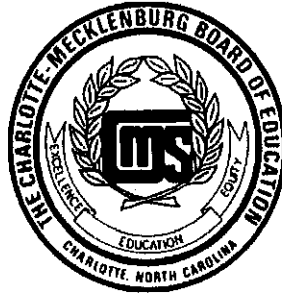


Approved by the Charlotte-  
Mecklenburg Board of Education  
July 24, 2012  
Regular Board Meeting



Charlotte, North Carolina

June 26, 2012

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on June 26, 2012. The meeting began at 5:17 p.m. and was held in Room 267, 2<sup>nd</sup> Floor, of the Government Center.

Present: Ericka Ellis-Stewart, Chairperson, Member At-Large;  
Mary T. McCray, Vice Chairperson, 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: Timothy S. Morgan, Member At-Large

Also present at the request of the Board were Hugh Hattabaugh, Interim Superintendent; George E. Battle, III, General Counsel; and Nancy Daughtridge, 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 consider student assignment matters that are privileged, confidential, and not a public record as set forth in Title 20, Section 1232g of the United States Code and Section 115C-402 of the North Carolina General Statutes;**
- **To consult with the Board's attorneys on workers' compensation claims filed by G. Flores; and**
- **To consult with the Board's attorneys regarding the lawsuit entitled *Columbia E. Salvador v. Charlotte-Mecklenburg Board of Education*.**

**The motion was made pursuant to Sections 143-318.11(a)(1) and (3) of the North Carolina General Statutes.**

The Board held a Closed Session meeting from 5:17 p.m. until 5:44 p.m. in Room 267.

Chairperson Ellis-Stewart reconvened the Regular Board Meeting at 6:00 p.m. in Room 267 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;  
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: Timothy S. Morgan, Member At-Large

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; and Nancy Daughtridg, Clerk to the Board.

## I. CALL TO ORDER

Chairperson Ellis-Stewart called the meeting to order at 6:00 p.m. and she welcomed everyone to the Regular Board meeting which was held in a Work Session format. Chairperson Ellis-Stewart acknowledge that Board member Timothy Morgan was attending a Boy Scout event and would not be attending the meeting and she welcomed former Board member 'Coach' Joe White who attending the meeting.

### A. Adoption of Agenda

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

**Dr. Waddell moved that the Board adopt the proposed agenda as presented, seconded by Ms. Lennon, and the motion passed upon an 8-0 voice vote of the Board. Timothy Morgan was absent.**

## II. CONSENT ITEMS

- A. Recommend approval of Fourth Amendment to "Seller Possession after Closing Agreement" between Allain C. Andry, IV, and wife, Mary Catherine Andrey ("The Andrys").

*The original "Seller Possession After Closing Agreement" was entered into on January 15, 2008 between The Charlotte-Mecklenburg Board of Education ("CMBE") and the Andrys. The Andry's desire to remain in temporary possession of the approximately 9.93 acres of real property located at 16912 Davidson-Concord Road in Mecklenburg County, North Carolina (Tax Parcel No. 007-191-04), including a residence and other improvements ("The Property") and CMBE does not contemplate using the Property in the near future. This Third Amendment to the original agreement is effective until August 15, 2013. Fiscal Implications: The Andry's will pay a license fee of \$1,339.00 per month, payable in quarterly installments of \$4,017.00.*

- B. Recommend approval of construction contract for Smith Family Center.

*Staff recommends approval of the Unit Ventilator Replacement project at Smith Family Center to the lowest responsive bidder, Facillitech. The contractor agrees to replace sixty-eight unit ventilators, controls valves, thermostats, and hallway isolation valves. The contractor will provide labor, services, equipment, and materials needed to remove, replace and dispose of existing unit ventilators. All work will be performed outside of normal working hours and in accordance with the standard terms and conditions outlined in the contract. The MWSBE participation is 0%. Fiscal Implications: Local Funds - \$238,659.08*

- C. Recommend approval of naming the Gymnasium Court at North Mecklenburg High

*School The Leroy Holden Court.*

*As outlined in CMS Policy FF and Regulation FF-R, the process has been completed for naming the Gymnasium Court at North Mecklenburg High School "The Leroy Holden Court". Mr. Holden retired from Charlotte-Mecklenburg Schools in 2009 after forty years of service of which thirty-eight years were at North Mecklenburg High School. Mr. Holden served as a teacher, coach and athletic director. Fiscal Implications: None.*

D. Recommend approval of administrative personnel appointments.

*Appointments:*

- Nizy John named principal at Polo Ridge Elementary School. Ms. John previously served as assistant principal at Ballantyne Elementary School.*
- Margaret Scott named principal at University Meadows Elementary School. Ms. Scott previously served as New Leaders for New Schools/Resident Principal at Sedgefield Elementary School.*
- Kevin Sudimack named principal at Kennedy Middle School. Ms. Suidmack previously served as assistant principal at Ranson IB Middle School.*
- Jason Bissinger named principal at Winget Park Elementary School. Mr. Bissinger previously served as assistant principal at Dilworth Elementary School.*

*Transfers:*

- Melissa Dunlap named principal at Vance High School. Ms. Dunlap is currently serving as principal at Martin Luther King Middle School.*
- Jennifer Dean named principal at Martin Luther King Middle School. Ms. Dean is currently the principal at Bailey Middle School.*
- Dr. Patricia Riska named principal at Highland Mills Montessori. Dr. Riska is currently serving as principal at Polo Ridge.*

Chairperson Ellis-Stewart called upon Hugh Hattabaugh to present the personnel appointments. Mr. Hattabaugh provided an overview of the personnel appointments and transfers as noted above.

