reconvened the Regular Board Meeting at 6:07 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; George E. Battle, III, 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 6:07 p.m. and he welcomed everyone to the Board's first meeting of the month.

### A. Pledge of Allegiance

Chairperson Davis called upon Dr. Joyce Waddell to introduce Christian McLaurin, a 3<sup>rd</sup> grade student at Briarwood Elementary School, to lead those present and in the viewing audience in the Pledge of Allegiance and to speak on the March character trait of *courage*. Dr. Waddell said interesting facts about Christian include he enjoys reading and is one of the school's top readers as measured by the Accelerated Reader Program; he is one of the school's morning broadcast announcers and helps to report upcoming reading goals and events for the student body; he is a member of Briarwood Young Men which is a program focused on developing leadership, citizenship, and high academic achievement through the guidance of positive male role models; and in his spare time he likes to read, play tag and basketball, and listen to music. When he grows up, Christian would like to be a wrestler or an astronaut, or maybe both. Accompanying Christian were his mother, Tina Montez McLaurin; his sister, Allena; his teacher, Michelle McCullough; and his principal, Brenda Steadman. Christian invited everyone to stand and join him in reciting the Pledge of Allegiance. Following the pledge, Christian shared examples of showing courage. He believes learning takes courage because learning new things can be scary. Christian and his classmates show courage by trying and learning new things every day.

### B. Adoption of Agenda

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

**Mr. Morgan moved that the Board adopt the agenda as presented, seconded by Mr. Tate, and the motion passed upon unanimous voice vote of the Board.**

## II. REQUEST FROM THE PUBLIC

Chairperson Davis said the Public Request section is an opportunity for the Board to hear from the public and gain valuable feedback. Chairperson Davis outlined the speaker and audience protocol. 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. He encouraged the audience to be mindful of showing respect to the speakers and to refrain from either showing support or displeasure. Each speaker will be given three minutes to address the Board. 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.

Meghan Fluery, student at Robinson Middle School, spoke on behalf of many students to share their concerns about the elimination of Middle School Sports. She encouraged the Board to save middle school sports and discussed the benefits that middle school sports provide which included students must maintain good grades; enhances the ability to play sports in high schools; helps reduce childhood obesity; creates school spirit; sports lead to students receiving college scholarships; and non-sport students enjoy attending games. They believe families would be willing to pay to keep sports in middle school and almost ¼ of the students in middle school participate in a middle school sports.

Three people discussed concerns regarding standardized tests and using them as a method to influence pay for performance.

- Larry Bosc, teacher at East Mecklenburg High School
- Nicholas Rose, student results are also influenced by parents and students.
- James Whalen, senior at East Mecklenburg High School, will be taking eighteen standardized tests this year but students also need to learn social skills, critical thinking, civic involvement, and data retention. The tests do not measure those areas. Students need assessment and accountability but high stakes standardized tests need to be used with other tools.

Four people talked about education in general

- Anniah Grace, student at Oakland Language Academy, said she does not want to attend school with boys, do not cut teachers, and do not shut down Bright Beginnings.
- McKayla Clark, student at Reedy Creek Elementary School, wants bullies out of her school; encouraged the Board to spend money wisely and to help all schools; she loved the Bright Beginnings Program; and expressed concern about teacher cuts.
- Blanche Penn encouraged the Board to ensure justice for all students; discussed the successes of Rocky River High School and Parent University; and expressed concern about teacher layoffs and the impact that will have on families.

Seven people discussed concerns regarding the proposed recommended budget reductions.

- Levester Flowers, represented Save Our Schools Initiative, discussed the petition they had filed; addressed concerns of the community; and encouraged the Board to ensure the budget restraints do not impact those who need it the most.
- John Maye, represented Save Our Schools Initiative, discussed concerns regarding bullying in school; the impact that closing E. E. Waddell will have on the mental health of students; what can be done to reduce stress among students, teachers, and staff; and the impact of the budget decisions on the African-American and minority students.
- Belinda Cauthen, represented the National Association of the Advancement of Color People, and discussed concerns regarding the Board abusing legislature for closing schools; ignoring *No Child Left Behind* guidelines; and used performance as an excuse to jeopardize the students' rights.
- Mary McCray, represented Charlotte Mecklenburg Association of Educators, proposed a resolution to generate \$800 million dollars for public education by extending the .01 sales tax that will expire in 2011 and she encouraged the Board and the State to protect public education in North Carolina.

- Douglas Lattimore expressed concern that teachers, students, and parents are suffering from the proposed budget reductions and the cuts to the Bright Beginnings Program and he proposed a solution to offer his products and services to save the program.
- Bill Gupton, chairperson of the Sierra Club, commended CMS and the Board for their efforts to protect the quality of the earth and discussed health risk concerns regarding a solid waste project to build an incinerator to burn trash that will be located in close proximity of CMS schools.
- Michele Robinson, parent of a student at E. E. Waddell High School, discussed concerns regarding teacher cuts and the decision to close E. E. Waddell because it will negatively impact the most vulnerable of the community.

Chairperson Davis closed the Request From the Public at 6:52 p.m.

### III. CONSENT ITEMS

A. Recommend approval of Closed Session meeting minutes:

- February 8, 2011.
- February 17, 2011.
- February 22, 2011.
- February 24, 2011.

B. Recommend approval of Open Session meeting minutes:

- September 8, 2010 Work Session.
- September 14, 2010 Work Session.
- January 25, 2011 Regular Board Meeting.
- February 8, 2011 Regular Board Meeting.

C. Recommend approval of February 2011 Licensed/Non-Licensed Hires and Promotions.

*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, 2010 - June 30, 2011: 2,544. (Licensed Hires: 1,376/Non-Licensed Hires: 1,168).*
- *Total Promotions July 1, 2010 - June 30, 2011: 227. (Licensed Promotions: 86/Non-Licensed Promotions: 141).*

D. Recommend approval of Cochrane Middle School Construction Contract.

*The kitchen renovation and dining room expansion package for Cochrane Middle School was publicly bid on February 22, 2011. Staff recommends the approval of the kitchen expansion building package contract to the lowest responsive bidder, Sorensen Gross, Inc. The scope of work will include an addition to the existing kitchen building. Additionally, project will include alternate one to provide a campus wide security system. The project is scheduled to complete by August 2011. Fiscal Implications: COPS 2006 - \$1,559,000.*

E. Recommend 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 April 1 through April 16, 2011 period. GovDeals, ([www.govdeals.com](http://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 as presented.

