

Approved by the Charlotte-
Mecklenburg Board of Education
May 8, 2012
Regular Board Meeting



Charlotte, North Carolina

April 10, 2012

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on April 10, 2012. The meeting began at 4:32 p.m. and was held in Room CH-14 of the Government Center.

Present: Ericka Ellis-Stewart, Chairperson, Member At-Large;
Mary T. McCray, Vice Chairperson, Member At-Large;
Timothy S. Morgan, Member At-Large;
Richard Allen McElrath, Sr., District 2;
Dr. Joyce Davis Waddell, District 3;
Tom Tate, District 4;
Eric C. Davis, District 5; and
Reverend Amelia Stinson-Wesley, District 6

Absent: Rhonda Lennon, District 1

Also present at the request of the Board were Hugh Hattabaugh, Interim Superintendent; George E. Battle, III, General Counsel; and Nancy Daughtride, Clerk to the Board.

Upon motion by Dr. Waddell, seconded by Mr. Tate, the Board voted unanimously of those present for approval to go into Closed Session for the following purpose:

- **To consult with the Board's attorney on several personnel matters covered by State law, including without limitation, employment contracts, terms, and process.**

The motion was made pursuant to Sections 143-318.11(a)(1),(5) and (6) of the North Carolina General Statutes.

The Board held a Closed Session meeting from 4:32 p.m. until 6:05 p.m. in CH-14.

Chairperson Ellis-Stewart reconvened the Regular Board Meeting at 6:08 p.m. in the Meeting Chamber of the Government Center. CMS-TV 3 televised the meeting.

Present: Ericka Ellis-Stewart, Chairperson, Member At-Large;
Mary T. McCray, Vice Chairperson, Member At-Large;
Timothy S. Morgan, Member At-Large;
Rhonda Lennon, District 1;
Richard Allen McElrath, Sr., District 2;
Dr. Joyce Davis Waddell, District 3;
Tom Tate, District 4;

Eric C. Davis, District 5; and
Reverend Amelia Stinson-Wesley, District 6

Absent: There were no absences.

Also present at the request of the Board were Hugh Hattabaugh, Interim Superintendent; George E. Battle, III, General Counsel; Members of Executive and Senior Staffs; Judith Whittington, Manager of Board Services; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Chairperson Ellis-Stewart welcomed everyone to the Regular Board meeting being held in the Meeting Chamber.

Chairperson Ellis-Stewart recognized students in the Junior Teaching Fellows Program at UNC-Charlotte and Dr. Misty Hathcock, Teaching Fellows Director, who were attending the Board meeting. The students are completing a yearlong study of leadership and have followed the School Board meetings over the past several months.

A. Adoption of Agenda

Chairperson Ellis-Stewart called for a motion to adopt the proposed agenda.

Ms. McCray moved that the Board adopt the proposed agenda as presented, seconded by Dr. Waddell, and the motion passed upon unanimous voice vote of the Board.

B. Pledge of Allegiance

Chairperson Ellis-Stewart called upon Rhonda Lennon to introduce the student to lead those present and in the viewing audience in the Pledge of Allegiance and to speak on the April character trait of *perseverance*. Ms. Lennon introduced Cameron Odom who is an eighth grade student at Coulwood Middle School. Cameron is an honors student taking both honors English and Algebra I, Yearbook editor for the school, and Co-crew Chief on the Morning News crew. Cameron lives with her grandparents and enjoys shopping at the mall. Cameron will attend West Mecklenburg High School in the fall and hopes to attend UNC-Chapel Hill to fulfill her dream of one day becoming a news broadcaster. Accompanying Cameron at the meeting were her mother Stephanie Odom; Scott Marino; grandparents, Mr. and Mrs. Johnny Montgomery; and her teacher, Tiffani Staton. Cameron invited everyone to stand and join her in reciting the Pledge of Allegiance. Following the pledge, Cameron said perseverance is your inner strength to help you accomplish goals and it can be in many forms including physical, mental, and emotional. Cameron used emotional strength when she almost lost her dad due to a dog attack. Cameron believes to have a good life she must persevere every day and never stop.

II. REQUEST FROM THE PUBLIC

Chairperson Ellis-Stewart said the Public Request section is an opportunity to hear from the public. Each speaker will have three minutes to address the Board on any topic of their choosing but personal and individual matters should not be addressed in this forum. CMS employees and their families should not be addressed in the comments and the use of profanity or inappropriate language should not be used. The Board reserves the right to cut

off any speaker who violates these rules. Nine speakers were signed up to speak.