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

**Ms. Lennon moved that the Board adopt Consent Items A. through D., seconded by Dr. Waddell, and the motion passed upon an 8-0 voice vote of the Board. Timothy Morgan was absent.**

Chairperson Ellis-Stewart called upon Rhonda Lennon to highlight the naming of the Gymnasium Court at North Mecklenburg High School. Ms. Lennon said included in the Consent Agenda was a recommendation to name the Gymnasium Court at North Mecklenburg High School *The Leroy Holden Court*. Ms. Lennon said the Viking gym has been there for many years and it has a wonderful history of great athletics. She said naming the gym after the man who has a rich legacy of athletics at North Mecklenburg is the right thing to do. This recommendation is supported by the school's principal, Matthew Hayes, and the school's Athletic Booster Club, Parent Teacher Student Association, and School Leadership Team. Coach Leroy Holden retired from CMS in 2009 after forty years of service of which thirty-eight were at North Mecklenburg High School. Coach Holden was a teacher, coach, athletic director, and mentor to thousands of children. Coach Holden is renowned in the Huntersville area and the world of athletics. He was recently inducted into

the Hall of Fame of the North Carolina Athletic Directors Association and his service to CMS exemplifies his passion for athletics and education. Rhonda Lennon called upon 'Coach' Joe White to recognize Leroy Holden. Mr. White thanked the Board for giving him the honor to speak at this occasion and he recognized his former colleagues, the Superintendent, Board attorney, dear friends from the staff, and his very very dear friend who kept him out of trouble for years, the Clerk, Ms. Nancy. Mr. White recognized Leroy Holden who was in the audience as well as Vicki Hamilton, former CMS Athletic Director, and Matthew Hayes, principal at North Mecklenburg High School. Mr. White thanked the North Mecklenburg High School's staff and the members of the Athletic Booster Club, PTA, and SLT for having the confidence to ask him to speak to honor Leroy Holden. Mr. White said when he was a member of the North Mecklenburg High School's staff, Leroy Holden was a student at Harding University High School. He has known Leroy most of his life and he was an outstanding student, educator, and coach. He was a star player at Harding and went on to Western Carolina where he had an outstanding career in football. After graduation he served on the staff at East Mecklenburg High School. After a couple years to enhance his salary Leroy went to work for an insurance company. In 1971, he realized he missed teaching and coaching and was hired at North Mecklenburg High School as an assistant coach and became head basketball coach in 1974. His record of wins and losses speaks for themselves but what is important is how he achieved his success. He performed in an exemplary manner for many years with the respect and support of the students, parents, colleagues, and people from around the State. It is with great pleasure to say it is only fitting and proper that the Board grants the request of the North Mecklenburg family to name the gymnasium after Coach Leroy Holden. Mr. White recognized dear friend Vicki Hamilton, former CMS Athletic Director, who also supports the recommendation. Mr. Holden came forward to greet the Board members and thank them for this recognition.

Chairperson Ellis-Stewart thanked Mr. White and Ms. Hamilton for being a part of this recognition and she congratulated Coach Holden on this honor.

### III. ACTION ITEMS

#### A. Recommend Approval of Administrative Contract Renewals

*Correlation to Board of Education Theory of Action for Change: Emphasize and encourage highly effective staffing.*

Chairperson Ellis-Stewart said this is the Recommendation of Approval of Administrative Contract Renewals. Chairperson Ellis-Stewart called upon Hugh Hattabaugh to present the recommendation. Mr. Hattabaugh said renewing contracts for principals and assistant principals is an annual process. This recommendation includes fifty assistant principals and forty-four principal contracts. This recommendation extends their present contract to a four year contract ending June 30, 2016. This recommendation must be approved by the Board prior to June 30<sup>th</sup> and follows protocol and State statute.

Chairperson Ellis-Stewart called for a motion to approve Administrative Contract Renewals.

**Dr. Waddell moved that the Board approve the recommended administrative contract renewals (fifty assistant principals and forty-four principals) extending to June 30, 2016, seconded by Ms. McCray, and the motion passed upon an 8-0 voice vote of the Board. Timothy Morgan was absent.**

B. Recommend approval of the following: Recommendation for the Nonrenewal of Contracts for Certified Probationary Employees and Recommend to Renew Contracts, Including to Grant Career Status to those Career Eligible Employees on the List in the Board Record of Certified Probationary Employees Recommended for Contract Renewal

*Correlation to Board of Education Vision, Mission & Core Beliefs: Ensuring that an effective teacher instructs each class.*