**Mr. White moved, seconded by Mr. Morgan, that the Board adopt Consent Items A. through E., and a discussion followed.**

Ms. McGarry pulled Consent Item D.

Chairperson Davis called for a motion to adopt Consent Items A., B., C., and E.

**Ms. McGarry moved that the Board adopt Consent Items A., B., C., and E., seconded by Mr. Morgan, and the motion passed upon unanimous Board voice vote.**

The Board discussed Consent Item D.: Ms. McGarry said this project is funded by 2006 Certificate of Participation and includes \$1.4 million for a kitchen and \$100,000 for security. Ms. McGarry believes some of those monies can be shifted by the Board and she made the following motion.

**Ms. McGarry made a motion that the Board delay the decision regarding Consent Item D. (Recommend approval of Cochrane Middle School Construction Contract) until the Board has further reviewed options for the privatization of food service and other options for the \$1.4 million in capital funds. There was not a second and the motion died.**

The Board continued the discussion on Consent Item D.

- Dr. Waddell said the composition of Cochrane is changing to a 6-12<sup>th</sup> grade configuration and she hopes the project includes outfitting the school for the additional students that will be attending the school. Guy Chamberlain, Associate Superintendent for Auxiliary Services, said the project does not include an expansion to the facility and based upon the projected enrollment the facility will accommodate the new school configuration. Dr. Waddell asked clarifying questions regarding the bidding process and the number of minority bidders. Mr. Chamberlain said the project went out to bid on February 22<sup>nd</sup> and there was 21% minority participation.
- Ms. Lennon said this is capital funds and she asked if any of the up fit was directed out of the Child Nutrition budget? Mr. Chamberlain responded that some of the kitchen equipment will be funded by Child Nutrition but the Child Nutrition budget cannot be used for construction purposes. Ms. Lennon encouraged staff to use as much Child Nutrition funding as possible on this project.
- Ms. McGarry believes a \$1.4 million project is huge for these economic times and requested a breakdown of the project costs. Mr. Chamberlain will provide that information at a later time.

Chairperson Davis called for a motion to adopt Consent Item D.

**Mr. Tate moved that the Board adopt Consent Item D., seconded by Mr. Morgan, and the Board voted 8-1 in support of the motion.**

***Ayes: Board members Davis, Merchant, White, Lennon, McElrath, Waddell, Tate, and Morgan.***

***Nays: Board member McGarry.***

#### IV. ACTION ITEMS

- A. Recommend approval of criteria to be used for reduction in force impacting certified employees paid on the teacher pay scale due to an anticipated reduction in funding for next school year

Chairperson Davis called upon Dr. Gorman to present the recommendation. Dr. Gorman said the action item is the recommendation of approval of criteria to be used for reduction in force impacting certified employees paid on the teacher pay scale due to an anticipated reduction in funding for next school year. Dr. Gorman said the Board and the public are aware that CMS is dealing with the budget reduction process. The budget reductions are larger than what we experienced in previous years and it is compounded by the fact that CMS cannot make the same cuts that were made in previous years because those items are gone. Any cuts that will be made this year are cuts that we did not believe should be cut in previous years. They were low on the priority list of items to cut. In addition, this item involves a budget timeline and a Human Resources timeline and the two timelines do not match. The Board must take actions in a timely manner in order for CMS to properly notify teachers to ensure they are afforded their rights for an appeal. To meet those guidelines, the Board must approve items related to the budget before the Board has adopted its final budget. The proposed process is similar to the process used in previous years. We would prefer to not be doing a budget reduction process that impacts staff. The process this year includes further clarification within the document to help make it easier to understand and follow. The information will be posted on the CMS Website and following its approval it will be forwarded to each and every teacher and employee within the District. Dr. Gorman called upon Hugh Hattabaugh, Chief Operating Officer, and Landis Wade, attorney with McGuireWoods, L.L.P representing the Board.

Chairperson Davis called for a motion to approve the criteria as presented.

**Mr. Tate moved that the Board approve the criteria to be used for reduction in force impacting certified employees paid on the teacher pay scale due to an anticipated reduction in funding for next school year, seconded by Mr. Morgan, and a discussion followed.**

Board members were invited to ask questions and make comments.

- Dr. Waddell said teachers have expressed concerned that the criteria does not provide additional consideration for the teachers who will be displaced because their school is closing. Many of those teachers participated in the Transfer Fair but very few were selected and they believe this is a sign that they will be laid off. Dr. Waddell believes those teachers should be given special consideration because CMS closed those schools and that is a different situation. Mr. Hattabaugh said everyone in the closed schools will be treated as any other school in the District that has a lower enrollment or cut in ADMs and the teachers that are losing their positions will be afforded the same rights as anyone affected by the reduction in force due to changes in enrollments and ADM adjustments. Career employees will be the last to go into the elementary and secondary District-wide pools; career teachers will go out of the pool first; principals will review the teachers in the pool but according to State statute career teachers have first priority

followed by non-career teachers based upon their performance ratings. The closure of Davidson IB will be handled slightly differently because that was a relocation/consolidation (a County-wide Magnet consolidated with a boundary school) and many of the specialized teachers are needed to maintain the integrity of the Magnet Program. In many cases the closed schools were disbursed to more than one school when boundary changes and student assignment was adjusted. Dr. Gorman said teachers were picked up through the Transfer Fair and they will continue to be picked up until the first week of August because this process will also include teachers retiring and leaving the school district. Some teachers will be transferred and others will be placed throughout this process and many placements will be dependent upon principals completing their master schedules. Mr. Hattabaugh said CMS has a consistent process in place that must be adhered to in order to ensure consistency and fairness throughout the process.

