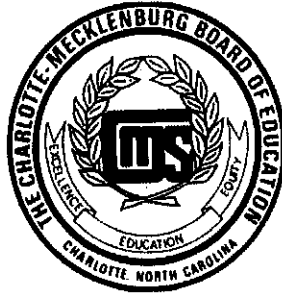


Approved by the Charlotte-
Mecklenburg Board of Education
September 11, 2012
Regular Board Meeting



Charlotte, North Carolina

July 24, 2012

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on July 24, 2012. The meeting began at 5:07 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;
Rhonda Lennon, District 1;
Richard Allen McElrath, Sr., District 2;
Dr. Joyce Davis Waddell, District 3;
Tom Tate, District 4; and
Eric C. Davis, District 5

Absent: Reverend Amelia Stinson-Wesley, District 6

Also present at the request of the Board were Dr. Heath Morrison, Superintendent; George E. Battle, III, General Counsel; and Nancy Daughtridge, Clerk to the Board.

Upon motion by Dr. Waddell, seconded by Ms. McCray, 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; and**
- **To consult with the Board's attorney on matters covered by the attorney-client privilege.**

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 5:07 p.m. until 5:52 p.m. in Room CH-14.

Chairperson Ellis-Stewart reconvened the Regular Board Meeting at 6:04 p.m. in the Meeting Chamber of the Government Center. CMS-TV 3 televised the meeting.

Present: 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; and
Eric C. Davis, District 5

Absent: Reverend Amelia Stinson-Wesley, District 6

Also present at the request of the Board were Dr. Heath Morrison, Superintendent; George E. Battle, III, General Counsel; Members of Executive Staff; 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 which was held in the Meeting Chamber. She also welcomed Dr. Heath Morrison, Superintendent, to his first official Board meeting. She said Reverend Stinson-Wesley was traveling internationally and would be watching the meeting via Skype.

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 Mr. Morgan, and the motion passed upon 8-0 voice vote of the Board. Reverend Stinson-Wesley was absent.

B. Pledge of Allegiance

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

C. Public Hearing on proposed amendments to Policy IJNDB, *Student Internet Use*

Chairperson Ellis-Stewart said this is the Public Hearing for Policy IJNDB, *Student Internet Use*, and there are no speakers signed up to speak. Chairperson Ellis-Stewart called the Public Hearing closed at 6:07 p.m.

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.

Bridgette Jackson, founder of Charlotte 1st Education Initiative, said this is a community based program focused on empowering and impacting the community through educational support and community development. They qualify for Title I funding and seek to provide CMS highly qualified math mentors to lessen the percentage of children performing below grade level in math.

Chairperson Ellis-Stewart called the Requests from the Public closed at 6:11 p.m.

III. CONSENT ITEMS

- A. Recommend approval of Closed Session meeting minutes.
 - May 22, 2012.
 - May 24, 2012.
 - May 31, 2012.
 - June 6, 2012.
 - June 8, 2012.
 - June 21, 2012.
 - June 26, 2012.
 - July 9, 2012.
- B. Recommend approval of Open Session meeting minutes.
 - April 24, 2012 Regular Board Meeting.
 - May 8, 2012 Regular Board Meeting.
 - June 26, 2012 Regular Board Meeting.
 - July 9, 2012 Special Meeting.
- C. Recommend approval to lease space at 2670 Dr. Carver Road, Charlotte, North Carolina 28208 and approval of Resolution to sublease the space at 2670 Dr. Carver Road, Charlotte NC 28208 to Project L.I.F.T.

As an element of the partnership that exists between CMS and Project L.I.F.T., Charlotte-Mecklenburg Board of Education (CMBE) will lease a 17,000 square foot building located at 2670 Dr. Carver Road. The space will be subleased to and used by Project L.I.F.T. for the L.I.F.T. Institute. The Institute will operate a full day Credit Recovery Program to serve approximately 100 high school boys in its first year. All cost of operation will be borne by Project L.I.F.T. by way of payments of sublease rents to CMBE. Fiscal Implications: Charlotte-Mecklenburg Schools will pay to landlord an annual rent as indicated below and Project L.I.F.T., as subtenant, will pay the same amounts to CMBE: Year 1- \$35,004.00 (5 months); Year 2 - \$84,996.00; Year 3 - \$89,244.00; Year 4 - \$93,504.00; and Year 5 - \$97,752.00.

- D. Recommend approval of Licensed/Non-Licensed Hires and Promotions for June 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: 4,280. (Licensed Hires: 2,107/Non-Licensed Hires: 2,173).*
 - *Total Promotions July 1, 2011 - June 30, 2012: 268. (Licensed Promotions: 99/Non-Licensed Promotions: 169).*
- E. Recommend adoption of Resolution authorizing the Director of Storage and Distribution to dispose of surplus school property by way of Online Bid in auction format.

The Online auction time span will encompass the August 1-16, 2012 period. GovDeals, (www.govdeals.com), an experienced and proven Online government surplus sales service provider will facilitate the process. The auctions usually generate \$6,000 to \$15,000 in revenue.
- F. Recommend approval of administrative personnel appointments.