Chairperson Ellis-Stewart said this is the approval of Recommendation for the Nonrenewal of Contracts for Certified Probationary Employees and Recommend to Renew Contracts, Including to Grant Career Status to those Career Eligible Employees on the List in the Board Record of Certified Probationary Employees Recommended for Contract Renewal. Chairperson Ellis-Stewart called Hugh Hattabaugh to present the recommendation. Mr. Hattabaugh said this is an annual process and includes the recommendation for nonrenewal of contracts. The Board Record includes the recommendation of twenty-one probationary teachers for nonrenewal. This process follows Board Policy GCO, *Employee Performance and Nonrenewal Processes for Teachers and Administrators*, in which the petition to have an appeal were reviewed and it was determined all Board policy and protocol was followed correctly. This recommendation also includes the recommendation for three teachers who are in their fourth year to be granted Career Status. This recommendation follows North Carolina General Statutes. According to North Carolina General Statutes Section 115C-325(m), any probationary teacher whose contract is not going to be renewed for the next school year who requested information or a hearing, must be given notice of such nonrenewal by July 1 of the preceding school year, unless that date is extended upon the written consent of the Superintendent and teacher. The law directs that the Superintendent make the recommendation for nonrenewal to the Board of Education. The law also states that, when a teacher has been employed by a school system for four (4) consecutive years, or the teacher has been employed for one (1) year and had career status in another North Carolina public school system prior to coming to this school system, the Board shall vote upon whether the teacher should be granted career status (commonly referred to as "tenure") and shall give written notice of the decision by the same date described above.

Chairperson Ellis-Stewart called upon Mary McCray to present the motions.

**Ms. McCray moved that the Board approve the Superintendent's recommendation, based on the substantial evidence in the Board Record, to nonrenew the contracts of those employees shown in the list for the following reasons in the Board Record: (1) Performance; (2) Licensure deficiencies unrelated to performance; and (3) Licensure deficiencies due to performance, seconded by Dr. Waddell, and the motion passed upon an 8-0 voice vote of the Board. Timothy Morgan was absent.**

**Ms. McCray moved that the Board approve the Superintendent's recommendation to renew contracts and to grant career status to any career eligible employees on the list in the Board Record of Certified Probationary Employees Recommended for Contract Renewal, seconded by Dr. Waddell, and the motion passed upon an 8-0 voice vote of the Board. Timothy Morgan was absent.**

C. Recommend Approval of The Plan to Provide All CMS Employees a 3% Cost of Living Salary Increase and to Complete Planned Market Adjustments. This plan is contingent upon

approval of the State Budget as currently proposed.

*Correlation to Board of Education Vision, Mission & Core Beliefs: We are responsible for building and maintaining high performance organizations.*

**During the presentation staff presented an amended recommendation for Board approval: Recommend Approval of The Plan to Provide All CMS Employees a 3% Cost of Living Salary Increase and to Complete Planned Market Adjustments. This plan is contingent upon approval of the State Budget as currently proposed and the release of the Restricted Contingency Funds from the County**

Chairperson Ellis-Stewart reported this item is the Approval of The Plan to Provide All CMS Employees a 3% Cost of Living Salary Increase and to Complete Planned Market Adjustments contingent upon approval of the State Budget as currently proposed. Chairperson Ellis-Stewart called upon Hugh Hattabaugh to introduce the Action Item.

Mr. Hattabaugh called upon Sheila Shirley, Chief Financial Officer; Daniel Habrat, Chief Human Resources Officer; Vincent Smith, Executive Director for Human Resources Administration; and Pat Rocca, Compensation Specialist, to present the report and be available to answer Board member questions.

Mr. Hattabaugh reported this Board action is contingent upon approval of the State Budget as currently proposed. This action is continuous and CMS will wait until July 1 at which time the approved State Budget at the Senate and House will go forward to the Governor's approval process. Following that process, CMS will present this plan to the Board of County Commissioners. Mr. Hattabaugh called upon Dan Habrat to present the compensation information and Sheila Shirley to present the Funding Plan for the salary increases.

Mr. Habrat provided an overview of the compensation plan for providing all CMS employees a 3% Cost of Living salary increase and to complete the Planned Market Adjustments which the District will enact with the Board's approval and upon final ratification of the State Budget. Mr. Habrat provided a summary of how the calculations will be applied, what the 3% means, and when it will be applied. Mr. Habrat also provided a summary of the Planned Market Adjustments.

- CMS Goal: To provide all employees a 3% percent Cost of Living adjustment.
- Calculation: CMS employees are paid by two major funding strategies. This includes funding from the State, local, and grants. Depending upon how the employee's salary is funded in the District impacts how the 3% increase will be calculated.
  - Employees paid by sources other than the State: These employees have a total annual salary paid by one or more sources. The 3% increase will be applied on top of the existing salary and equate to the new starting salary in the next fiscal year.
  - Employees paid by the State and other sources: This category includes the majority of our employees and most teachers. These employees receive a portion or all of their salary funded through the State. The State currently plans to provide an average of 1.2% increase for all State employees. The first portion of the 3% will be paid by the State. The second portion to equal 3% will be paid by Local Supplement dollars.
  - Effective Date: July 1, 2012. This is also the plan for the State. Pending final

ratification of the State Budget and release of County Restricted Contingency Funds, CMS will apply the salary increase in the August payroll retroactive to July 1<sup>st</sup> for twelve month employees.

- Teacher Pay Calculation: Paying teachers involves the most complex pay practice in the District. Teachers are funded through State funds and that is driven off a prescribed State Salary Schedule. The District supplements that payment with local County dollars. The sum of those two (State dollars plus Local Supplement) equals total salary. The District will provide a 3% increase based upon a teacher's total current salary. The State plans to provide a 1.2% increase. The State will provide this increase to teachers by first increasing the experience rate by one year and then adding an average of 1.2% to that position. CMS will adjust the Local Supplement percentage for that salary so the total new salary equals a 3% increase over the prior year's total salary.