- Ms. Lennon expressed concern that there is a rumor that the entire staff of Davidson IB will be moved in its entirety to J. M. Alexander Middle School. Ms. Lennon clarified that only the teachers with IB Certification were eligible to move to J. M. Alexander to maintain the integrity of the Magnet Program. Mr. Hattabaugh said, yes, that is correct. Ms. Lennon also addressed the rumor that the reduction in force does not apply to Teach for America Teachers and she clarified that Teach for America teachers are subject to low performance removal in the reduction in force process. Dr. Gorman said that is correct and in the last two years Teach for America teachers were included in the reduction in force because of low performance.
- Mr. McElrath expressed concern that the criteria was not reviewed as a part of the meeting and he asked staff to review the information presented to the Board so that the public would have a better understanding of the process.

Dr. Gorman said staff is prepared to present the information per the Board's direction. Chairperson Davis asked staff to provide an overview of the criteria and reduction in force process. Dr. Gorman called upon Landis Wade to present the information.

Mr. Wade reported that the Board was provided a 16-page document that outlines the criteria and process to be used for reduction in force impacting certified employees paid on the teacher pay scale due to an anticipated reduction in funding for next school. 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. This reduction in force is necessary as a result of the anticipated decrease in funding for the 2011-2012 school year. The Superintendent is developing separate criteria for reductions applicable to other employees in various departments in accordance with Board Policy GCQB, Reduction in Force for Non-Career Employees, which does not require Board approval. Mr. Wade said the document is for classroom teachers and any teacher in a school who is paid on the teacher pay scale. The document includes an index for the recommended criteria and sections of the document identify the number of positions that are being impacted. The document does not include assistant principals, principals, or Bright Beginnings. The document is consistent with what the Board has adopted in previous years. Mr. Wade provided an overview of the proposed criteria and process regarding a reduction in force.

- Classroom Teachers in Retained Categories: There are certain retained categories that are not subject to the reduction in force and those are found on page 3 of the document.
  1. Certain teachers in certain specialty areas that are to replace (Math, Science, Exceptional Children, English as a Second Language, Montessori-trained, and foreign language) are not subject to the relative performance analysis that may place someone in the District-wide pools.
  2. Teach for America Teachers finishing first year of a two-year commitment.
  3. Teachers in specialty selected positions at Strategic Staffing Schools.
- Performance and other Criteria for Non-Career Teachers: Includes categories to be cut in priority order.
  1. In the first cut are non-career teachers who have low performance on the recently approved State Performance instrument for licensed teachers. If they are “below proficient in certain critical categories of teaching then they will be non-renewed under these criteria.
    - a. First cut criteria: Includes a section for teachers who are eligible for Career status. In accordance to Board Policy GCO, Career status will only be offered to candidates who are in excess of “At Standard” or in excess of “Proficient.” If these teachers do not meet this requirement they will be non-renewed as part of the reduction in force.
    - b. Exempt Categories: If a teacher is in an exempt category, as mentioned above, they are not exempt from the first cut if they have low performance or licensure deficiencies and they can be subject to having their job eliminated in the first cut. It is only after this first cut that they will be put in the retained status.
  2. The second category would be non-career teacher with licensure deficiencies. This would include third-year teachers who are not rated “Proficient” on all Standards of the North Carolina Teachers Summary Rating Form as required by the State to have obtained their continuing license.
  3. The next category would be non-career interim-teachers.
  4. The next category would be non-career teachers with end-of-year contracts.
  5. The next category would be part-time teachers in the Talent Development Program.

Mr. Wade said the next part of the document becomes more complicated in an attempt to be clear and fair in terms of how ties are broken and how decisions are made for how teachers go from schools to the District-wide pool. As a basic concept, whether dealing with the elementary schools or the secondary schools, this will be based on a school-by-school basis and school allotments. The number of teacher positions at each school as a whole is identified based upon Student Weighted Staffing, ADM adjustments, and upcoming Board decisions regarding class size because these factors drive the number of allotments at each school for the upcoming school year. After the principals receive their staffing allotments they will know whether they are overstaffed or understaffed. If they are overstaffed, the criteria will determine how the teachers at that school will go into the District-wide pool. There is a separate District-wide pool for teachers who come out of their elementary schools and secondary schools. The criteria provide a mechanism so that teachers will be considered for selection out of the pools. Teachers with dual licensure will have opportunities to be selected from more than one pool. Mr. Wade provided an overview of the pool process. There is an effort through the criteria to establish a selection process to attempt to place teachers who have been eliminated at their school level before the decision



and steps are taken to non-renew or dismiss that person. Non-career teachers will first go into the District-wide pool followed by career teachers. Career teachers will be the first to come out of the pool followed by non-career teachers. The lowest performing non-career teachers will be the first to go into the pool and the document includes a tie-breaking system to be used for non-career teachers regarding the performance instrument. There is also a tie-breaking system for career teachers. The tie-breaking system involves a committee consisting of the principal, Human Resource manager for the school, and the Zone Superintendent for the school who will review the performance over a period of years to determine who is the least best performer to go into the pool. It does not mean that a person going into the pool (whether they are coming from a closed school or a school that is overstaffed) will lose their job because the next step of the process includes a procedure, through a process that Dr. Gorman will establish, for principals to select teachers in a certain order out of the pool. Principals will select from the career teachers by area of licensure first. Only after the career teachers have been selected by area of licensure will the non-career teachers be selected and they will be selected from the top performers first to the least best performers. As an overlay to this process, instructional support positions and exchange positions are included. Each elementary and secondary school has three instructional support positions. Each principal will have to determine, based upon that principal's judgment and in the best interest of the school, which of those three instructional support positions will be eliminated. If that position is eliminated and the person in that position has a teaching license and they are a career employee who has taught in a school system within three years in the classroom they have an opportunity to drop down to a teaching position in that school. If not, they will go into the pool. The criterion includes a process to protect career teachers ahead of non-career teachers. The document also explains the process for Exchange Positions which includes what happens if an exchange position is continued, the process by which someone would be allowed to keep an exchange position, and the tie-breaking system which is similar to what is being used in the rest of the criteria.