Transfers:

 - *Chad Thomas named principal at Bailey Middle School. Previously served as principal at Long Creek Elementary School.*

Appointments:

 - *Michael Jones named principal at Hopewell High School. Mr. Jones previously served as*

- *East Zone Administrator and assistant principal at Hopewell High School.*
- *John A. Wall named principal at West Charlotte High School. Mr. Wall has a Master of Educational Administration, North Carolina State University; Teaching Certification, Saint Augustine's College; and Bachelor of Science in Political Science, North Carolina Central University. Mr. Wall previously served as principal at Southeast Raleigh Magnet High School, Wake County Public School System, Raleigh, North Carolina.*
- *Dr. Valerie Truesdale named Chief Information Officer. Dr. Truesdale has a Doctor of Philosophy in Educational Administration, University of South Carolina; Master of Business Administration, Georgia State University; and a Bachelor of Arts in Secondary Education English, Clemson University. Dr. Truesdale previously served as Superintendent with School District of Beaufort County, Beaufort, South Carolina and District Superintendent with School District of Oconee County, Walhalla, South Carolina.*

Chairperson Ellis-Stewart called upon Dr. Heath Morrison to review the personnel appointments. Dr. Morrison presented the personnel appointments and transfers as noted above and invited those in attendance to stand and be recognized.

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

Dr. Waddell moved that the Board adopt Consent Items A. through F., seconded by Ms. McCray, and the motion passed upon an 8-0 voice vote of the Board. Reverend Stinson-Wesley was absent.

Chairperson Ellis-Stewart read a note from the family of Michael Jones commending him on his new assignment in CMS and commitment to education and children.

Dr. Waddell thanked Dr. Morrison for having the new appointees attend the meeting because that is valuable to the community.

IV. ACTION ITEMS

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

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

Chairperson Ellis-Stewart called upon Dr. Heath Morrison to introduce the recommendation to approve the 2012-2013 Charlotte-Mecklenburg Board of Education Budget.

On April 10, 2012 the Board of Education approved the proposed 2012-2013 Operating Budget. Since that time the Board of County Commissioners (BOCC) and the State adopted their budgets and CMS received estimates for its Federal budget. In accordance with North Carolina State Statute 115C-432, the Board of Education shall adopt a budget resolution making appropriations for the budget year in such sums as the Board may deem sufficient and proper.

Dr. Morrison commended Sheila Shirley, Chief Finance Officer, and her team for their due diligence and ability of developing the complex CMS fiscal budget. The budget process is a long journey that focuses on the priorities of CMS. Dr. Morrison said the proposed budget is focused on the priorities the Board and Hugh Hattabaugh, Interim Superintendent, established and he wholeheartedly supports those recommendations. The budget restores

positions in CMS; adds 9th grade positions in high schools; adds instructional technology positions to help teachers and students; and recognizes all the hard working employees in CMS with a 3% salary increase. Dr. Morrison said approval of this budget is a positive next step and a great way to start his tenure in CMS. Dr. Morrison called upon Sheila Shirley to present the proposed 2012-2013 Charlotte-Mecklenburg Board of Education Budget. Ms. Shirley thanked Dr. Morrison for his kind comments and her awesome team who are instrumental in developing the budget. Ms. Shirley provided the Board with an overview of the proposed 2012-2013 Budget.

- Proposed 2012-2013 Board of Education Budget:

County Current Expense	\$337,432,664	
State Current Expense	696,857,396	
Federal Current Expense	144,248,994	
Other Local Current Expense	23,999,616	
Total Current Expense (Operating) Budget		\$1,202,538,670
Capital Replacement		4,960,000
Child Nutrition Program		64,400,741
After School Enrichment Program		14,389,658
Total Proposed Budget		\$1,286,289,069

- Budget Development/Framework: Budget process kicked off in November and the framework was established. The budget adheres to the framework outlined.
 - Align resources to support *Strategic Plan 2014*.
 - Keep strong academic focus coupled with data driven decision making.
 - Recognize and plan for the impact of the economic environment and employ sound fiscal management.
 - Acknowledge uncertainty regarding expected funding levels from all sources, but use best information available to prepare plan.
 - Identify efficiency savings as well as reductions and resource redirections to offset rising costs.
 - Request funding from County for some sustaining operations cost increases (including cost of living increase and to cover student growth costs).
 - Establish flexibility in the budget to allow for various reduction levels.
- State and County Final Budgets:
 - State Budget was finalized on July 3rd and final allotments were provided to each district on July 12th. Reductions were less than expected from the State by \$13 million (reductions projected in the CMS proposed budget were based on the second year of the Biennial State Budget). State provided a 1.2% increase to all State paid employees. Final State funding for CMS was \$696.9 million which is an increase of \$34.5 million over the prior year.
 - County Budget: County approved their budget on June 5, 2012. Final County funding for CMS was \$337.4 million which represents a \$9.1 million increase above the prior year.
- Significant Changes to the Proposed 2012-2013 Budget Since April (the changes are consistent with estimates shared on June 26, 2012):
 - County Funding increased by \$9.1 million approved verses the \$27.5 million requested.
 - \$13.0 million State reductions were less than expected:

- ✓ Eliminated the planned increase in the discretionary reduction of \$6.9 million.
- ✓ Decreased the discretionary reduction by \$6.1 million from the 2011-2012 level.
- ✓ Planned cuts were not restored but savings helped cover local cost increases for growth and sustaining operations.
- \$.3 million salary and benefit adjustments:
 - ✓ State provided a 1.2% increase for all State paid employees. Transferred cost from County to State allowing a shared cost of the 3% salary increase between State funding, additional County funding, and CMS redirections.
 - ✓ Retirement rate was adjusted slightly from 14.3% to 14.23%.
 - ✓ Market adjustments adjusted to actual.
- \$1.8 million decrease in projected Other Local Revenue primarily due to decline in interest rates and indirect costs rates.
- \$1.0 million decrease in average salary for State position allotments.
- \$5.1 million net increase in State categorical allotments such as CTE, EC, At Risk as well as carryover funds in School Technology (\$3 million).
- \$6.8 million net adjustments in federal allotments and carryover funding estimates for specific programs and services, i.e., Title I, EC, EduJobs.
- \$3.6 million decrease in fund balance appropriation in mobiles (needs covered for this summer) and deferred maintenance (will be covered by EduJobs carryover).
- \$.8 million designated funding for Superintendent's new initiatives and Dr. Morrison will determine those new initiatives after completing his Entry Plan and conducting an evaluation of the District.
- \$.6 million reinstated partial funding of Advanced Placement and International Baccalaureate exam costs for students.
- Maximization of State discretionary reduction (LEA adjustment) enabled CMS to offset the decrease in other local revenue and add seventy-eight additional teacher positions to be used in the zones.
- Summary of County Funding: County funding increased by \$9.1 million over the prior year. The proposed County request was funded as follows:
 - \$9.1 million additional County provided by the BOCC.
 - \$6.5 million County cost reduced for salary increase (State funded 1.2% for State paid employees).
 - \$.3 million County cost reduced for decrease in retirement rate and market adjustment.
 - \$13.0 million State reductions less than expected. Planned cuts were not restored but savings helped cover costs for growth, sustaining operations, and new initiatives.
 - This resulted in \$28.9 million County funding available:
 - ✓ \$27.5 million – original County request.
 - ✓ \$.8 million – Superintendent new initiatives for the coming year.
 - ✓ \$.6 million – Reinstated partial funding for Advanced Placement and International Baccalaureate exam costs for students.
- 2012-2013 Proposed Budget versus 2011-2012 Adopted Budget (Operating Budget only does not include Capital or Enterprise funds):

2012-2013 Proposed Budget	\$1,202,538,670
2011-2012 Adopted Budget	\$1,169,398,626
Increase over the prior year	\$33,140,044/ 2.8%

- 2012-2013 Proposed Budget Sources (remains consistent with the prior year):
 - State: \$696.9 million or 58%.
 - County: \$337.4 million or 28%.
 - Federal: \$144.3 million or 12%.
 - Other Local: \$23.9 million or 2%.
- 2012-2013 Proposed Budget Uses (remains consistent with the prior year):
 - Salaries: \$739.7 million or 62%.
 - Benefits: \$250.9 million or 21% (majority of benefits are State mandated and this is an increase of 1% over last year).
 - Purchased Services: \$124.3 million or 10%.
 - Supplies and Materials: \$65.9 million or 5%.
 - Other: \$20.2 million or 2%.
 - Furniture and Equipment: \$1.5 million or <1%.
- 2012-2013 per Pupil Expenditure: \$8,589. This is \$116 higher than last year but \$323 lower than 2008-2009 at \$8,912.
- 2012-2013 Proposed Budget:

2011-2012 Adopted Budget		\$1,169,398,626
Revisions to 2011-2012 Base Budget		(\$34,648,065)
2011-2012 Base Budget		\$1,134,750,561
I. Redirections/Reductions (County)		(\$23,294,643)
II. Sustaining Operations		
A. Salaries and Benefits	\$40,147,262	
B. Program Continuation	\$32,193,194	
Subtotal		\$72,340,456
III. Student Growth/Enrollment Increases		
State	\$8,291,909	
County	\$4,301,430	
Subtotal		\$12,593,339
IV. Program Expansion and New Initiatives		
A. Attracting/Retaining High Performers	\$125,000	
B. Truancy Court Expansion	\$75,000	
C. High School Class Size Adjustment – 9 th Grade	\$3,023,430	
D. Instructional Technology Positions for High Schools	\$1,322,500	
E. Multimedia Support	\$215,000	
F. Superintendent New Initiatives	\$818,027	
G. Reinstate partial funding for AP and IB exams	\$570,000	
Subtotal		\$6,148,957
Total 2012-2013 Proposed Current Expense Budget		\$1,202,538,670

Ms. Shirley said CMS optimized its resources to seek ways to make redirections within the budget to realize \$23.3 million in reductions. She thanked each of the CMS primary funding partners because without them CMS would not have been able to fully fund the salary increase. Staff utilized all available funding from various sources to meet the initial plan as outlined in the proposed budget including adding high school teacher positions and technology facilitators. Two additional items were added to the plan: Superintendent's New Initiatives and AP/IB exams. Regarding the Child Nutrition budget and since the

presentation in April, CMS has increased the price per lunch by .10 to be in accordance with the new Federal legislation. CMS projected a .05 cent increase but after running the actually formula following the end of the year it required CMS to increase the cost of lunch by .10 instead of .05. Ms. Shirley provided the Board with an overview of the letter to the Board of County Commissioners requesting the funding and the Budget packet. She said we are committed to aligning our resources to the Strategic Plan and the Board's Theory of Action for Change. The budget is fiscally sound and achieves the goals as outlined in the funding framework.