Mr. Habrat reported that once this has been approved it will be published on the Website in a conditional state until the State formally approves the budget.

Board members were invited to ask questions and make comments.

- Mr. Tate expressed concern that the teacher State Salary Schedule will be less than their step increase for the next year. Mr. Habrat said the State rather than advancing the teacher to the next level of the scale based on the 2011 model is adjusting the model. If it was a natural progression they would have received about a 2.9% increase but that has been reduced to 1.2% and adjusted the scale.
- Ms. Lennon asked has the teachers been getting step increases for the past few years? Ms. McCray said, no, the steps have been frozen. Ms. Lennon said this is a progression of those steps that have been frozen for four years? Mr. Habrat said, yes, that is correct and he explained the flat State Salary Schedule for teacher experience. Ms. Lennon said the public needs to understand the State will provide an average of 1.2% and CMS will make up the difference so that it is a 3% adjustment to their total current salary. Mr. Habrat said, yes, that is correct. Ms. Lennon said it is important to clarify this information because there has been some miscommunication in the community and social network world. Ms. Lennon also noted the proposed salary increase will be paid in August but retroactive to July 1<sup>st</sup> for the twelve month employees.
- Dr. Waddell thanked staff for the report and she discussed the Salary Schedule for first year teachers, Master teachers, and National Board Certified Teachers. Mr. Habrat said there are no changes to the Salary Schedules for certified or degree based teachers and they remain consistent to prior years.

Mr. Habrat provided an overview of the Planned Market Adjustments. The plan proposes approximately \$5.2 million as a final step of a three phase process which will benefit approximately 6,000 employees this year. Approximately 60% of the funds will be awarded to approximately 5,800 non-exempt or hourly paid employees and the balance to approximately 254 exempt staff. This adjustment will be made in advance of applying the 3% increase. The theory of applying a Market Adjustment is to bring some categories of employees to normalcy based upon the market pay range. This process began about four years ago and works off the market data of that time.

Board members were invited to ask questions and make comments.

- Ms. Lennon asked what are the categories of employees in the Market Adjustment? Mr. Habrat said this includes assistant principals who make up the majority of the exempt level increases. The non-exempt employees include 860 assistant teachers K-3, 621 bus drivers, and 743 cafeteria workers.

Sheila Shirley explained how CMS will fund the 2012-2013 Cost of Living request for employee compensation increases. The Board of Education will adopt the CMS 2012-2013 Budget at a future Board meeting. This is a plan as of today and the Superintendent recommends that the Board approve the salary increases as outlined in the Budget request at this time **contingent upon approval of the State Budget as currently proposed and the release of the Restricted Contingency Funding from the County.** Approval now will allow CMS to submit the compensation increase plan to the County Commissioners prior to finalizing the budget and allow time to update system programming so salary increases are in place no later than the first teacher payroll in August. Approval of salary increases consistent with the proposed plan outlined in the CMS 2012-2013 Budget request will provide a 3% Cost of Living salary increase to all administrators, district services staff, and Board members. Certified staff will also receive a total 3% increase as follows:

- The State has established the 2012-2013 Salary Schedules to include an average 1.2% increase.
- The Local Supplement percentage has been adjusted to provide the remaining amount required to provide a total 3% increase.
- Certified Salary Schedules are available for review.

In accordance with procedures set forth with the Market Pay Plan in 2007, non-exempt employees will receive appropriate per hour increases that were not funded for the past two years due to budgetary restraints. Exempt employees will be moved to the appropriate step on the Market Pay Plan which was not funded for the past two years due to budgetary restraints. The total projected cost for the 3% cost of living salary increase for all CMS employees and the Market Adjustment is \$26 million.

Funding Plan for Employee Compensation Increases based upon the current information available:

Compensation increases as presented in the Budget Request	Amount
Salaries and Benefits	
A.1. 1% Cost of Living Increase (funded from CMS redirections)	\$ 7.5 million
A.2. Additional 2% Cost of Living Increase and Market Adjustment	\$18.5 million
<b>Total</b>	<b>\$ 26 million</b>

<b>Funding Plan:</b>			
Increase	Description	Funding Source	Amount
1.2%	• State mandated increase for State paid employees.	State funding	\$ 6.3 million
	• Match of State mandated increase for locally paid employees	Increase in County funding	2.7 million
1.0%	1% Cost of Living increase for all employees. CMS redirects current funding.	CMS Redirects County funding	7.5 million



.8%	Remainder of proposed 3% Cost of Living increase for all employees	Increase in County funding	5.9 million
Market Adjustments	Complete planned market adjustment from 2007 Market Pay Plan.	• CMS Redirects County funding • Increase in County funding	3.1 million .5 million
<b>Total Cost of Compensation Adjustment per Budget Request</b>		<b>All Sources</b>	<b>\$26 million</b>

<b>Summary of County funding required:</b>	<b>Amount</b>
Increase in County Funding	\$ 9.1 million
Redirected County Funding	10.6 million
<b>Total County Funding Required</b>	<b>\$19.7 million</b>

<b>Other Compensation Increases:</b>			
Increase	Description	Funding Source	Amount
3%	3% increase for all Child Nutrition (CN) employees.	CN Enterprise Fund	\$ .8 million
3%	3% increase for all After School Enrichment Program (ASEP) employees.	ASEP Enterprise Fund	\$ .3 million

Ms. Shirley reported this summary indicates CMS has a plan to provide a 3% salary increase to all CMS employees and we believe it will satisfy the requirement from the Board of County Commissioners to release the Restricted Contingency Funding of \$18.55 million. Ms. Shirley noted the employees of the Child Nutrition and After School Enrichment Program will be included in the 3% salary increases but their salaries will be funded through their program enterprise funds which was included in their proposed budget plans.