Mr. Wade clarified that as the process is followed and teachers are placed in the pools, Human Resources will ensure the principals follow the process to ensure career teachers are selected first followed by non-career teachers. If there are no positions left to be filled and there are people left in the pool, at that point in time for non-career employees, State statute mandates that the Board give notice by May 15<sup>th</sup> to any non-career teachers that are not going to be renewed. This is a deadline that the State has imposed and that notice will be given at that time to any non-career teachers that do not have a position. Career teachers that do not have a position do not have the same May 15<sup>th</sup> deadline. All career teachers who lose their positions by State statutes have the right to request a hearing before the Board regarding their termination. If a teacher through this process is non-renewed because they are non-career (their contract is non-renewed) they have the opportunity to reapply in the future under the criteria which is the same criteria as last year. If they are career and in accordance with statute and the criteria they will go on a priority rehire list for three years. For any vacancies that come available for those career teachers in their area of licensure within that three year period will be considered for that position before any outside hires. If career teachers are terminated through this process, CMS will have to first rehire career teachers from the list through this process.

Chairperson Davis thanked Mr. Wade for his presentation and invited Board members to

continue with their questions and comments.

- Ms. McGarry said this is the third year that she has served on the Board and the Superintendent recommended a reduction in force. She has not supported a reduction in force in the past and she does not intend to approve it this year. She expressed concern about process for evaluating teachers because it does not include student performance. Ms. McGarry reviewed the definition of performance and believes the document to evaluate teachers is not focused on performance but whether a teacher knows their content; are they demonstrating leadership; do they have a respectful environment; do they reflect on their practice; and do they facilitate learning for their students. She believes it is a disservice for the Board to use that document to evaluate teachers because it does not evaluate teachers on whether students learned in that classroom. She said the mission of CMS is to maximize academic achievement by every student in every school and the evaluation document does not include academic achievement in the classroom. She believes this process should include whether students are learning and the teacher is making a difference in the classroom. Ms. McGarry offered a substitute motion.

**Ms. McGarry made a substitute motion that the Board direct the Superintendent to find a way to incorporate performance, meaning teacher outcomes in a classroom, in the document before CMS actually eliminates any teachers, seconded by Mr. McElrath, and a discussion followed.**

Chairperson Davis asked Dr. Gorman if he would like to address Ms. McGarry's substitute motion. Dr. Gorman said Ms. McGarry reviewed items that staff believes should be a part of an evaluation but just a part and that is why we believe even more criteria should be added. Dr. Gorman said he would think when Ms. McGarry talks about performance that includes specific student outcomes under the guidance and direction of that teacher. Staff believes the mandated State document is vague in that area and that is why our entire initiative for effective teachers is focused on providing data for evaluating performance. Staff believes all the items on the current document are important and there should be even more. Dr. Gorman said that is why the Board Chair, George Battle, and he were in Raleigh last week advocating that the State mandated evaluation document does not include enough criteria and that performance of students should be added to the document. Dr. Gorman said the evaluation document is due April 15<sup>th</sup> but students do not take the assessment tests until May. This timeline presents challenges and we agree that the document need more criteria. Dr. Gorman said staff believes performance can be based on more than just a standardized assessment.

- Ms. McGarry said she has a sense of urgency because CMS has been using this document for three years. Ms. McGarry expressed concern that teachers are not being let go based upon outcomes in the classroom and she asked the Board to take action now instead of waiting on another document. Ms. McGarry asked how many teachers are currently on an action plan? Dr. Gorman said he does not have that information at this time. Dr. Gorman said the reduction in force process includes other criteria to determine performance and we are not just using the State's evaluation document but we are required to use that standardized form by law. Ms. McGarry believes the teachers deserve better. Dr. Gorman said staff is working on this but we must have the

support of the State.

- Mr. Merchant said he appreciates the discussion for tying teacher compensation to what students learn and that is the path we have been continuing to follow. Mr. Merchant said this year, CMS is facing \$100 million in budget reductions and 84% of its budget is in people. The reality is CMS, unfortunately, will have to cut staff to meet those budget reductions. Mr. Merchant said this is a difficult decision because some of those teachers are good teachers but our team has been very thoughtful, methodical, and humane in proposing criteria for the reduction in force. The tools are not perfect but staff is using the limited tools we have in our toolbox. Staff is striving to expand our tools based on the initiatives regarding pay for performance and teacher effectiveness but we are not there yet. Mr. Merchant encouraged the Board to support the Superintendent and staff's proposed reduction in force process.
- Mr. Tate said we do not want to cut \$100 million out of our budget because it will affect many employees and classroom teachers. Given what we have to work with (forms and data) staff has developed the fairest way to move forward in this process to ensure we meet the tight timelines regarding State statutes and Human Resources. Dr. Gorman said that is correct. Mr. Tate does not want to cut teachers but we must have a balanced budget for next year. Mr. Tate will not support Ms. McGarry's motion to delay because the process outlined by staff is necessary to ensure teachers of their rights.
- Mr. White agreed with Mr. Tate. Money is allocated to CMS by the federal government, the State, and the County and CMS can only spend the money that is allocated to CMS by those agencies. At this point, it has been determined that those three agencies will give CMS \$100 million dollars less than last year. CMS does not have taxing authority, cannot extend any sales tax, cannot borrow money, and by law CMS must have a balanced budget. CMS has faced \$185 million in cuts over the last two years and is facing another \$100 million this year. When 85% of the budget is spent on people, the only way to achieve those cuts is by cutting staff. The people in the reduction in force are not bad people but ended up on the bottom of the evaluation process. That document is not the best document but it is the best document we have available to us at this time. Mr. White said CMS has to cut its budget because our budget has been cut by those who fund us and we must spend the remaining money the best way that we can to educate students.
- Mr. Morgan expressed concern that CMS is standing alone on the State level because the State is reviewing options to eliminate four End-of-Grade tests and they provide the types of measures that people want us to use but they will be cut in the State budget. Dr. Gorman said, yes, that is correct. Mr. Morgan said the State mandates that CMS use the evaluation document and if that was not used CMS would have to use a seniority process. Dr. Gorman said we must use the form but if we did not we would have to use seniority. Mr. Morgan said this process is painful but he would prefer to use this document.
- Mr. McElrath said this is a tough decision and he is not blaming the Superintendent because CMS is only one of the three governmental bodies in Charlotte. CMS has given up a lot to save children but these children do not only belong to CMS because they belong to the community. CMS should get help from the County and the City. If this is a cut for CMS it should be an across the board cut. CMS is preparing for the future and developing tests but we must now get through the present. It is difficult to