Chairperson Ellis-Stewart thanked Ms. Shirley for the report and invited Board members to ask questions and make comments.

- Ms. Lennon thanked the CMS funding partners for their support of CMS; Karen Bentley, District 1 Board of County Commissioner, who was invaluable in discussing the budget process with her; and Thom Tillis, North Carolina House Representative and Speaker of the House, who she believes helped override the Governor's veto and embraced the CMS district to put our needs forward. Ms. Lennon said she did not support the budget in the spring and it still includes items that give her heartburn. She has toiled over the budget but will support the budget tonight because it restores items that are badly needed and to show support for the CMS staff and teachers.

George Battle, General Counsel, noted this was a time to ask questions and the Board would need a motion on the table to open discussion.

- Mr. Tate thanked Ms. Shirley for the report and staff for the hard work in compiling the budget. Mr. Tate said Ms. Shirley referenced in the report the budget information was updated and he asked what was changed? Ms. Shirley said the budget reflects the updates from the County and State but does not include any changes from what was previously presented to the Board.
- Mr. Davis asked in addition to the sixty or so 9th grade teacher positions, what are the other teacher positions? Ms. Shirley said as a result of the maximization of the LEA adjustment, CMS was able to add seventy-eight teacher positions that will be allocated to the zones by the Superintendent and Deputy Superintendent but they will not be part of the formula like the 9th grade positions included in the budget proposal. Mr. Davis asked how much of the funding increase is really an increase in health care and retirement funding and not additional positions to our staff? Ms. Shirley said salaries and benefits are approximately \$40.3 million and the salary increase portion is \$25.8 million which equates to a difference of \$14.5 million. Mr. Davis said it is important to note while we received additional funding it does not help put another teacher in the classroom but it is an increased cost to keep the teachers we have today in the classroom.
- Ms. Lennon asked what is the plan for the budget increase in Communications Department that includes the addition of two positions? Dr. Morrison said his Entry Plan includes three CMS audits one of which is Communications that will start next week. Dr. Morrison said he has discussed with Communications the desire to wait until the conclusion of the audit and to use the finances to make smart, efficient, and effective decisions around the best use of the monies allocated for communication improvements.
- Mr. Morgan asked does the \$800,000 designated for Superintendent Initiatives include the Communications Department? Dr. Morrison said, yes, at the conclusion of the Entry

Plan he will present to the Board and the community the results of the findings, what we are doing well and areas of improvements, and recommendations to allocate monies to maximize resources for initiatives to engender better results for CMS students this year and years to come. Dr. Morrison said those monies will be set aside and at the conclusion of the Entry Plan he will consult with the Board and allocate those resources.

- Dr. Waddell thanked staff for their hard work on the detailed budget. Dr. Waddell asked is Title I included in the total proposed budget? Ms. Shirley said, yes, Title I is included in Federal and Other Grants and there is a detailed listing of the grant totals in the full budget document.
- Ms. Lennon said she would like a tutorial on the State at-risk funding. Ms. Shirley said this category is used for students who are considered at-risk and it is used for extended day, summer, and after school programs and it can cause a variation in per pupil spending. Ms. Lennon believes more information about at-risk State funding should be explained to the community.
- Chairperson Ellis-Stewart thanked staff for the presentation. She noted that all employees in CMS will receive a 3% raise added to their total salary. Ms. Shirley said, yes, the 3% will be applied to the total salary and all employees (both State paid and local supplement employees) will receive an increase. Dr. Morrison said at the conclusion of hopefully a successful Board vote on the budget, staff will immediately send out a communication to employees to inform them of the budget and how it impacts them with the 3% salary increase.
- Mr. Tate asked when will the market adjustment be announced and communicated? Dr. Morrison said the market adjustment was a part of the budget process and if the Board approves the budget the market adjustments will also be approved. The impacted employees will be notified and that information will be available by tomorrow morning.

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

Dr. Waddell moved that the Board adopt the proposed 2012-2013 Board of Education Budget as presented which included Operating funding of \$1,202,538,670 (\$337,432,664 County funding and \$696,857,396 State funding), Capital Replacement funding of \$4,960,000, Child Nutrition of \$64,400,741, and After School Enrichment of \$14,389,658 totaling \$1,286,289,069. The motion was seconded by Ms. McCray, and a Board discussion followed.

- Ms. Lennon said she still has some concerns about the budget but there are many items in the budget she supports. She wants to show her support to Dr. Morrison and will approve the budget recommendation. She is concerned about some of the market adjustments and believes a \$17,000 salary increase is out of whack. She has been against the budget increase for Communications and a delay for the audit will make that easier. She supports the assistance for the cost of AP and IB tests because that has a huge impact on the families in her district. Ms. Lennon views herself as a public servant and is concerned about Board member raises. She does not believe it is appropriate for Board members to receive a raise and she will waive her salary increase. She would like that money restored to the general fund and if possible directed to middle school sports. The Board of Education is the hardest working Board in the County and this request is not devaluing the work of the Board. Ms. Lennon said declining her salary increase is her

way of showing teachers that CMS has not restored all their positions and programs for students and as a show of support for that she will request her salary increase be waived.

