

Approved by the Charlotte-
Mecklenburg Board of Education
November 12, 2013
Regular Board Meeting



Charlotte, North Carolina

August 13, 2013

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on August 13, 2013. The meeting began at 5:04 p.m. and was held in Room CH-14 of the Government Center.

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

Absent: Rhonda Lennon, District 1

Also present at the request of the Board were Dr. Heath Morrison, 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:

- 1. To discuss student information that is 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;**
- 2. To discuss specific personnel matters; and**
- 3. 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), (a)(3) and (a)(6) of the North Carolina General Statutes.

The Board held a Closed Session meeting from 5:04 p.m. until 5:36 p.m. in Room CH-14.

Chairperson McCray reconvened the Regular Board Meeting at 6:03 p.m. in the Meeting Chamber of the Government Center. CMS TV televised the meeting.

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

Tom Tate, District 4;
Eric C. Davis, District 5; and
Reverend Amelia Stinson-Wesley, District 6

Absent: Rhonda Lennon, District 1

Also present at the request of the Board were 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 McCray welcomed everyone to the August 13, 2013 Regular Board meeting which was held in the Meeting Chamber. Chairperson McCray reported Rhonda Lennon would not be attending the meeting.

A. Adoption of Agenda

Chairperson McCray called for a motion to adopt the proposed agenda.

Dr. Waddell 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. Rhonda Lennon was absent.

B. Pledge of Allegiance

Chairperson McCray 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.

II. REQUESTS FROM THE PUBLIC

Chairperson McCray 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. One person was signed up to address the Board.

Chairperson McCray reported the person signed up to speak was not present and she called the Requests from the Public closed at 6:05 p.m.

III. CONSENT ITEMS

A. Approval of Minutes:

1. Recommend approval of Closed Session meeting minutes.
 - March 20-21, 2012.
 - April 12, 2012.
 - April 9, 2013.
 - April 23, 2013.
 - April 30, 2013.
 - June 25, 2013.
 - August 1, 2013.

2. Recommend approval of Open Session Minutes.
 - April 30, 2013 Work Session.
 - May 28, 2013 Regular Board Meeting
- B. Human Resources:
1. Recommend approval to non-renew the contract of certain certified probationary employees.

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 non-renewal 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 non-renewal to the Board of Education.

MOTION 1: Move to approve the Superintendent's recommendations, based on the evidence in the Board Record, to non-renew the contract of an employee shown on the list for performance.
 2. Recommend approval of Licensed/Non-Licensed Hires and Promotions for July 2013.

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, 2013 - June 30, 2014: 78. (Licensed Hires: 48/Non-Licensed Hires: 30).*
 - *Total Promotions July 1, 2013 - June 30, 2014: 30. (Licensed Promotions: 4/Non-licensed Promotions: 26).*
 3. Recommend approval of administrative personnel appointments.

Appointment:

 - *Emily Miles named principal at Montclair Elementary School. Ms. Miles previously served as assistant principal and Dean of Instruction at Sterling Elementary School.*
- C. Construction:
1. Recommend approval of design contract for Hawthorne High School.

Recommend approval of design contract to Morris Berg Architects for the renovation and construction at the Hawthorne High School. The project design will include a full renovation to the existing facility and the incorporation of the requirements to make this a Medical Magnet High School. Fiscal Implications: 2007 Bonds - \$1,015,875.
 2. Recommend approval of easements related to Charlotte-Mecklenburg Schools' construction projects.

Staff recommends approval of easements, covenants, and/or right of ways to local utility departments, Charlotte and North Carolina Departments of Transportation, and local municipalities as required for Charlotte-Mecklenburg Schools construction at New ES (07-05) Hickory Grove Relief, as well as Garinger, Olympic, West Mecklenburg, and Hawthorne high schools for the purposes of completing construction projects. Requested easements, covenants, and/or right of ways will follow Charlotte-Mecklenburg Schools' normal legal review and signature process. This recommendation is made to facilitate timely processing of documents that may otherwise cause construction delays. Fiscal Implications: None.
- D. Recommend adoption of Charlotte-Mecklenburg Board of Education's Proclamation to recognize the late Mr. Julius L. Chambers.