support the reduction in force knowing that custodians will be cut and teachers will be laid off knowing that there are not jobs available in the market. Mr. McElrath believes Dr. Gorman and staff has done a good job in a terrible situation and he hopes the City and County will help CMS. Mr. McElrath is not sure how he will vote on the motion.

- Ms. McGarry said CMS has a \$1.3 billion budget and the Board has chosen to hit teachers. This recommendation is talking about criteria and not about pay for performance. She discussed strategic staffing, ineffective teachers being sent to other schools, and Dr. Gorman has authority to remove teachers who are ineffective and a reduction in force is not necessary. She said this is the third year the evaluation document has been used and it is not a fair document.
- Dr. Waddell asked questions about the measures that would be used to evaluate teachers, the pool process, the timeline, and would retirements and attrition help lessen the reduction in force. Mr. Wade provided clarification regarding the pool process, selection out of the pools, and that CMS could not wait on the retirement/attrition process because CMS is obligated to meet the State mandated timelines but positions can be brought back. Dr. Waddell hopes many of the teachers will be brought back and believes the process should include special consideration for the teachers in the closed schools.
- Ms. Lennon agreed that this is a distasteful process but it also includes the elimination of teachers who specialize in a subject that students no longer want to take. The process allows CMS to eliminate that position because no students want to take that course and the teacher does not have certification to teach other subjects. Ms. Lennon pointed out that not all subjects have standardized tests and not all teachers have those measures for performance. Ms. Lennon will not support Ms. McGarry's motion because the reduction in force process is not just cutting teachers but other staff members as well.
- Chairperson Davis said the only reason CMS is having a reduction in force is because the CMS budget is being cut. Chairperson Davis expressed concern regarding the challenges that CMS faces and the lack of funding from the other members of the public school system in North Carolina. He commended Dr. Gorman for his efforts, despite those challenges, to develop criteria on this process as well as his efforts to develop more measures for evaluating teachers. The Board does not like the criteria for a reduction in force but we must approve it because of the Board's constitutional duty. Chairperson Davis said the Board will do their job and he hopes those who fund CMS will do their job.

Chairperson Davis called for the Board vote regarding Ms. McGarry's motion.

**The Board voted 1-8 on Ms. McGarry's motion and the motion failed.**

***Ayes: Board member McGarry.***

***Nays: Board members Davis, Merchant, White, Lennon, McElrath, Waddell, Tate, and Morgan.***

Chairperson Davis called for the Board vote regarding the original motion to approve the criteria for a reduction in force as presented.

- Ms. McGarry requested an opportunity to speak to the motion. Chairperson Davis said the Board has discussed this item for more than an hour and he asked Ms. McGarry to be brief. Ms. McGarry discussed concerns that the recommendation includes the

elimination of an instructional support position at each of the elementary schools and the principals must choose between a counselor, media specialist, or literary facilitator. She believes each of those positions is effective and CMS should find money in other areas of administration in order to save those positions.

**The Board voted 6-3 in support of the recommended criteria to implement a reduction in force.**

**Ayes: Board members Davis, Merchant, White, Lennon, Tate, and Morgan**

**Nays: Board members McGarry, McElrath, and Waddell.**

**V. REPORT/INFORMATION ITEMS**

**A. Report on Budget Amendments for January 2011**

Chairperson Davis called upon Dr. Gorman to present the report. Dr. Gorman reported agenda items V.A. and V.B. are the monthly reports and are as presented.

**B. Report on Financial Statements for January 2011**

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

**C. First Reading on Proposed Amendments to Bylaw BEDB, Agenda**

Chairperson Davis called upon Tom Tate, Chairperson of the Policy Committee, to present the recommendation. Mr. Tate said before the Board for First Reading is proposed amendments to Bylaw BEDB, Agenda. The Policy Committee recommends amending current Bylaw BEDB to change how individual Board members may add items to the Proposed Agenda for a Regular Board meeting. In addition, to the current requirement that items be submitted in writing six business days before the meeting and the amended bylaw will require individual members to have the written support of two other members before the item is accepted for the Proposed Agenda. An amendment is also recommended to clarify the long-standing practice and intent of the bylaw that the Board Chair and Superintendent may add items to the Proposed Agenda at any time prior to the meeting. The final amendment deletes the word "substantive" from the next to the last paragraph of the bylaw, so that the first meeting item would be the adoption of the agenda. This amendment will require a Board member to have the support of at least two other Board members before adding an item to the Proposed Agenda and ensure the proposed item has been more thoroughly vetted by the Board. The proposed amendments to Bylaw BEDB will be posted on the CMS Website, the Board will hold public hearings at the Regular Board meetings scheduled for March 22<sup>nd</sup> and April 12<sup>th</sup>, and a conduct a Board vote at the April 12<sup>th</sup> meeting.

**D. Report on Calendar Development Process for 2012-2013 Academic Calendar**

Chairperson Davis called upon Dr. Gorman to introduce the report. Dr. Gorman said this year the calendar committee received a great deal of attention and CMS staff took great steps to ensure the process was open and the community was involved so that they had a better understanding of the complexity of the calendar process. Dr. Gorman called upon Earnest Winston, Co-Chair of the Calendar Committee; Marie Slusser, Co-Chair of the Calendar Committee; and Sarah Crowder, Associate General Counsel, to present the report.