Mr. Hattabaugh said for the budget update it is important to understand how this compensation plan is intertwined with the State providing the 1.2% salary increase and the reduction of the discretionary increase which is essential along with the County providing the additional \$9.1 million. This is all intertwined and it must come together or it puts the 3% compensation increase at risk. CMS will not be able to proceed until we have clarity on these contingencies. CMS is providing a plan based upon what is before the Governor and should that come to fruition we believe this plan can be carried forward and meets the requirements of the new initiatives and the 3% salary increase that the Board committed to and forwarded to the Board of County Commissioners. Ms. Shirley provided an update of the current budget situation which is as of today and awaiting approval of the State Budget. Ms. Shirley said this budget update includes the estimates of what CMS anticipates receiving from the State based upon the current proposal and makes the assumption this plan can be presented to the Board of County Commissioners to release the Restricted Contingency funds.

- **Current Funding Situation:**

<b>Budget Request</b>	<b>Amount</b>
Growth and Sustaining Operations (adjusted for change in proposed retirement rate)	\$ 13.0 million
3% Salary Increase and Market Adjustment	26.0 million

High School Class Size Adjustment – 9 <sup>th</sup> Grade (reduce allocation formula from 1:25 to 1:22.5)	3.0 million
Instructional Technology Positions for High Schools	1.3 million
Other Initiatives in Budget Request (and rounding adjustment)	.5 million
<b>2012-2013 Budget Request</b>	<b>\$43.8 million</b>

- Plan to Fund the Budget Request:

Line Item	Amount	
Reductions/Redirections identified within the current budget	\$ 16.4 million	Approved in Budget request
Increase in County funding (pending release of Restricted Contingency funds)	9.1 million	Projected
Estimated State funding for 1.2% salary increase (State paid employees only)	6.3 million	Pending State Budget approval
Elimination of Planned 2012-2013 Discretionary Reduction Increase	6.9 million	Pending State Budget approval
Restore Portion of 2011-2012 Discretionary Reduction Amount	6.1 million	Pending State Budget approval
<b>Estimate of Funding Available 012-2013 Budget Request</b>	<b>\$44.8 million</b>	
Estimate of Balance Remaining	\$1.0 million	

Ms. Shirley said the proposed plan is within \$1 million and at this point until we get final allotments from the State we should hold off on any other plans. Should these contingencies come to fruition it will allow CMS to fund the proposals in the 2012-2013 Budget request.

Board members were invited to ask questions and make comments.

- Mr. Davis asked what happens should the County not release the \$18.55 million? Mr. Hattabaugh said it puts the 3% compensation strategy at risk to proceed because we will be cut \$9.4 million. The Board of County Commissioners asked the Board of Education to provide evidence of a plan utilizing all sources of funds including the Restricted Contingency Funds. The plan is acting in good faith and the Board of Education is following their priorities and commitment to provide a 3% increase to our employees. Mr. Davis expressed concern about the consequences should the County not release the funds, gives something less than \$18.55 million, or delays releasing the funds. Ms. Shirley said CMS cannot adopt a budget until we know how much funding we are going to receive from the County and if we cannot adopt a budget we cannot commit to salary increases. CMS would need to hold off adding anything to the budget and would need to continue operating under our current expenses. Mr. Davis stressed the importance that this plan is contingent upon the State Budget passing and the County releasing the Restricted Contingency Funds and doing so as early as their July 3<sup>rd</sup> meeting. This would allow CMS to adopt a budget at its next meeting with no strings attached, our employees will get a raise, we can hire more high school teachers, and we are ready for next year. Mr. Hattabaugh said, yes, that is correct.
- Mr. McElrath encouraged staff to inform the Board of County Commissioners how CMS will get the funds and the consequences of what will happen if we do not get the funding. Ms. Shirley said she will explain the funding Plan and answer all questions. The Funding

Plan will need Board approval before we present it to the Board of County Commissioners. As a staff person, it is difficult to say what we will do without Board approval. If this falls apart we will need to design another plan before we present to the Board of County Commissioners.

- Ms. Lennon said \$4.8 million is for new initiatives and if the Board of County Commissioners gave CMS \$14 million will the new initiatives be the first thing to go? Ms. Shirley said our priority has been to first fund growth and sustaining operations followed by the salary increases. We will do what we can to provide some salary increase and we will have to match the State 1.2% increase. Ms. Lennon asked does the \$4.8 million include the Communications Department request? Ms. Shirley said, yes, that includes the recruitment dollars, Truancy Court, and multi-media which equates to approximate \$415, 000.

Mr. Battle noted that the Board would need a motion and a second on the floor to continue the discussion.