Joanne Holmes, retired educator and grandparent, shared her out-of-the-box thoughts on bullying, press charges against the bully and their parents. The Board's bullying rules are not working and not being read. Students, teachers, and parents must read the rules and parents and students should sign a behavioral contract.

Three people represented Core House which is a new organization to promote healthy eating, physical activity, and the County's Healthy Vending Machines Program. They urged the Board to put healthy vending machines in all CMS schools. Having low calorie healthy snacks with vitamins and minerals will help students perform better in class, improve grades, and students will feel better. They support the CMS School Health Advisory Healthy Vending Machine Policy. Drinks should include water and natural fruit/vegetable juices instead of sugary drinks and snacks should include granola bars, trail mixes, and dried almonds instead of cookies and chips.

- Sara Raja.
- Juhi Patel.
- Maya Edwards.

Melanie Pace, School At-Reach and Time-Out Youth Liaison, and fellow students from Providence High School discussed concerns regarding bullying. CMS was one of the first school districts to specifically offer protection against bullying on the basis of sexual orientation and gender identity. This is a good policy and they are seeking ways to keep all youth in school and ensure everyone is aware that offensive statements, bullying, or harassing are prohibited. They urged all students who feel bullied to report the incident to administration.

Blanche Penn shared the success of Rocky River High School. The senior class has been awarded \$1.7 million in scholarships, the school has adopted a dress code, and the students are doing great. She invited everyone to attend the school's Silent Auction on April 21, 2012. She addressed concerns about the limited time the Superintendent finalists will spend with the community and she hopes the community input will be considered in the decision.

Christine Mast said she spoke to the Board two weeks ago to share suggestions on the budget to fix the cost of raises for teachers and the bell schedule. She addressed concerns regarding the proposed budget, the bell schedule impacts the needs and expectations of CMS customers, and pits teacher raises against bussing costs. She urged the Board to make meaningful budget decisions that will help students and families.

Karen Steele, parent and PTA President at University Park Creative Arts (UPCA), urged the Board to not merge UPCA and First Ward. They are getting different information from CSM staff members/departments and it is making them frustrated. CMS and the Board should be for the students and she urged the Board to visit UPCA.

Chairperson Ellis-Stewart called the Requests from the Public closed at 6:32 p.m.

III. CONSENT ITEMS

- A. Recommend approval of Closed Session meeting minutes.
 - March 13, 2012.
 - March 15, 2012.

- March 16, 2012.
- B. Recommend approval of Open Session meeting minutes.
- January 10, 2012 Regular Board Meeting.
 - January 24, 2012 Regular Board Meeting.
 - February 14, 2012 Work Session.
 - February 28, 2012 Work Session.
- C. Recommend approval of Licensed/Non-Licensed Hires and Promotions for March 2012.

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, 2011 - June 30, 2012: 4,000. (Licensed Hires: 2,062/Non-Licensed Hires: 1,938).*
- *Total Promotions July 1, 2011 - June 30, 2012: 242. (Licensed Promotions: 96/Non-Licensed Promotions: 146).*

D. Construction Items:

1. Recommend approval of contract for replacement of Air Handling units at Alexander Middle School.

The air handling unit replacements project for Alexander Middle School was informally bid on January 10, 2012. Staff recommends the approval of the contract to the lowest responsive bidder, Carolina Air Solutions. The contract will provide replacement of six air handling units. The project is scheduled to be completed by August 2012. MWSBE participation for the project is 0%. Fiscal Implications: \$357,815.08 in local funds.

2. Recommend approval of contract for HVAC Controls at Beverly Woods Elementary School.

The HVAC controls project for Beverly Woods Elementary School was informally bid on November 1, 2011. Staff recommends the approval of the contract to the lowest responsive bidder, Hoffman Building Technologies. The contract will provide replacement of existing pneumatic controls with DDC controls. The project is scheduled to be completed by August 2012. MWSBE participation for the project is 0%. Fiscal Implications: \$277,800 in local funds.

3. Recommend approval of contract for HVAC Controls at Hawthorne High School.

The HVAC controls project for Hawthorne High School was informally bid on January 3, 2012. Staff recommends the approval of the contract to the lowest responsive bidder, Johnson Controls, in the amount of \$326,950. The contract will provide replacement of existing pneumatic controls with DDC controls. The project is scheduled to be completed by August 2012. MWSBE participation for the project is 29.36%. Fiscal Implications: \$326,950 in local funds.