- Mr. Davis said what a difference a year makes. He as a Board member experienced two consecutive years of voting to take items out of the budget that he wanted to keep and this year he is able to vote to put items back into the system. CMS and the Board have spent the last five years throwing items overboard in order to try to save the system as a whole. Tonight, the Board will be able to start the slow process of rebuilding our school system. Mr. Davis thanked Dr. Morrison and Ms. Shirley for doing exactly what the Board asked them to do which was to follow the Board's priorities. The budgets have made the system more efficient and this budget cuts almost another \$1 million out of the Central Office at a time when there is not a \$1 million to cut. In addition, there is \$1.5 million in reduced utilizes and other building costs. Staff continues to make the system more efficient and that is what we must do. This budget cuts \$23 million and that is helping CMS put money where it is needed the most, in classrooms and teachers. The budget is a statement of priorities and follows the Board priorities around educating all children. Mr. Davis said the Board must make another priority around the priority Ms. Lennon addressed regarding Board member raises. There are plenty of reasons for this Board to get a pay increase (we work hard, we deserve it, we are paid less than the other government bodies). Mr. Davis said we must show our teachers that we value them and support them. Mr. Davis said the reason he will not accept an increase in pay relates to what he learned thirty years ago when he served in the Army which is leadership by example. A 3% raise for our teachers is far less than he would prefer but it is meaningful because it states the Board's values and priorities. Mr. Davis said this is a statement of principle and priority and as the ultimate leaders of our school system the Board should set the example of putting our students' needs first followed by our teachers' needs. Mr. Davis said the Board should do their part and he will decline his salary increase. Mr. Davis asked Dr. Morrison to redirect those funds as he sees best fit for the education of all the students in CMS.
- Mr. Morgan said this is the first time in three years that he is pleased about the budget. While he is pleased it is important to make the community aware of the complexity of the budget process because some people will question the CMS funding request. Mr. Morgan thanked the Board of County Commissioners for the funding because CMS asked the County for \$24 million and they stepped up with \$9 million. CMS went into budget process with the understanding CMS would receive flat funding from the State but the State provided an additional \$34 million which no one expected. Mr. Morgan thanked the State representatives who were instrumental in helping CMS get the additional funding (Thom Tillis, members of the local delegation, and the Board of Education members). This budget includes a \$10.5 million reduction in Federal funding which contributes to the complexity of the budget process. The Board of Education made difficult decisions in the past two years to lessen the impact of the decrease in Federal funding. Mr. Morgan said a 3% raise is huge because two years ago CMS had to cut over six hundred positions. The 3% raise is the result of a three-way partnership between the State, County, and CMS employees finding additional savings in the budget. Mr. Morgan commended the budget because it adds teachers in 9th grade which will reduce class size. The budget adds technology positions and expands technology which is moving in the right direction to help students be 21st Century learners. The budget also reinstates some of the costs associated with AP and IB tests and this sends a huge

message to our families. Mr. Morgan said we have experienced several years of unpleasant budget decisions including teacher and employee reductions in force; no employee raises and employees taking home less money because of increased out of pocket expenses; school closures; changes in bell schedules (school start and ending times); longer school day for elementary students; student athletic fees; and transportation changes and shuttle stops. Mr. Morgan said many of these changes still bother him but he knows CMS is making progress. CMS must keep an eye on these items and find ways to put them back into the budget. Mr. Morgan said even though it is a small amount he will decline his salary increase as a tangible reminder that we still have work to do as a Board. Mr. Morgan asked the Superintendent to put his raise towards other needs of the District. Mr. Morgan thanked Ms. Shirley and her staff for their hard work.

- Mr. Tate said he is grateful for this year's budget. Mr. Tate said the Board must approve a budget in order to run the school district but he has often struggled with approving the budget because it should show our priorities. In the past three years the budget focused on cutting money to balance the budget and less on what we needed to do for our students and teachers. This year the budget focus changed and it is not about cutting money and programs but more on what we can do to ensure our students and teachers have what they need in the classroom. This is a more positive budget outlook and is going in the right direction. The 3% salary increase is great but not nearly enough because many teachers should be making more. The market adjustment is important and it brings us in line with what people are making in similar positions. This budget is sending a strong message that we value what our teachers and employees do. Mr. Tate thanked Board of County Commissioners and the State for the additional funding but he is not happy about the restrictions imposed by the County. Mr. Tate said he has struggled with the salary increase for the Board but it is his intention to receive the 3% raise primarily to stand with tradition. He does not consider the Board as an employee of CMS because it is governing body that sets policies for CMS and in essence hires employees. Traditionally, when employees received a salary increase the Board of Education also received a salary increase. Mr. Tate believes the Board should have jointly discussed Board salary increases to determine the feasibility of accepting or declining the 3% raise. Mr. Tate is grateful the CMS employees will receive a salary increase and he will stand with the tradition of the Board receiving the same salary increase. Mr. Tate hopes in the future the Board will discuss Board compensation and make determinations regarding Board salaries.
- Dr. Waddell thanked Ms. Shirley and her staff for developing the budget. This budget consists of three parts County, State, and Federal. She is happy all employees will receive a 3% raise because everybody including custodians, cafeteria workers, and bus drivers work hard and deserve a raise. Dr. Waddell thanked the Board of County Commissioners and State representatives for helping to increase the budget. Since her time on the Board, the main budget topic was reductions in force. This year, the budget has taken a more positive stance and that has been positive for employees. Dr. Waddell said each Board should voice their own opinion about the 3% salary increase for Board members which equates to about \$319. She said each Board member has their own convictions, reasons, activities in schools, and meetings with community constituents. Board members spend enormous amounts of time in the community dedicated to what they do as public servants. Board members give back in many ways that does not

involve a price tag. Dr. Waddell will support the budget and by State law the Board must adopt a budget. She is pleased the budget will expand programs and add new initiatives, expand technology in high school, partially fund AP and IB exams, and add positions in 9th grade because that is a critical year for students especially the students in K-8 schools.