**Chairperson Ellis-Stewart called for a motion to approve Action Item C. (Recommend approval of the plan to provide all CMS employees with a 3% Cost of Living salary increase and to complete Planned Market Adjustments contingent upon the approval of the State Budget as currently proposed. Dr. Waddell moved to approve the motion and it was seconded by Mr. McElrath.**

- Mr. Davis said with our vote tonight and assuming this passes and the Governor does not veto the State Budget, the only thing standing between our employees and a 3% increase is the County Commissions release of funds. Ms. Shirley said, yes.

Mr. Hattabaugh reported staff has requested the motion be modified because it notes pending the approval of the State Budget but it should also include the release of County funding. Ms. Shirley asked that the language be changed to include 'pending State Budget approval and the release of the Restricted Contingency funding from the County. Ms. Shirley said both of these contingencies must fall into place in order for CMS to be able to provide the full 3% Cost of Living salary increase.

**Chairperson Ellis-Stewart moved that the Board approve the plan to provide all CMS employees a 3% Cost of Living salary increase and to complete Planned Market Adjustments contingent upon approval of the State Budget as currently proposed and the release of the Restricted Contingency Funding from the County, Dr. Waddell seconded the motion, and the motion passed upon 8-0 voice vote of the Board. Timothy Morgan was absent.**

D. Recommend Approval of Operationalizing the Release of Funds for 62 High School Positions Based on the Anticipated State Budget to Enable Building of Master Schedules and to Attract and Select High Performing Candidates

*Correlation to Board of Education Vision, Mission & Core Beliefs: We are responsible for building and maintaining high performance organizations.*

Chairperson Ellis-Stewart reported this item is approval of Operationalizing the Release of Funds for Sixty-two High School Positions Based on the Anticipated State Budget to Enable Building of Master Schedules and to Attract and Select High Performing Candidates.

Chairperson Ellis-Stewart called upon Hugh Hattabaugh to present the recommendation.

Mr. Hattabaugh said this is continuous but it is imperative that we move ahead under the concept that the State Budget will be approved and the County will release the Restricted Contingency Funds. The schools are building their Master Schedules and they must begin the process to offer positions to viable candidates in order to be ready for next year. Approval of this item initiates the process to add sixty-two positions in high schools and change the teacher student formula from 1:25 to 1:22.5. This will authorize the Human Resources Department to move forward to release those positions to the high schools and allow the high schools to develop their Master Schedules to relief the class size. This will help to get the most effective teachers in our classrooms in advance of school starting.

Chairperson Ellis-Stewart called for a motion.

**Mr. Davis moved that the Board approve operationalizing the release of funds for sixty-two high school positions based on the anticipated approval of the State Budget and the release of the Restricted Contingency funds from the County to enable building of master schedules and attracting and selecting high performing candidates, seconded by Mr. Tate, and a Board discussion followed.**

- Mr. Davis said we must remember what happened last year when the Legislature authorized additional positions late in the year which caused our Human Resources team to be behind in trying to fill those positions. This is a step to prevent a recurrence of that scenario. Mr. Davis asked can we commit to candidates before we have an approved budget and funds in hand? Mr. Hattabaugh said by the time we go through this process and get the allotments from the State it will be in alignment. The State Budget should be approved by July 1<sup>st</sup> and the County budget by July 3<sup>rd</sup>.
- Dr. Waddell asked will these positions be paid by State or Local funds or a combination of both? Mr. Hattabaugh said they would probably be a combination but we must see the allotments from the State first to know how to make the adjustments.
- Ms. McCray asked have these positions been posted? Mr. Habrat said approval of this item will begin the recruiting process.

**The motion passed upon an 8-0 voice vote of the Board. Timothy Morgan was absent.**

#### **IV. REPORT/INFORMATION ITEMS**

##### **A. Report on Budget Amendments for May 2012 and June 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 reported V. A. is the monthly reports and as presented.

##### **B. First Reading on proposed amendments to Policy IJNDB, Student Internet Use**

*Correlation to Board of Education Vision, Mission & Core Beliefs: Providing safe and orderly learning and working environments.*

Chairperson Ellis-Stewart called upon Tom Tate, Chairperson of the Policy Committee, to

present the First Reading on proposed amendments to Policy IJNDB, *Student Internet Use*. Mr. Tate reported before the Board for First Reading is proposed amendments to Policy IJNDB. This policy was first adopted in 1976 and revised in 2003 and 2005. The Policy Committee approved proposed amendments to Policy IJNDB on June 14, 2012. The amendments bring the policy into compliance with the federal Protecting Children in the 21<sup>st</sup> Century Act, which requires schools' Internet safety policies to provide for educating minors about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response. In addition, the policy provides general rules permitting students to bring Personal Technology Devices (PTDs) to school when authorized by the Superintendent. The proposed amendments will be posted on the CMS Website, the Board will hold a Public Hearing on July 24, 2012 and August 15, 2012, and a Board vote at the August 15, 2012 meeting.

C. Report on Center for Research and Evaluation (Policy IL)

*Correlation to Board of Education Theory of Action for Change: Continue to administer and strengthen the District's accountability system and measure individual school performance.*

Chairperson Ellis-Stewart said this is the report on Center for Research and Evaluation and she called upon Hugh Hattabaugh to introduce the report.