4. Recommend approval of contract for Unit Ventilator replacement at Lebanon Road Elementary School.

The unit ventilator replacement project for Lebanon Elementary School was informally bid on January 12, 2012. Staff recommends the approval of the contract to the lowest responsive bidder, PC Godfrey, in the amount of \$204,544. The contract will provide replacement of existing unit ventilators. The project is scheduled to be completed by August 2012. MWSBE participation for the project is 0%. Fiscal Implications: \$204,544 in local funds.

5. Recommend approval of contract for Chiller Replacement at Sedgfield Middle School.

The chiller replacement project for Sedgfield Middle School was informally bid on January 4,

2012. Staff recommends the approval of the contract to the lowest responsive bidder, Thermal Conditioning. The contract will provide replacement of existing unit chiller. The project is scheduled to be completed by August 2012. MWSBE participation for the project is 0%. Fiscal Implications: \$104,600 in local funds.

6. Recommend approval contract for Unit Ventilator replacement at University Park Elementary School.

The unit ventilator replacement project for University Park Elementary was informally bid on January 12, 2012. Staff recommends the approval of the contract to the lowest responsive bidder, Chiller Services. The contract will provide replacement of existing unit ventilators. The project is scheduled to be completed by August 2012. MWSBE participation for the project is 0%. Fiscal Implications: \$129,396 in local funds.

- E. Recommend approval of Primary Banking Relationship for the Charlotte-Mecklenburg Board of Education July 1, 2012 through June 30, 2017.

Banking Services Request for Proposals were advertised on the North Carolina Interactive Purchasing System (IPS), ensuring that all local banks were provided the opportunity to participate. The bids were evaluated on the following criteria: financial strength and capacity of the financial institution, ability to provide needed services in an efficient and responsive manner, ability to provide all services requested by the Board, ability to provide optional services, overall costs, and previous large volume account experience. Based on the assessment of the above criteria on the proposals, the administration recommends the appointment of Wells Fargo Bank to provide the primary banking relationship for the Board of Education for the period July 1, 2012 - June 30, 2017. Fiscal Implications: Annual bank fees of approximately \$18,000 are offset by interest earned by Wells Fargo on the district's compensation checking account balance maintained at the bank.

Chairperson Ellis-Stewart called for a motion to adopt the Consent Agenda as written.

Mr. Davis pulled Consent Item E.

Dr. Waddell pulled D.

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

Dr. Waddell reviewed the construction items under Consent Item D. and urged staff to ensure the use of Minority, Women, and Small Business Enterprise companies when possible.

Dr. Waddell moved that the Board adopt Consent Item D., and the motion passed upon unanimous voice vote of the Board.

The Board discussed Consent Item E. Mr. Davis said due to an employment relationship with one of the firms in this item he would recuse himself from voting on Consent Item E. Mr. Hattabaugh called upon Luellen Richard, Executive Director of Financial Services, to give an overview of the rubric used for the decision brought forward to the Board. Ms. Richard reported CMS issued a Request for Proposal (RFP) for banking institutions within our community to respond to the RFP. The RFP included specific criteria and upon receipt of the RFPs, staff reviewed which providers could provide all the required services, pricing, the amount of compensating balance required (the amount of money required to remain in

the checking account to avoid service charges), and references. Based upon the rubric that was applied to each RFP, staff determined Wells Fargo would be the best provider for the services needed.

Chairperson Ellis-Stewart called for the Board vote to adopt Consent Item E., and the motion passed upon an 8-0 voice vote of the Board. Eric Davis recused himself from the Board vote.

Superintendent Search Update:

Chairperson Ellis-Stewart provided an update on the Superintendent Search and announced the three finalist candidates and reported they will be visiting the community for the next two days.

- Kriner Cash, currently serving as Superintendent of Memphis City Schools.
- Dr. Heath Morrison, currently serving as Superintendent in Washoe County School District in Reno, Nevada.
- Ann Clark, currently serving as Chief Academic Officer of Charlotte-Mecklenburg Schools.

Community Engagement Activities:

- April 11, 2012: In the morning, candidates will tour schools and meet with principals and staff. In the afternoon from 1:00 p.m. until 5:45 p.m., CMS will hold a series of public meetings (opened to the public) which will include questions and answers. The meetings will be held at the Government Center, Francis Auditorium at the Public Library downtown, and St. Peter Episcopal Parrish. From 7:00 p.m. until 8:30 p.m., the candidates will meet at the Northwest School of the Arts for an opportunity to meet with the public on a one-on-one basis.
 - This is a great opportunity for the public to meet with the candidates, hear their responses to questions, and hear what they have to say. The afternoon meetings will be aired on the CMS Website.
- April 12, 2012: The candidates will be in town and meet with public officials and other activities that are not open to the public.