Earnest Winston reported the presentation would provide an overview of the process used to create the 2012-2013 CMS Academic Calendar. Mr. Winston thanked the volunteers who served on the Calendar Committee for their hard work and Richard McElrath, Board member representative, for participating in the process. Mr. Winston provided an overview of the process and the purpose of the full Calendar Committee; Sarah Crowder provided an overview of North Carolina law and CMS policy, requirements, and regulations; and Marie Slusser reviewed the importance of having a strong instructional focus when creating the calendar, designation of teacher workdays, and makeup days. Mr. Winston highlighted information regarding the Calendar Committee and the calendar creation process.

- The CMS Calendar Committee: The committee consists of parents, community members, teachers, principals, assistant principals, staff from various administrative departments and a Board of Education representative. The Committee began meeting in January and developed two recommendations for the 2012-2013 school year, Calendar A and Calendar B.
- The Process:
  - Representation from all stakeholders (i.e., principals, teachers/teacher groups, central office, parents and community members).
  - Created a page on the CMS Website that provided all the information regarding the calendar process, the key points, the criteria used, and a blank template so that people could develop calendars. Held a Media Day to share information regarding the complexity of creating a calendar.
  - Invited the public and media to attend the four committee meetings but the only people who attended the meetings were the committee members.
  - Steering Calendar Committee: The process was launched on January 24<sup>th</sup> and the committee held its final meeting was held February 14<sup>th</sup>. The committee created six drafts calendars with multiple options.
  - Full Calendar Committee: The primary charge of the full committee, which represents all stakeholders, is to study the requirements, critic the work of the Steering Committee, and to develop two calendar options which are referred to as Calendar A and B.
  - Preference Poll: The Preference Poll is a part of the process of sharing and informing teachers, administrators, employees, and the community of the options to give them an opportunity to state their preference. The poll for employees will be conducted from March 9<sup>th</sup> through March 16<sup>th</sup>. Following that poll, a poll for the parents and members of the community will be conducted beginning March 17<sup>th</sup> through March 24<sup>th</sup>. The poll results and recommendations will be given to the Superintendent who will present those options to the Board of Education and the Board will vote upon the final calendar at the April 12, 2011 Regular Board meeting.

Sarah Crowder reviewed North Carolina law and Board policies regarding the creation of a school calendar. CMS is required by law to follow State statutes and CMS will follow the law. State statute mandates a school start and end date which creates a challenge for many school districts in designing the calendar. Ms. Crowder noted that Dr. Gorman and the Board through its Legislative Agenda have advocated amendments or a new statute to the legislature regarding the school calendar mandates. Ms. Crowder reviewed the

requirements of the calendar.

- North Carolina Law: General Statute 115 C-84.2 was revised in 2003 and outlines the following criteria.
  - 215 school days total.
  - 14/15 teacher workdays.
  - 10 annual leave.
  - 10/11 holidays during the academic school year (does not include July 4<sup>th</sup>).
  - Veterans Day (November 11<sup>th</sup>) must be a holiday; others are discretionary. When Veterans' Day falls on a Saturday or Sunday it must be observed on a Friday or Monday around that weekend.
  - First day of school must start no sooner than August 25<sup>th</sup>.
  - Last day of school must end no later than June 10<sup>th</sup>.
  - 5 protected teacher workdays. One must occur before school starts and one close to the end of each academic quarter.
  - At least 7 optional days for accumulated leave.
- CMS Policy and Regulation ICA-R:
  - Designed to reflect North Carolina law.
  - Revised May 12, 2005 to reflect employment days, opening and closing dates, use of teacher workdays and protected workdays, holidays, severe weather makeup days, Election Day, and graduations.

Marie Slusser said the primary focus of the Calendar Committee is to develop an instructionally sound calendar. Ms. Slusser reviewed additional items that the committee considers in developing a calendar.

- Instructional Focus:
  - Uninterrupted chunks of learning time.
  - Minimize loss of instructional time.
  - Testing issues and the calendar.
  - Even semesters for block scheduling (90 days).
  - Maximize the use of teacher workdays.
  - Placement of protected teacher workdays at the end of the quarter (within several days).
  - Avoid days with likely high absenteeism.
- Other items taken into consideration:
  - Having enough makeup days.
  - Number of days at winter/spring break.
  - More federal holidays (Presidents' Day, Columbus Day, etc.).
  - Timing of spring break.
  - Choppy Novembers (includes Thanksgiving and Veterans Day).
  - Avoid days of likely high absenteeism.
- Makeup Days:
  - Aim to place makeup days where they are likely to be needed (Second semester).
  - Protected workdays: It is recommended to not use protected workdays and only use as a last resort.
  - Cannot use days that are after June 10<sup>th</sup>.
  - Saturdays: Unpopular option (day of worship for many people and some staff have

- other jobs).
- Cutting into spring break is a painful option.
- Using holidays as makeup days is disliked.
- **Workday Designations:**
  - Little flexibility with State requirements.
  - Previous poll indicates teachers prefer the day prior to opening as a protected day.
  - Need workdays for planning and open houses (Example: 5 days in August), and for graduation and wrapping up the year (Example: 2 days in June).

Board members were invited to ask questions and make comments.

- Mr. Tate expressed concern that this year CMS made special arrangements to make this process open to the public and no one from the public attended the meetings. Dr. Gorman said staff invited anyone that asked about the committee and calendar to attend the meetings and none of them attended the meetings. Mr. Tate asked how do people get appointed to the Calendar Committee and Ms. Slusser explained how staff members and members from the community get on the committee. Mr. Tate thanked the committee for their hard work noting that he tried to develop a calendar and it was very difficult given the start and end date requirements. Mr. Tate encouraged the CMS employees and community to vote on the proposed calendars.
- Mr. McElrath said he worked on the committee and developing the school calendar is a difficult process. He was surprised at the number of days that students are actually out of school.
- Dr. Waddell encouraged CMS to use several methods to ensure the public is made aware of the information and they have an opportunity to participate in the voting process.