Mr. Hattabaugh called upon Mike Raible, Executive Director of Planning and Project Management, who is overseeing the Accountability Department and Dr. Lynne Tingle, Executive Director Research, Analysis, and Data Utilization, to present the report. Mr. Hattabaugh said this report follows the guidelines of Policy IL, *Research and Evaluation*, and is presented to the Board on an annual basis to provide an update on programs and evaluation. Mr. Raible said many school districts claim to be research based and data driven and he would submit that the CMS Center for Research and Evaluation sets CMS apart. CMS is not afraid to review, analyze, and evaluate and Dr. Lynne Tingle is a key to that effort. Dr. Tingle has taught twenty-three graduate courses, published seventeen peer review articles, and asked numerous times to be a key note speaker at national conferences.

Dr. Lynne Tingle provided an overview of the Center for Research and Evaluation (CRE) which is one of six departments under the office of Accountability.

- Department Overview: The services of this staff and results provided are used in classroom level decisions around instruction and District level decisions around programs.
  - The Board of Education adopted a Research and Evaluation Policy IL in May 2009. The Center for Research and Evaluation (CRE) launched in the summer of 2007 and is largely responsible for carrying out the stipulations of Policy IL.
  - CRE provides research and evaluation services to the District and these services help schools, Central Office staff, and Board make important program and policy decisions. Provides results that inform the continuation, termination, or modification of programs, initiatives, or policies to ensure every child receives a quality education. The ultimate goal is to positively impact student outcomes by helping stakeholders make informed decisions and impact the achievement of all CMS students through the appropriate use of research and evaluation.
- Governance, Board of Education Policy IL, *Research and Evaluation*:

- The Board of Education believes that all programs, initiatives, and products (“programs”) in place within the District should contribute to the Board’s Mission: To maximize academic achievement by every student in every school. Therefore, the Superintendent shall ensure that the administration develops and maintains the ability to conduct expert and reliable research and evaluation of selected programs, including programs already in place in the district as well as those proposed for purchase.
- Budget/CRE Staff:
  - Three full-time employee positions (one full-time director and two full time analysts).
  - The Department also has grant funded positions: One full time analysts funded by *Race to the Top* funding and two part-time contractors.
  - All full time staff members have or are pursuing a PhD.
- The Logic Model Goal: The work is directed towards accomplishing the intermediate goal of impacting decision making at multiple levels.
  - The Role of CRE: To provide accurate and timely evaluation and research results to District decision makers. When decisions are based on accurate useful information we can better ensure they will have a positive impact on student outcomes.
  - The Process: The process is accomplished utilizing Partnerships, Surveys, Program Evaluation, Literature Reviews, and Data Requests.
  - Intermediate Goals:
    - Data Driven policy decisions.
    - Implement effective programs.
    - Budgetary decisions.
    - Targeted professional development.
  - Long Term Goals:
    - Increased student achievement.
- Process Accomplishments: In recent years the Department has implemented project management and quality control processes that increase the likelihood of releasing accurate data. The Department continues to define these processes in order to continuously improve the work.
  - ISO 9001 processes and certification in 2011-2012 for evaluation process, outside research process, and survey process.
  - Project management process implemented in 2008-2009.
  - Quality control processes implemented in 2009-2010.
- Publications: Many reports are submitted to the Peer Review Process Publishers. Following are reports that have been submitted this year and the last two have already been published.
  - *Does Grade Retention Make a Difference?*
  - *A Preliminary Analysis of a Strategic Staffing Initiative.*
  - *Relationship between Second Grade and Oral Reading Fluency and Third Grade Reading.*
  - *An Analysis of Teacher Absence and Student Achievement.*
- Major Initiatives: Initiatives are aligned with objectives and fall into six categories.
  - Evaluations as Mandated by the Superintendent’s Cabinet.
  - Outside research requests.
  - Literature reviews
  - Data requests.

- Annual surveys.
- Collaborations with outside partners.
- 2011-2012 Evaluation Reports: In many cases, projects are multi-year projects and they are categorized as Completed or In Progress. For the multi-year projects, CRE provides interim reports and a final report at the end.
  - Completed Projects:
    - Data Wise.
    - K-3 Intensive Reading.
    - Small Schools Final Report.
  - In Progress Projects: These will be completed at varying times and some within the next two months.
    - PreK-8.
    - Post Secondary Success Feasibility.
    - Risk Factor Scorecard.
    - Math Forward.
    - Bright Beginnings (contracted).
    - The New Teacher Project (working with TNTP staff).
- Outside Research Process: Non-CMS basic research.
  - Approximately 100 requests are processed each year.
  - The process includes application, application fee (if applicable), Institutional Review Board approval, proposal review by panel, and Memorandum of Understanding (MOU).
- Data Requests: This involves the compilation of and sharing of existing data with other departments or researchers. The Department has years of data in the data bases and staff are often asked to pull out specific types of data and the data is also used for evaluation projects and information requests.
  - New Leaders (RAND).
  - Mathematica/Optimal Solutions Group.
  - Mathematic/Branch Associates.
  - The New Teachers Project.
  - Communities in Schools.
  - YMCA.
  - A Child's Place.
  - No Easy Walk.
  - Schools and Internal Offices.
- Annual Surveys: Conduct Teacher, Student, Family, and Principal surveys to gather feedback on District and school level performance. This is a service provided to the departments of CMS so each department does not have to conduct their own survey.
- Partnerships: The Department works to form collaborative partnerships. CMS has partnered with a variety of stakeholders and in some cases CMS offers advice or opinions. In addition, each of the evaluation projects includes an outside research partner and that person or agency serves to check the quality and objectivity of the CMS research.
  - Institute for Social Capital: This is an organization that is building a data base for the community that spans across agencies. This office has representatives on the Board, Data and Research Oversight Committee, and Data quality Review Committee. This ensures the data is being used properly and accurately.