IV. ACTION ITEMS

A. Recommend approval of proposed 2012-2013 Charlotte-Mecklenburg Board of Education Budget

Correlation to Board of Education Vision, Mission & Core Beliefs: Securing and allocating resources according to the needs of each child.

Chairperson Ellis-Stewart called for a motion to adopt the proposed 2012-2013 Charlotte-Mecklenburg Board of Education Budget.

Ms. McCray moved that the Board adopt the proposed 2012-2013 Charlotte-Mecklenburg Board of Education Budget in the amount of \$1,278,967,820, seconded by Dr. Waddell, and a discussion followed.

Chairperson Ellis-Stewart called upon Mr. Hattabaugh to provide introductory comments. Mr. Hattabaugh said he first presented the proposed 2012-2013 Board of Education Budget recommendation to the Board approximately one month ago. At that time, he said CMS is at a critical juncture and nothing has happened in the last month to change that assessment.

CMS has weathered four tough years since the economic downturn which began in 2008. CMS faced reductions, budget cuts, and reductions in force to a degree not seen in this District since the 1930s. We have closed eleven schools and shifted our transportation model to save millions. In addition, we have asked students to pay fees to take tests and play athletics which were previously funded by CMS. In the past four years we have reduced or redirected over \$210 million or approximately one-fifth of our annual operating budget. We have had less funding and fewer resources even as our enrollment continued to grow. Since 2008, we gained about 6,000 students which is unusually because many urban districts have had falling enrollments. There has been a reverse correlation as our student enrollment has increased and our funding has decreased. We have asked our students, families, staff, and the community to fill in those funding gaps. Parents have had to adapt to shuttle stops and new bell schedules. Staff has had to take on extra work as the number of workers has decreased while the work load has increased. We streamlined our operations and streamlined them some more. We have realized operational efficiencies in transportation, maintenance, and many other areas. We have gone about as far as we can with finding money in the budget through streamlining and efficiencies. There are not many areas to find additional cuts for next year or the year after. Mr. Hattabaugh said he knows we did everything possible to keep the funding cuts from hurting our core business of teaching and learning and for three years we succeeded. Scores continue to rise and achievement continued to grow. Last year, we saw our State test scores decline or stay flat. This is a red flag that we have reached a tipping point and we are seeing erosion in our results. It is time to rebuild in core business areas. CMS gained ground since 2006, strengthening our schools, and won the 2011 Broad Prize for overall academic achievement and narrowing the achievement gaps. This year we need to build on our foundation and not shrink it or expect it to support more students with fewer supports. The budget we have developed does that and builds on the foundation of academic growth and efficient operations. Mr. Hattabaugh said he believes it is reasonable for CMS to seek an increase in local funding this year. We want to restore staffing levels at our high schools where class size has increased in recent years because our high schools need more staffing, teachers, and assistant principals. We also face significant increases in our operating costs. It takes more dollars to keep lights on in our schools and provide benefits and retirement benefits to our employees. These are costs we must pay and do not control. In addition, we continue to enroll more students each year. Finally, our employees have not had any salary adjustment or increase in almost four years. We are seeking a cost of living increase for our employees. We want to recruit and retain the best classroom teachers and best employees we can and compensation is an important part of that effort. It will also be important as we move in to the use of the Common Core standards which will increase rigor and academic expectations. The State also continues to refine and adjust the teacher evaluation instrument to hold teachers to higher expectations. As a District, we have used performance metrics in evaluating other employees as well. Mr. Hattabaugh said our staff is leaner than it has been because of reductions in force and we have eliminated approximately 2,000 positions across the District over the past four years and we used performance in making non-renew decisions for teachers and school staff. We have worked in every area to raise expectations for our students and staff and we have stretched our operations dollars as thinly as we can for four years. It is now time to invest in our core business of teaching and learning before we see more erosion in achievement. This proposed budget reflects our concern about losing ground, our commitment to our students and our employees, and our belief that public

education deserves public support.

The details of the proposed 2012-2013 Budget were presented at the March 13, 2012 Board meeting and include \$4.8 million in new initiatives most of which will be spent to decrease class size and add instructional technology positions at high schools. The request asks the County to help fund a three percent cost of living increase for employees and cost increases that CMS does not control such as utilities, benefits, and growing enrollments. The \$1.19 billion budget includes a \$355.9 million request from Mecklenburg County, an increase of \$27.5 million above the 2011-2012 County funding. The County budget request will be voted on by the Mecklenburg Board of County Commissioners at its May 15th meeting.