- Mr. McElrath said when he became a Board member he did not believe he would have to make decisions regarding cutting teachers, closing schools, and arguing over petty issues like naming schools. This budget is positive and we may be on an upswing in going in the right direction. Mr. McElrath said this Board has worked together and we are at a point in which we can make a difference and this is exciting. Mr. McElrath said he will accept his 3% salary increase. He has worked in CMS for thirty-six years and a CMS Board member has never made as much money as the members on the City Council and Board of County Commissioners. He would like to know what they do that is more important than the Board of Education and he has not found an answer. Over the years many Board of Education members have transitioned to become a member of the City Council or Board of County Commissioners. He believes the Board of Education should be able to compete financially with the other elected officials in Charlotte-Mecklenburg. Mr. McElrath believes the Board members have earned the salary increase and he will accept the raise. CMS is on the right road and that should be the focus of the Board.
- Ms. McCray said this is a welcome reprieve. In the past years, she addressed concerns to the Board regarding the devastating cuts in the classrooms. Since the start of the budget process, she advocated for employee raises because employees have been doing more and more with less for three years. This year, it was time the Board showed our employees we value their work and understand what they are doing without. This Board made employee raises a priority. Ms. McCray said she has been concerned about the bell schedules and the impact on families and employees but employee raises were her priority. A 3% raise is not much but it is headed in the right direction. CMS is headed in the right direction and she wants to stay on that path. She thanked staff for their hard work and providing her information to share with the Board of County Commissioners. Ms. McCray said she is torn on how Board members are addressing the salary increase for Board members. She said the Board members are not CMS employees but we work for CMS and we must value and not minimize our work. Ms. McCray will support the budget and she thanked the Superintendent and staff for their work on the budget.
- Chairperson Ellis-Stewart said over the years she has addressed concerns to the Board about the budget reductions. Chairperson Ellis-Stewart noted that in January she said the CMS budget is the Board's largest dialogue about our priorities as a District. Over the years, the budget has left a lot to be desired but this year we were able to have some joy in the budget process because we were fighting to provide raises for our staff. This year we had the opportunity to not have to face reductions in force and were able to see the beginnings of rebuilding the District by adding new initiatives that will impact students. The Board is taking action for the benefit of our students. The investment in our staff will impact students because the business of teaching and learning cannot occur without teachers in the classroom who feel valued for the craft they provide to the community. Chairperson Ellis-Stewart said she is proud to be a part of a process that will reward the teachers and staff who do the heavy lifting each and every day for students. Chairperson Ellis-Stewart thanked the funding partners because funding education is truly a partnership involving the County and State to ensure we have what is necessary to educate all children in Mecklenburg County at a level of excellence and equity. She will

support the adoption of the budget.

Chairperson Ellis-Stewart called for the Board vote to adopt the 2012-2013 Board of Education Budget as presented, and the motion passed upon an 8-0 voice vote of the Board. Reverend Stinson-Wesley was absent.

Board members Morgan, Lennon, and Davis declined the 3% salary increase and requested their portion of the salary increase be directed as follows: Tim Morgan asked that the money be directed towards other needs of the District; Rhonda Lennon asked, if possible, to direct the money to middle school sports; and Eric Davis requested the money be redirected as Dr. Morrison sees best fit for the education of all the students in CMS.

B. Recommend adopting and granting Superintendent flexibility to use a 2012-2013 Alternate School Calendar

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

Chairperson Ellis-Stewart said this item is recommend adopting and granting Superintendent flexibility to use a 2012-2013 Alternate School Calendar and she called upon Dr. Morrison to present the recommendation.

Dr. Morrison said in the spirit of leading the District we want to strive to be proactive and not reactive. We are excited and honored that Charlotte will host the Democratic National Convention (DNC) and we look forward to partner with the City and County to prepare for the event. Dr. Morrison said he would like the Board of Education to grant him the flexibility to use an alternative school calendar for the 2012-2013 school year for any school or schools that he may deem necessary. Thousands of delegates and visitors will be in Charlotte and the surrounding area, and it will affect traffic volume and traffic patterns. We are committed to maintaining our focus on teaching and learning during the week of the convention and we will make the necessary accommodations with the minimum of disruption to our schools, while ensuring students and staff are safe. The most direct impact of the convention will be felt by the schools and the students who live inside the immediate area of the convention, which is the area inside the Interstate 277 Loop. Metro, Irwin Academic Center, and First Ward Creative Arts Academy are the schools inside the loop and we have identified about four hundred CMS students who live in the loop.

The proposed Alternate 2012-2013 School Calendar permits the Superintendent to change the 2012-2013 School Calendar for schools that he may designate as follows:

- Reschedule any or all of the instructional days on September 4, 5, 6, and 7, 2012, to later in the school year.
- Establish make-up days to be taken in the following order:
 - November 21 (Annual Leave Day).
 - October 29 (Teacher Workday).
 - January 22 (Teacher Workday).
 - June 10 (Teacher Workday).
- As provided in Regulation ICA-R, *School Calendar*, an instructional day that is rescheduled to a make-up day will be treated as the type of day (i.e. annual leave or

teacher workday) as it is a make-up day.