- University Partners: Harvard, Queens, UNC-Charlotte, and University of South Carolina.
- Non-Profit Organizations: Teach for America, The New Teachers Project, New Leaders for New Schools, A Child's Place, Citizen Schools, and Communities in Schools.
- Results Used in Programmatic Decisions: The results of the research have helped the District make good decisions in using resources more efficiently and improve student achievement. The data helped the District make the following high level decisions.
  - Principal Survey impacts departmental policies reflecting desires for improved customer service and for identifying areas in need of improvement.
  - Student, Parent, and/or Teacher surveys impact school improvement plans, staffing decisions, etc.
  - Data Wise coaches assigned to zones.
  - Read 180 eliminated.
  - Midwood High continued.
  - Modifications to DIBELS and Teach for America.
- Next Steps:
  - Continue to provide accurate data to make sound decisions.
  - Continue to provide accurate, available, and relevant data to stakeholders.
  - Devise innovative ways with our limited resources to expand our services to meet the needs of our customers.
  - Improve onboarding of new team members. This will help onboarding staff to be more efficient.

Board members were invited to ask questions and make comments.

- Ms. Lennon commended Dr. Tingle and the department for their work. She also thanked UNC-Charlotte for their partnerships with CMS and assistance in getting research published. Ms. Lennon said when will the research on PreK, PreK-8, and Bright Beginning be available? Dr. Tingle said we have the preliminary results on PreK-8 and the final evaluation should be completed in the next couple of months. Regarding Bright Beginnings, we are working with contractors from UNC-Charlotte and they are reviewing 3<sup>rd</sup> and 4<sup>th</sup> grade scores from last year and this year for students who were in Bright Beginnings versus students who were not. Next year, we are working with a different company who will be collecting data on kindergarten students who are in Bright Beginnings. This will provide an outcome for kindergarten students moving forward. Ms. Lennon said this is good work and the information will be valuable to the Board of County Commissioners as well.
- Dr. Waddell thanked staff for the report and she asked is the years of data available to CSM employees? Dr. Tingle said the CMS data warehouse is available to CMS employees. Some of the information is complicated and not accessible but teachers can pull basic information that has been summarized from the portals. Dr. Waddell said this indicates that CMS has submitted and published articles and are they available to the Board members. Dr. Tingle said, yes, and they are usually shared through the respected publication and the *Board Update*. Dr. Waddell asked are the fees added to the Department budget. Dr. Tingle said the fees are used to pay outside contractors instead of using staff resources and staff who are usually working on in-house projects.
- Mr. Tate thanked the Department for their hard work and accomplishments with such a



limited staff. Mr. Tate asked where are the available online reports? Dr. Tingle said they are on the Website under Office of Accountability and Research and Evaluation. Mr. Tate asked Dr. Tingle to provide a summary of the reports completed and in progress. Dr. Tingle said she would provide the information as the Department just compiled a paragraph synopsis on every program evaluation completed that will be updated on a continuous basis. Mr. Tate said are the Literature Reviews published? Dr. Tingle said they are typically reviewed in-house by staff and used to make informed decisions but all program evaluations include an extensive literature review.

- Ms. McCray said the Board of County Commissioners had requested an evaluation of the programs and she has a copy of the program evaluations.
- Chairperson Ellis-Stewart asked does CSM deny any applications and why? plications, are there any that CMS denies and why? Dr. Tingle said a main denial is if an agency wants to do a large scale survey in the middle of our District surveys. For example, a researcher would be denied if they wanted to conduct a teacher survey during the time that CMS is conducting our teacher survey unless there was a great need for CMS to have that information. Another reason would be if a staff member in CMS was not interested in the results. We want to ensure the results are aligned with the CMS Strategic Plan, the Mission, and will provide someone in CMS information they can use. Chairperson Ellis-Stewart asked who serves on the Review Board? Dr. Tingle said usually two people from the Center for Research and Evaluation and a person from the specific content area. Mike Raible serves as the final person to sign off on the MOU.

Chairperson Ellis-Stewart thanked staff for the report and the Board looks forward to receiving the summary information regarding the research.

## **ADJOURNMENT**

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

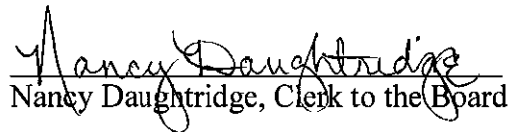
**Mr. Davis moved that the Board adjourn the Regular Board meeting, seconded by Dr. Waddell, and by consensus, the Board agreed to adjourn the meeting.**

The Regular School Board Meeting adjourned at 7:24 p.m.



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Ericka Ellis-Stewart, Chairperson



Nancy Daughtridge, Clerk to the Board