Proposed 2012-2013 Budget	\$	\$
County	355,862,561	
State	673,508,028	
Federal/Other Grants	137,121,206	
Other and Special Revenue	29,377,331	
Total Operating Budget		\$1,195,869,126
Capital Replacement	4,960,000	
Child Nutrition	64,211,098	
After School Enrichment Program	13,927,596	
Total Proposed Budget		\$1,278,967,820

Comparison to Prior Year	\$	\$
2012-20123 Proposed Operating Budget	1,195,869,126	
2011-2012 Adopted Operating Budget	1,169,398,626	
Increase		\$26,470,500 / 2.3%

Chairperson Ellis-Stewart thanked Mr. Hattabaugh for the recommendation and opened the floor to Board member comments.

- Ms. Lennon said District 1 ranks among the largest class sizes and the second lowest per pupil expenditures in CMS. Most people would think I would clamor for more money but more money does not fix the problems we face in District 1 and various parts of CMS. CMS has received increases in money and it did not help the class size or per pupil expenditures in District 1. Ms Lennon said she would not support the budget for the second year in a row. The budget does not address the bell schedules. Teacher raises are important but nothing is as important as meeting the needs of our customers which are the children, the parents, and staff at all the schools who have been turned upside down by a harmful bell schedule. She asked for information and action about this issue but nothing was addressed in the proposed budget to fix that problem. Last year CMS received an increase from the County but did not reduce the number of PreK classes in CMS. CMS is not mandated for PreK by the State and the State does not fund CMS for PreK. CSM has held PreK harmless while decimating the K-12 budget in such areas as sports, transportation, class size, specialty teachers, and elective classes. Ms. Lennon said she believes in Bright Beginnings and it does improve the outcome for students academically but she does not believe in spending \$7,600 per student. CMS has done nothing to trim the program or to see if we could do better with less but we accept the fact that we will spend less on our K-12 mandated education program. Last year, the

Board approved a Privatization Committee to review ways to utilize managed competition, outsourcing, and other options to generate operating dollars for the budget that could be applied to other areas. Ms. Lennon believes CMS could have explored managed competition and privatization at a deeper level and those savings could be applied to this budget to provide teacher salary increases in lieu of asking for more money. She expressed concern about CMS spending \$3.4 million on iPads because that money could have been used to give teachers a one-time 1% bonus. She encouraged the Board to explore zero-based budgeting. Ms. Lennon will not support the budget and that saddens her because she believes CMS should direct the money to the students but direct the money that we are already receiving to the students.

- Dr. Waddell said she would support the budget. The Board has held several Budget Work Sessions that highlighted the hardships that teacher face with not having a raise in several years. She is saddened that CMS closed eleven schools but we are building new schools, and she believes this should be reviewed by the Board. Some of the schools that were closed had been recently renovated and we have leased them out to other entities but we are building new schools. The eleven schools closed were basically in one area of town in which students needed it the most. The Board is mandated by State statute to adopt a budget by a designated date and to not approve this budget tonight may put CMS in jeopardy of not meeting our responsibilities as a Board. Dr. Waddell said should we get additional money from the County we must focus on the high school class size expansion.
- Mr. Davis said the topic is one year's budget but we should review the budget through a broader context. The world we live in is highly competitive, free market, talent wins, capitalism at its best. The reality is we are being taken to the cleaners in the world that we created because our education system is unable to prepare the students who are two years behind and two years ahead for the highly competitive world they will face. Because of that, it is incumbent on CMS as well as all school districts to become a high performing, performance oriented district. This is the only way our students will be ready for their future. Locally, the budget is a yearly process and the Board is often criticized for not being transparent and not stating what CMS needs for its students. The students could use the 2,000 positions that have been taken out of our system in the past four years especially the teachers, teacher assistants, counselors, and assistant principals. The students could use a transportation system that provides convenient bus stops and bell schedules; support for a middle school sports program and AP and IB testing; and realistic class sizes. When we starve the system we starve our students. What would happen if the Board said we recognize the financial reality our community faces so we will scale back what we know our students need to a more reasonable recommendation? The Superintendent has recommended a \$27 million increase and that is a reasonable request. Mr. Davis addressed the challenges of the funding system and developing a budget with limited dialogue with the CMS funders from the State, County, and federal level. We must develop a collaborative funding process at the State and County level that works better, serves our students and staff better, and unifies our District and eliminates the mistrust. Money is not the only solution for making CMS high performing but it is a piece of the solution in order to prepare our students for the world they must face. The budget priorities are a series of choices and we are not pitting one solution against another. We can only afford one or the other. We cannot fund all the choices we want to make. The Board must make choices between the bell schedules, class size, and