Proclamation

WHEREAS, Julius L. Chambers was born Oct. , 1936, in Mt. Gilead, North Carolina, and spent his

formative years receiving an education in the segregated schools of Montgomery County; and, **WHEREAS**, Mr. Chambers earned a bachelor's degree in history from North Carolina Central University, a master's in history from the University of Michigan, juris doctorate from the University of North Carolina School of Law, where he served as the first African-American editor-in-chief of the North Carolina Law Review and graduated first in his class, and earned a Master of Law degree from Columbia University Law School; and

WHEREAS, Mr. Chambers opened his own law firm in Charlotte in 1964 – the first integrated law firm in North Carolina; and

WHEREAS, in 1965 – a decade after *Brown v. Board of Education*, two-thirds of the schools within Charlotte-Mecklenburg Schools (CMS) remained almost completely racially segregated; and

WHEREAS, Mr. Chambers filed a class-action lawsuit against the CMS school board (*Swann v. Charlotte-Mecklenburg Board of Education*), and after six years of fighting, successfully obtained a ruling from the U.S. Supreme Court dismantling racially segregated schools and ordering the use of busing to carry out this duty in Charlotte-Mecklenburg; and

WHEREAS, the same year Mr. Chambers argued *Swann* before the Supreme Court, his law office was firebombed but he resolved to continue to work for the improvement of our community and went on to argue some of the Supreme Court's most significant Title VII employment discrimination cases; and

WHEREAS, Mr. Chambers left Charlotte in 1984 to become the third director counsel of the NAACP Legal Defense Fund (LDF), a position once held by former Supreme Court Justice Thurgood Marshall; and

WHEREAS, in 1993, Mr. Chambers returned to North Carolina to become chancellor of North Carolina Central University, his alma mater, and after retiring as chancellor in 2001, he reentered private law practice to focus on business matters, employment discrimination, education and civil rights; and

WHEREAS, in 2001, Mr. Chambers became executive director of the Center for Civil Rights at the University of North Carolina at Chapel Hill, which works for the advancement of civil rights and social justice, with an emphasis on the South; and

WHEREAS, in 2008, the Mecklenburg County Bar Association presented Mr. Chambers with its first Diversity Champion Award, which is known as the Julius L. Chambers Diversity Champion Award; and

WHEREAS, in 2012, Mr. Chambers received the Charlotte Chamber of Commerce's Citizen of the Year award; and

WHEREAS, in 2013, Mr. Chambers received the North Carolina Foundation for Public School Children "Champions for Children" Award; and

WHEREAS, Mr. Chambers, an attorney, educator, and civil rights leaders whose mission in life was to ensure equality and justice for all citizens, died Aug. 2, 2013;

NOW, THEREFOR, BE IT RESOLVED that the Charlotte-Mecklenburg Board of Education does hereby recognize Mr. Chambers for his many contributions and service to our community and nation, and for making our community and school district a better place to live, work and learn for all citizens and children.

Signed this 13th of August 2013.

Mary T. McCray, Chairperson, At-Large
Charlotte-Mecklenburg Schools

Chairperson McCray called for a motion to adopt the Consent Agenda as written.

Mr. Tate moved that the Board adopt Consent Items A. through D. as presented, seconded by Ms. Ericka Ellis-Stewart, and a Board discussion followed.

Dr. Waddell pulled Consent Item C.1 and Mr. Morgan pulled Consent Item D.

Chairperson McCray called for a motion to adopt Consent Items A. through D., excluding C.1. and D.

Ms. Ellis-Stewart moved that the Board adopt Consent Items A, B, and C.2., seconded by Mr. Davis, and the motion passed upon 8-0 vote of the Board. Rhonda Lennon was absent.

Dr. Waddell said Hawthorne High School is in District 3 and the community is interested in the proposed changes to the school and she asked staff to provide information regarding the purposed transformation of the school. Ann Clark reported as part of the CMS continuous improvement and budget process a recommendation was submitted for a School Improvement Grant for Hawthorne High School. The focus of the school will be an Academy of Medical Science and will begin with grades 9th and 10th this fall and a grade will be added each year until the senior year. Students who were at Hawthorne last year will remain at the school. A twilight program (3:00 p.m. to 7:00 p.m.) will be created at Vance High School which will take the place of the current program at Hawthorne. That program will serve Title I high schools West Mecklenburg, Harding, Garinger, and Vance. West Charlotte will operate the Project L.I.F.T. Academy as a stand-alone program. The current programs at Hawthorne will remain at the school but they will be phased out as we phase in the Academy of Medical Science.