This flexibility will allow staff the ability to provide families advance notice of any changes to the school calendar that we may deem necessary as we get closer to the specified dates. It allows time for staff to review the logistical impact of the convention on the schools in the immediate area.

Mr. Davis moved, seconded by Dr. Waddell, that the Board adopt the following recommendation by the Superintendent:

- 1. Adopt the Alternate 2012-2013 School Calendar;**
- 2. Authorize the Superintendent to, at any time up to and including September 7, 2012, operationalize the Alternate Calendar for any CMS schools, should, in his opinion, that action become necessary; and**
- 3. Schools for which the Alternate 2012-2013 School Calendar is not operationalized shall remain on the 2012-2013 School Calendar as previously adopted by the Board.**

Chairperson Ellis-Stewart invited Board members to ask questions.

Mr. Tate wants to ensure the proposed alternative calendar will be used by the Superintendent only if necessary for the specified dates. Dr. Morrison said this calendar will only be used for the specified dates as we deem necessary. As we continue to meet and gather information in real time as we near the DNC event, this request allows us the opportunity to make decisions as quickly as possible in order to promptly notify families and act in a proactive rather than a reactive manner. Ms. McCray asked Dr. Morrison to repeat the make-up dates and Dr. Morrison reviewed the dates as noted above.

Chairperson Ellis-Stewart called for the Board vote on the motion. **The motion passed upon 8-0 voice vote of the Board. Reverend Stinson-Wesley was absent.**

V. REPORT/INFORMATION ITEMS

A. Report on final Budget Amendments for June 2012

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

Chairperson Ellis-Stewart called upon Dr. Morrison to present the report on Budget Amendments. Dr. Morrison reported V. A. is the monthly report and as presented.

B. First Reading on proposed amendments to instructional policies and exhibits for Policy IKE, Promotion, Retention, and Acceleration of Students; Policy IKF, Graduation Requirements; Exhibit IKF-E, CMS/North Carolina Course of Study Graduation Requirements Effective Class of 2013-2015; and Exhibit IKF-E, CMS/North Carolina Course of Study Graduation Requirements Effective Class of 2016

Correlation to Board of Education Theory of Action for Change: Establish district-wide content and performance standards across a core curriculum.

Chairperson Ellis-Stewart called upon Tom Tate, Chairperson of the Policy Committee, to present the First Reading on proposed amendments to Instructional Policies and Exhibits. Mr. Tate reported before the Board for First Reading is proposed amendments to

instructional policies and exhibits for Policy IKE, *Promotion, Retention, and Acceleration of Students*; Policy IKF, *Graduation Requirements*; Exhibit IKF-E, *CMS/North Carolina Course of Study Graduation Requirements Effective Class of 2013-2015*; and Exhibit IKF-E, *CMS/North Carolina Course of Study Graduation Requirements Effective Class of 2016*. The policies and exhibits were unanimously approved by the three of the five Policy Committee Board members attending the Policy Meeting on July 19, 2012. The proposed amendments bring the policies into compliance with North Carolina law and State Board of Education policies regarding personal education plans and courses required for graduation. They remove obsolete references to policies and assessments eliminated by the State Board and clarify standards pertaining to elective credits. No changes are proposed to the number of credits (twenty-four) required for CMS high school graduation which exceeds the State's requirement of twenty-two credits. Mr. Tate said the policies are complicated and he urged everyone to read them carefully. Board members may contact Mr. Tate or Sarah Crowder should they have questions. Mr. Tate reported the proposed amendments to the policies and exhibits will be posted on the CMS Website. The Board will hold a public hearing at the August 15 and August 28, 2012 Regular Board meetings, and conduct a Board vote at the August 28, 2012 Board meeting.

VI. REPORT FROM SUPERINTENDENT

Dr. Morrison thanked the community for graciously welcoming him and his family to Charlotte. This has been an amazing opportunity to meet a great community and he will always be eternally grateful for the hospitality. He thanked the Board of Education for entrusting him with the honor and opportunity of leading a school district of 141,000 students. It is gratifying to know that we, as a governing team, share the same core values and beliefs and we will make every decision based upon every child every day for a better tomorrow. He pledges that he will be in the community to hear from the community and next week he will begin a series of thirteen scheduled Town Hall meetings with the community and CMS employees. The meetings will begin on July 30th and conclude November 15th. This will be a part of his Entry Plan but continued outreach to the community will be an ongoing and persistent endeavor. The meetings will mainly consist of people talking and he will spend his time listening. He wants to hear what CMS is doing well and what we can do to improve to better serve the children of the District.

Dr. Morrison reported the first day of school is August 27th and he provided a brief update on the Opening of Schools. Staff is working hard to ensure the facilities are in great shape, transportation routes are established, and the first day of school will have zero teacher vacancies. He encouraged the families to contact their local schools to update their student information. He also encouraged families who need to enroll their children to do so as soon as possible.

Dr. Morrison said as outlined in his Entry Plan, he initiated several audits to determine the level of effectiveness of the CMS organization. The first of those audits will be on the Communications Department and it will start next week. It will review the Communications office and determine all levels of community outreach and communications as a District. The audits will be conducted with community input and he will present the findings to the Board and make all findings public and transparent.