staff compensation and that is our budget reality. Mr. Davis said the most important step we can take is to retain the professional staff that has carried us through a dramatic period in our school history and we need to increase their compensation. Mr. Davis said he would prefer compensation be related to results but there is not enough time to move in that direction for this budget but we must move in that direction in the future. Mr. Davis will support the recommendation to increase staff's compensation and he hopes the County and State will support CMS in this initiative. We also need more teachers, particularly in 9th grade and to decrease the increased class sizes in our high schools. Mr. Davis encouraged the Board to find a better budget approach going forward.

- Mr. Morgan said he has issues regarding this budget because based on his conversations with the Board of County Commissioners they will not support it. Our teachers and staff deserve a 3% salary increase. CMS found 1% and we are only asking the County for the other 2% recognizing that the County funded a 2% salary increases for their employees last year and propose a 2% increase this year. Mr. Morgan is concerned the Board will be addressing this budget again in a month because CMS will not get what we are asking for and what our employees and students deserve. Mr. Morgan is also supportive of moving in the direction of a performance based pay structure. He also believes CMS is leaving money on the table by not being more aggressive with the privatization efforts. It would cost CMS zero dollars to put out a proposal for janitorial services or food services at a high school and the feeder schools. This could be set up similar to Project L.I.F.T. and if there are no savings we would not have to move forward. Mr. Morgan believes there would be savings in those initiatives and the Board moving forward with trial privatization programs could use those savings for bell schedule changes, funding the New Leaders for New Schools, reducing class size, or help to attract and retain high performers. Mr. Morgan will support the budget because he believes the employees deserve a 3% salary increase and he will continue to advocate for the budget at the County and State levels.
- Ms. McCray said she also has concerns about the bell schedule and she understands the long day for young children. She has asked questions and met with parents and CMS staff to discuss the concerns. Making changes now would only be a quick fix and we would be back next year with the same issues. Ms. McCray believes we need to fix bell schedules but we must fix them for more than just one year. Ms. McCray understands the struggles teachers and staff face with not having any salary increases while the costs of healthcare and benefits have increased. She believes CMS must address keeping our current employees because they have helped us through the hard times. She is happy CMS is not rifting this year as are our surrounding school districts. Ms. McCray said she did support the budget in the past because it included staff reductions. This year, CMS is utilizing funding to bring people back into the classrooms and other positions and that is a positive. Ms. McCray said at the last Board meeting, the majority of the Board made a commitment to PreK-12 and she believes our commitment in CMS is to PreK-12. She believes the PreK program is beneficial and in order to have high performing students we must help those PreK students. She hopes the forthcoming PreK accountability data will show the benefits of the program. Ms. McCray said she has done her research and she will support the proposed budget recommendation.
- Reverend Stinson-Wesley said she has read numerous E-mails and talked with parents, students, and staff about bell schedules and teacher raises. She believes it is a false dichotomy to pit bell schedules or transportation savings against teacher raises in this

budget. She believes the longer day is detrimental to the youngest learners and those students are having a hard time with the schedule. Academic rigor is increasing with the coming Common Core but you only get one chance at childhood. The longer school day is not academically effective if parents take their children out of school early before dismissal which happens frequently. She is also concerned about the later day bell schedules because it puts children in buses during rush hour and causes middle school students to be on campus way too early due to their parents' work schedules. She said it would be a small portion of the budget to fix the bell schedule and to make the school day a better experience for the learners, families, and staff. She believes spending that money would do a world of good and finding the money to change the bell schedule would have helped to keep some of our most involved families and dedicated teachers. She is concerned about the teachers because they have been given a longer day without additional resources. Reverend Stinson-Wesley said because that is such a small percentage of the budget she cannot reject the entire budget. She encouraged the Board to review the late bell schedule to consider changes in the future. Reverend Stinson-Wesley supports the teacher raises and new initiatives in the budget but it is with a heavy heart that she will vote to support the budget.