#### E. Report on Environmental Stewardship

Chairperson Davis called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Guy Chamberlain, Associate Superintendent for Auxiliary Services, and Brian Kasher, Manager of Environmental Health and Safety, to present the report on Environmental Stewardship. Dr. Gorman said this is an annual update to the Board on the work that staff is doing and he commended staff for doing an excellent job. Guy Chamberlain provided an overview of Policy ECF, Environmental Stewardship.

- Environmental Stewardship Policy ECF: Approved by the Board in 2008.
  - The Board hereby commits that the District will continue and strengthen its efforts to operate in a manner that protects and conserves our air, water, and land resources; improves the environment; and promotes environmentally sound behavior.
  - The Superintendent was charged with developing an Environmental Management System that addressed key areas and staff was to report to the Board annually on the progress made.
  - Focus areas:
    - Environmental Compliance.
    - Pollution Prevention.
    - Resource Conservation.
    - Resource Recovery.
    - Sustainable Development.



- Sustainable Purchasing.
- Behavioral Change.
- The Superintendent made this a key component of his *Strategic Plan 2014*, Focus Area V: Enabling the District to stretch its budget in new ways by reducing costs across the spectrum of business operations while improving environmental performance.

Brian Kasher provided an overview of the following information:

- Driving Governance:
  - Board Policy ECF, Environmental Stewardship.
  - *Strategic Plan 2014* Focus Area V.
  - Mecklenburg County Environmental Leadership Principles.
  - North Carolina Environmental Stewardship Initiative (DENR).
  - ISO Standard 14001 Environmental Management Systems (Model used to facilitate the program).
- Budget: The Environmental Charter is committed to budget neutrality without negative impact. No new staff has been added and all work being accomplished under this initiative is being conducted by existing staff.
- Goals, Objectives, and Measures: *Strategic Plan 2014* establishes three objectives for the District along with strategy tactics.
  - Objectives:
    - Reduce utility consumption 20%.
    - Reduce solid waste by 5%.
    - Reduce pollutants by 20%.
  - Tactics:
    - Engage all stakeholders in conservation of natural resources.
    - Develop an ISO 14001 compliant Environmental Management System.
    - Reduce electrical, natural gas, and portable water consumption.
    - Develop alternative funding strategies including grants.
    - Reduce solid waste and fleet emissions.
    - Implement sustainable development program including Leadership in Energy and Environmental Design (LEED).
    - Implement an environmental sustainable purchasing program.
- Major Initiatives:
  - Environmental Tactic Management Plan Leadership Team. Seven teams led by an executive director and directors are working to meet strategic plan goals.
  - CMS Environmental Stewardship Guide.
  - Environmental Stewardship Website: Highlights CMS success stories on activities the schools, students, and faculty are doing to benefit environmental performance, reduce costs, and go green. This is conserving paper and spreading the word.
  - Environmental Partnerships/Community Sponsors.
  - Environmental Management Website: Includes links to related sites, teacher resources, Parent University, and student features. Includes information regarding the Environmental Sustainable Purchasing Program as well as an inventory of every chemical used in the District.
  - Green Cleaning: The District now uses only green cleaning materials.

- Single-stream Recycling Program: CMS joined with Mecklenburg County in operating the single-stream recycling program which allows all the same materials recycled in the municipal recycling program to be recycled at schools. Ten thousand posters using the student designed logo and slogan were printed and distributed to each classroom promoting the program funded by Mecklenburg County Solid Waste.
- Environmentally Sustainable Purchasing.
- Demolition Project Recycling. Recycled 78% of each of the three major buildings that were demolished this year. This included bricks, ceiling tiles and grid, and piping. The materials are being reclaimed for use in other areas and kept out of the City's dumps.
- Voluntary Storm Water Permitting. CMS joined with Mecklenburg County's National Pollutant Discharge Elimination's System Permit. This is a federal permit issued through the State to the County for maintaining and helping to improve the condition of our surface waters.
- Results: Energy Management Program:
  - Utility Consumption reduced by 10%.
  - Cost avoidance in excess of \$5 million since inception of program.
  - National Energy Star Leader of the Year (greater than 10% kBtu reductions). CMS has forty-seven Energy Star rated schools and is rated Number 1 in North Carolina for Energy Star rated facilities and Number 4 in United States.
  - Duke Energy Power Partner of the Year.
  - Received more than \$200,000 in Duke Energy rebates related to reduced energy consumption measures.
  - Received a \$200,000 State Block Grant Lighting Retrofits.
  - Metro School Solar Grant \$24,000.
  - Solid Waste Reduction: Single stream recycling initiated July 2010. Trending greater than 20% increase in recycling FY 2010-2011.

FY	Tons Landfilled	Tons Recycled	Percent Recycled
2007-2008	10,859.0	1,232	10.8%
2008-2009	10,792.6	1,322	11.3%
2009-2010	10,458.3	1,466	12.3%

- Pollution Reductions: CMS annual energy use reduction calculated as carbon dioxide equivalent. Avoided 20,422 metric tons of carbon dioxide equivalent or emissions from 2,297,120 gallons of gasoline consumed.
- Next Steps:
  - Alternate Funding Development.
  - Fleet Assessment including Emissions and Fuel.
  - Sustainable Development and Design.
  - MyPD Environmental Stewardship Staff Training Program.
  - School Environmental Recognition Program.
  - Environmental Management System (EMS) Codification.

Board members were invited to ask questions and make comments.

- Chairperson Davis thanked Mr. Kasher for a great report. Chairperson Davis believes this is another great initiative in which CMS is participating that will benefit CMS and

the community.

- Mr. Morgan believes this is a great program and he asked does CMS make money from the materials (bricks, metal, etc.) that are being kept out of the landfills? Mr. Kasher said it has been implemented as policy that recycling will take place. The contractors sell those materials and CMS is saving money because the contractors deduct the sale of those materials off the bid price. Mr. Morgan discussed the benefits of LEED Certification and he would encourage CMS consider becoming LEED Certified. Mr. Chamberlain said CMS has been designing facilities to LEED standards and we have chosen to not spend the money to become LEED Certified but we are adhering to most of the building specifications.
- Mr. Tate thanked staff for a great report and program. Mr. Tate is pleased that CMS is taking steps to save the environment in variety of ways and this is even more important because it impacts our students, student achievement, and the lives of our students, staff, and the community. This is exciting because we must keep our environment as clean as we possibly can and when that can be meld with helping students it is a terrific program.