CMS will hold its Summer School Graduations on Monday, August 6th at the Bojangles'

Coliseum. Approximately 250 students will graduate at two ceremonies beginning at 9:00 a.m. and 11:30 a.m. We are proud of these students and we wish them much success.

VII. REPORTS FROM BOARD MEMBERS

Mr. Tate welcomed Dr. Morrison to CMS and he thanked him for leading CMS. He commended Dr. Morrison for the value he has brought to CMS, the Board, and the teachers and students of CMS. Mr. Tate reported for the past several years he served on the board of Community in Schools and he has rotated off that board. He will continue to strongly support Community in Schools and the work they do for CMS and our students. He enjoyed reading to the students at Shamrock Gardens Elementary School and Westerly Hills Academy as a part of the My Place Summer Camps initiative. This program is led by A Child's Place which focuses on easing the impact of homelessness on children, their education, and summer learning loss. Mr. Tate thanked the various community agencies and faith-based groups that help serve the CMS students.

Rhonda Lennon welcomed Dr. Morrison to CMS and she thanked the Lake Norman Chamber and Catawba River District for hosting events to welcome Dr. Morrison. She and Dr. Morrison plan to attend the Cornelius and Huntersville Town Board meetings on August 6th and the Davidson Town Board meeting on August 14th. She invited everyone to join her at Starbucks Coffee at Burkdale Village on August 30th at 7:30 a.m. for a Back to School Coffee and Chat. She welcomed her special guest Mason, her 10-year old son, to the Board meeting and commended him for being quiet. She wished her niece and nephew a Happy 15th Birthday.

Dr. Waddell congratulated Dr. Morrison for joining CMS and she noted the community has said great things about him and they are happy he is here. She said summer is almost over but CMS staff and administrators work throughout the year and she commended staff and teachers for their hard work. Dr. Waddell attended several CMS events this summer which included ten graduation ceremonies; Retired Teachers Luncheon hosted by CMAE; Statesville Road Elementary with Dr. Morrison on his first day at CMS; Administrators Workshop on July 16th which was a professional and motivating experience; and the Freedom Schools Celebration on July 18th which was a great experience. She commended CMS for frequently being recognized by national publications for the good work happening in CMS. This month, the *Urban Advocate* recognized CMS for the work to create a data driven culture to utilize resources more effectively to support district priorities.

Mr. Morgan sent greetings to Reverend Stinson-Wesley and he thanked her for covering in his absence last month as he served as Scout Master on a trip to New Mexico with the Boy Scouts. Mr. Morgan enjoyed participating in the Freedom Schools Summer Reading Program and reading to students at Hickory Grove Presbyterian Church. He also participated in the My Place Reading Tour and enjoyed reading to students at Hidden Valley Elementary School, Shamrock Gardens Elementary, and Westerly Hills Academy. Reading to students is a rewarding experience and he encouraged Board members to join the reading programs. He reported it is important to note the number of programs taking place on the CMS properties throughout the summer and the number of people involved. This summer, over 12,000 students are participating in a variety of programs related to CMS and a large number of the camp counselors are CMS employees. He hopes at a future Board meeting, the Board will receive a report on who is using our properties and the progress they are making with

students. He reported Dr. Morrison will be a keynote speaker at the Ballantyne Breakfast Club on August 11th. Mr. Morgan recognized and commended former Board member, Bishop George Battle, Jr., who was recently appointed senior bishop to the AME Zion Church.

Mary McCray enjoyed visiting with staff and students at Bruns Academy and learning about the Freedom Schools Partners or Building Educated Leaders for Life (BELL) Program. She thanked Dr. Morrison and Ann Clark for allowing Board members to attend the CMS Leadership Conference which was a great experience and the Common Core training was informative.

Chairperson Ellis-Stewart thanked the Lake Norman Chamber for hosting the luncheon for elected officials, Dr. Morrison, and the community to meet and discuss issues for the stakeholders in the northern area. She enjoyed attending the CMS Leadership Conference which was a great learning experience and opportunity to hear feedback from CMS administrators. She thanked Denise Watts and her staff for hosting a community tour of Thomasboro Academy to introduce the Project L.I.F.T. and summer initiatives taking place at the school. She highlighted the success of the Summer Reading Program, piloted by the Charlotte Mecklenburg Library in conjunction with CMS, at Long Creek Elementary which is focused on encouraging students to read throughout the summer to lessen summer learning loss. Chairperson Ellis-Stewart reported CMS is operating on a Summer Schedule that will end August 10th in which most offices are open from 7:00 a.m. until 6:00 p.m. Monday through Thursday. She commended the Charlotte Housing Authority for hosting their 29th Annual Scholarship Fund Awards Ceremony and awarding thousands of dollars in scholarships to students in the community.

ADJOURNMENT

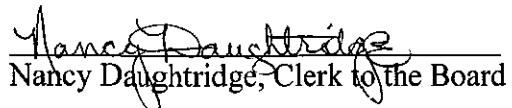
Chairperson Ellis-Stewart called for a motion to adjourn the meeting.

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

The Regular School Board Meeting adjourned at 8:01 p.m.



Ericka Ellis-Stewart, Chairperson



Nancy Daughtridge, Clerk to the Board