- Mr. Tate said it is not enough to do certain things in a \$1.19 billion proposed budget to simply save money because we must ensure what we are doing is the best for the students that we must educate. Mr. Tate said he believes in order to do that we must include a salary increase even if such an increase is funded by County money rather than State money where it belongs. We cannot go another year without paying all public school employees more because they are the people we are entrusting our students. We want them to provide the infrastructure and the in classroom instruction and learning opportunities to provide all students the best education available anywhere. CMS needs an increase from the Board of County Commissioners in order to do this, we need it this year, and we must ask for the increase. Mr. Tate said there are other issues and he hopes by January 2013 when the Board begins the work on next year's budget that we will begin to see evidence that the millions saved are actually improving education in the classroom. Test scores are not the only way to determine that and utilizing principal, teacher, parent, and student surveys can be designed to help show evidence for the longer school day and late bell schedule. The Board has heard from the community about this issue and CMS must generate some information to reach a solution that is good for students, instruction, staff, families, and CMS. Mr. Tate also hopes by next January CMS will have data to show a better understanding about the effectiveness of PreK education in CMS because there is national data that shows PreK education is successful for the students who went through the program. Mr. Tate believes the PreK Program is worth the money and makes a difference in long term positive outcomes. Mr. Tate thanked Mr. Hattabaugh for the stand he has taken on behalf of the pay increases for our staff because it will benefit our students and he encouraged the Board to pass the 2012-2013 Budget.
- Mr. McElrath said some of the things mentioned such as the privatization efforts may have worked but we have no time to do those things for this budget. Mr. McElrath said the people put us here because they want us to educate their children. The most valuable asset we have is the people in those classrooms. He expressed concern that teachers have not had a salary increase in almost four years and their purchasing power has decreased for four consecutive years. The pay remained the same but the cost of gas, housing,

groceries, healthcare, and benefits increased. To keep staff in CMS we must pay them and if we do not give them a raise we will lose the most valuable part of the education system. Teachers have given of themselves, worked with late bell schedule, and have done more with less. In the future, Mr. McElrath would like to see the student academic data regarding the impact of the new bell schedule. Mr. McElrath will support the budget because will help teachers and students.

- Chairperson Ellis-Stewart said she has heard the parent concerns regarding the bell schedule and extended day as well as the need for teacher salaries. She understands the reality of the late bell schedule because she is a parent of a child who attends a late bell schedule school. If we are to produce the best and the brightest students that we can as a District we must retain, recruit, and reward our staff so we can keep the best in our schoolhouse. We must focus on the core business of learning and teaching and we cannot do that without qualified teachers in the classroom, without people who are motivated to be there, and who have been rewarded for being there. We do need a performance culture and we are in the process of building that concept. We need to prevent the rollback of academic gains and we must continue to move forward at a faster rate because our students are dependent upon us to do that for them. We must prepare our teachers and students for the reality of the coming Common Core Standards and the increased rigor because teachers and students will have to change how they work. Chairperson Ellis-Stewart hopes through the conversations with our State and County funders that there will be an opportunity to learn about the Common Core and how it will impact the school system because it does change the way schools districts' operate. CMS must strengthen the foundation and that foundation is our staff, particularly the teachers as we prepare for the Common Core, *Rate to the Top*, and other initiatives. We must remind the community and our funders at the State and County levels that public education is a community investment and an investment that we all take when we pay our taxes, when we send our children to school, and when we work in the classroom. It is an investment and we want to ensure that over the long haul Mecklenburg County can produce students who will be able to give back to this community, be productive citizens, and who can graduate on time and be career and college ready. All of those aspirations fall on the backs of teachers and our staff who are then supported by community agencies and parents in the business of educating students. Some people may believe the budget pits bell schedules and transportation against teacher salary increases. This budget shows the reality of how difficult it is to build a school budget and to make the level of investment that is really needed to ensure our students are able to do what is necessary. From a globally competitive standpoint we are getting our clocks cleaned and we must do things different. We must ensure STEM and World Languages are readily available for our students and at an earlier age. We must also increase our graduation rates as outlined in the *Strategic Plan 2014*. This budget sets CMS up for hopefully meeting that goal. Chairperson Ellis-Stewart will support the budget but she believes there are areas that need additional attention that are not included in the budget. She discussed the importance of decreasing the 9th grade class size, improving graduation rates, reaching students earlier by supporting programs such as Bright Beginnings, and additional academic supports for students in K-5. Those areas are not fully supported in this budget but hopefully they will be focused on in future years. Chairperson Ellis-Stewart said she would support the budget. She wants the public to know that the Board has heard the concerns of the community but we must make difficult decisions and we believe in order

to meet the needs of all students we must reward and retain the best and the brightest in the classroom.

Chairperson Ellis-Stewart called for the Board vote to adopt the 2012-2013 Board of Education Budget, and the **motion passed upon an 8-1 voice vote of the Board.**

Ayes: Board members Ellis-Stewart, McCray, Morgan, McElrath, Waddell, Tate, and Davis.