#### F. Report/Update on Political Redistricting

Chairperson Davis reported the Board held a Work Session this afternoon to fulfill the Board's constitutional duties to redistrict the County as a result of the 2010 Census. The Board made a number of policy decisions regarding the 2011 Political Redistricting that will be used to guide the redistricting process. Chairperson Davis provided an overview of the Board decisions.

- Board Decisions/Guidance for Redistricting:
  - Board Composition, Number, and Type of districts.
    - No change, continue with a nine-member composition of three at-large and six districts.
  - Length and Concurrence of Terms:
    - No change, continue with four year-terms, elected in alternating years (at-large and districts elections rotating every two years).
  - Co-Terminus Districts (Board of Education and Board of County Commissioners):
    - The Board of Education (BOE) desires to have Co-Terminus Districts with the Board of County Commissioners (BOCC). The BOE will focus on the needs of the school district and pursue a path that is parallel to the BOCC. The BOE Chairperson and Vice-Chairperson will meet with the Chair and Vice-Chairperson of the BOCC to compare approaches but likely the two boards will proceed in a parallel path.
  - Incumbent Competition:
    - The Board will not include incumbent competition as a consideration and will draw boundaries that do not create competition between incumbents.
  - Precincts:
    - The Board will keep precincts as whole entities and they will not be split.
  - Minority-Majority Districts:
    - The Board will maintain at least two minority-majority districts.
  - Municipal Boundaries:
    - The Board will attempt to keep municipalities in the north together in one district. The Board will attempt to keep Mathews and Mint Hill in one district

and that district may also include Pineville but it is not required.

- Partisan Considerations:
  - The Board will not consider partisan as a consideration for redistricting.
- Method for the Board to obtain technical assistances in developing proposed maps boundaries:
  - The Board determined, given the CMS financial situation and the expertise of the CMS staff, that Mike Raible and his staff will assist the Board in developing proposed maps for the Board's consideration. The Board will also review the results that the BOCC has developed in their process and seek to reconcile the two proposed boundaries.
  - This is a Board process and decision and the Board is asking staff to assist the Board in this process.
- Proposed Board Timeline:
  - February 22<sup>nd</sup>: Discuss parameters and decision points.
  - March 8<sup>th</sup>: Board Work Session and decisions regarding scope of work and approach.
  - March TBD: Discussions with BOCC, if guidance or methods vary.
  - July TBD: Recommendations formulated.
  - July 1<sup>st</sup> – 15<sup>th</sup>: Filing dates for At-Large BOE seats.
  - August TBD: Meet with BOCC if districts are similar, but not identical.
  - September TBD: Board of Education adoption of new districts.
- Next Steps
  - Chairperson Davis and Vice-Chairperson Tate will meet with the Chair and Vice-Chairperson of the Board of County Commissioners to discuss Co-Terminus Districts and report back to the Board.
  - Chairperson Davis and Mr. Tate will report back to the Board at the March 22<sup>nd</sup> Regular Board meeting.
  - Staff will develop recommendations for Political Redistricting following the receipt of the 2010 Census data (first of April).

Chairperson Davis reported that the information will be posted on the CMS Website for the public to review.

## **VI. REPORT FROM SUPERINTENDENT**

Dr. Gorman reported that he did not have a report to present.

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

Kaye McGarry reported "Kaye About Town" would be held at Acropolis Café and Grill in Cornelius on March 24<sup>th</sup> from 7:30 a.m. to 9:00 a.m. to discuss school related issues. The Board will have committee appointment positions available in June for the Citizens' Transit Advisory Group, Charlotte-Mecklenburg Public Broadcasting Authority, and the Citizens' Capital Budget Advisory Committee, and she encouraged the community to apply for those positions. Ms. McGarry thanked the teachers for their hard work and wished everyone a Happy St. Patrick's Day.

Joyce Waddell said our teachers, especially those in the schools that are being closed or consolidated, are concerned about their jobs and they are asking Board members to visit

their schools to see that they are doing a great job. She commended teachers for their compassion and concern for children. She visited Plaza Road PreK Center and Cochrane Middle School and she commended staff for their hard work and success in engaging children to learn. She thanked the community for attending the District 3 Town Hall Meeting and Budget Work Shop at Vance High School. She enjoyed participating in the *Dr. Seuss Read Across America* event at Lincoln Heights Elementary School and she commended the staff and students on their enthusiasm. She thanked the community for attending the *Meet and Greet* for the schools in the Hidden Valley area and for pledging their support to help those schools to be the best in the District.

Rhonda Lennon congratulated all the CMS students who participated in the State DECA competition and she wished them well at the International Competition in Florida. Ms. Lennon commended Michael Salvatore, music teacher at Huntersville Elementary School, for doing an outstanding job on the recent elementary school musical and being an asset to the school system. Ms. Lennon reported that she is still working to save middle school sports and she encouraged the community to help save sports in CMS.

Chairperson Davis thanked Ann Helms and the *Charlotte Observer* for highlighting the good work happening in David Taylor's Engineering class at McClintock Middle School and Pam Espinosa, principal at McClintock Elementary; Dr. Cindy Moss, Director of PreK-12 Math and Science; and Linda Cagley, church member at Christ Lutheran Church, for supporting CMS schools and helping to prepare students to enter the Engineering and Science profession. The world needs more engineers and these people are working hard to ensure that happens.

## ADJOURNMENT

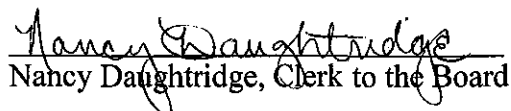
Chairperson Davis called for a motion to adjourn the meeting.

**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 8:58 p.m.



Eric Davis, Chairperson



Nancy Daughtridge, Clerk to the Board