Nays: Board member Lennon.

B. Recommend approval of proposed 2013-2014 School Year Academic Calendar

Correlation to Board of Education Theory of Action for Change: Support innovation through the sharing of best practices and effective allocation of resources.

Chairperson Ellis-Stewart called upon Hugh Hattabaugh to introduce the recommendation on Proposed 2013-2014 School Year Academic Calendar. Mr. Hattabaugh said the calendar for the ensuing year has been changed to 180-day calendar from a 185-day calendar. The calendar before the Board for approval is 185-day calendar for the 2013-2014 school year. CMS has applied for a waiver for the 2013-2014 school year and we will receive notification at some point in the future. The State Board of Education allowed the State Superintendent to allow CMS a waiver for the coming year. Mr. Hattabaugh said the 2013-2014 School Year Academic Calendar recommendation is for 185-day calendar. The two proposed calendars (Calendar A and B) were posted on the CMS Website for public and staff input. The employee poll consisted of 3,017 employees and the community poll resulted in 2,010 responses. Calendar A was chosen by a margin of 2:1 or 66.6% of the votes by employees. Calendar A also received 67.7% of the vote by community members. The basic difference between Calendar A and B is when spring break occurs. Calendar A has spring break in April (the week of Easter) whereas Calendar B has spring break the last week of March. In addition, Calendar A provides more flexibility for makeup days which will help to avoid days during spring break. Mr. Hattabaugh reported staff recommends approval of Calendar A for the 2013-2014 School Year.

Chairperson Ellis-Stewart thanked staff for the recommendation. She reported the Board did not have any questions and she called for a motion to approve the calendar.

Dr. Waddell moved that the Board approve Calendar A as the 2013-2014 School Year 185-day Academic Calendar, seconded by Ms. McCray, and the motion passed upon unanimous voice vote of the Board.

V. REPORT/INFORMATION ITEMS

A. Report on Budget Amendments for February 2012

Correlation to Board of Education Vision, Mission & Core Beliefs: Operating effectively and efficiently with fiscal accountability.

Chairperson Ellis-Stewart called upon Mr. Hattabaugh to present the report on Budget Amendments. Mr. Hattabaugh said V. A. and B. are the monthly reports and as presented.

B. Report on Financial Statements for February 29, 2012

Correlation to Board of Education Vision, Mission & Core Beliefs: Operating effectively and efficiently with fiscal accountability.

V. B. was presented with V.A.

VI. REPORT FROM SUPERINTENDENT

Mr. Hattabaugh did not have a report to present.

VII. REPORTS FROM BOARD MEMBERS

Mary McCray enjoyed participating at Career Day for the 5th graders at Nathaniel Alexander Elementary School on March 29th. It was a wonderful event, students were attentive and well behaved, and the participants were very informative. Ms. McCray commended the principal and staff for doing a great job.

Joyce Waddell talked about the Board working together and addressed concerns regarding Board members visiting a school and statements that were made that were not true. She believes positive avenues of communication would be helpful and she encouraged everyone to work together because the chain is no stronger than its weakest link.

Eric Davis recognized students from one of the best high schools in CMS, East Mecklenburg High School which is led by Rick Parker. He commended the East Mecklenburg Culinary Class who just won a Gold medal at the State FCCLA Culinary competition. The class is ably led by Dale Richardson and they will be representing North Carolina at the National Conference in Orlando, Florida. Mr. Davis encouraged everyone to support the Eagles on May 16th at 5:00 p.m. or 7:00 p.m. in which the Culinary class will host a dinner to help raise money for the program.

Ericka Ellis-Stewart thanked Michelle Thomas and her team at Microsoft for hosting the Tele-Town Hall Conference with Arne Duncan, U.S. Secretary of Education, and allowing her to participate to discuss technology in the classroom and how that relates to the jobs of the future for our students. She also thanked Dr. Ronald Carter, president of Johnson C. Smith University, for hosting the Annual Community INDABA to discuss critical community issues and public education.

ADJOURNMENT

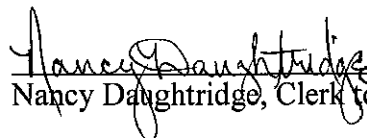
Chairperson Ellis-Stewart called for a motion to adjourn the meeting.

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

The Regular School Board Meeting adjourned at 7:39 p.m.



Ericka Ellis-Stewart, Chairperson



Nancy Daughtridge, Clerk to the Board