Mr. Morgan highlighted the proclamation in honor of Julius Chambers (Consent Item D.) and Chairperson McCray read the proclamation as stated above.

Mr. Morgan moved that the Board endorse and adopt the proclamation to honor Mr. Julius Chambers and adopt Consent Item C.1., seconded by Ms. Ellis-Stewart, and the motion passed upon 8-0 vote of the Board. Rhonda Lennon was absent.

Chairperson McCray recognized Derrick and Judy Chambers who were attending the meeting and asked them to come forward to accept the Proclamation. Derrick Chambers thanked the Board members and Dr. Morrison for the Proclamation. Chairperson McCray called upon Dr. Morrison to review the personnel appointments. Dr. Morrison provided an overview of the personnel appointment of Emily Miles as principal at Montclair and he invited her to stand and be recognized.

IV. ACTION ITEMS

A. Recommend approval of proposed 2013-2014 Board of Education Operating Budget

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

Chairperson McCray called upon Dr. Morrison to present the recommendation on proposed 2013-2014 Board of Education Operating Budget. Dr. Morrison said preparing the final budget for the Board's consideration has been an interesting journey. The budget reflects the CMS priorities and responds to the federal, State, and local funding systems. This was a complex, fast-changing budget year. We have received the final funding from our funding partners and have made the necessary amendments to the budget approved in May that will

allow us to maximize our resources while living within our means. The 2013-2014 Operating Budget reflects our continuing commitment to spending taxpayer dollars wisely and ensuring our funding benefits students as much as possible. We are pleased with many aspects of the budget and items are brought forward after thoughtfully listening to the community, Task Force recommendations, and the Board. Budget items expand technology to our schools; focus on literacy; create an infrastructure for 21st Century teaching and learning; promote thoughtful consideration for students taking Advanced Placement, International Baccalaureate, and Career and Technical Education programs; and focus on students graduating high school and receiving a quality diploma. We proposed budget recommendations that we thought were important but they will not occur due to reduced funding from our funding partners. CMS hoped to provide a small raise for all employees but that did not materialize at the State level. We are discouraged that the teacher salary scale in North Carolina has dropped among the lowest in the country and that must be a future focus for CMS and the State because this is a State issue. We are also discouraged about the State reduction to teacher assistants. CMS staff and the Board took courageous stands in advocating for teacher assistants but ultimately the State cut to teacher assistants equated to \$120 million or a \$12.3 million cut for CMS. We understand the value teacher assistants bring to our schools and students and this reduction was a tough hit. Dr. Morrison said the CMS budget is similar to a household budget. The budget is offset by more children in CMS and rising costs. This is the best budget we can present to the Board for consideration and we will do the best we can with what we have. We will ensure we prioritize a budget that is about every child, every day, for a better tomorrow. Dr. Morrison called upon Sheila Shirley, Chief Financial Officer, to present the recommendation. Dr. Morrison thanked Ms. Shirley for her leadership and commended Ms. Shirley, Dennis Covington, Executive Director of Budget Development and Management Services, and the financial team on developing the budget while keeping abreast of the latest funding changes from the various CMS funding partners (federal, state, and local).

Sheila Shirley reported we have been working on the budget since October 2012 and we are happy to present the final 2013-2014 Budget resolution to the Board for approval. Ms. Shirley provided an overview of the proposed 2013-2014 Budget and highlighted changes that have been made to the budget since May. On May 14, 2013, the Board of Education approved a proposed 2013-2014 Board of Education Operating Budget which was presented to the Board of County Commissioners for their funding consideration. The Board will now be asked to approve a budget based upon approved funding from the CMS funding partners.

- Budget Updates and Impact:
 - State Budget: State budget was finalized on July 26 (Governor signed into law) and district allotments (with charter and virtual public school adjustments) were provided from Department of Public Instruction (DPI) as of August 7.
 - Net reductions were lower than originally expected by \$5.8 million and contributing factors included Local Education Agency (LEA) adjustment was not increased as projected - \$2.3 million; Prior year LEA 'discretionary' cuts were restored - \$33.7 million; State identified reductions to replace the LEA adjustment - (\$29.9 million); CMS impact of teacher assistant funding cuts was slightly reduced - \$207,000; and Increase in Limited English Proficiency reduction from projected - (\$513,000).
 - Elimination of the LEA 'discretion' with State cuts means less flexibility in making the required cuts. The legislature determined which areas would be cut

- and those are not aligned with the CMS priorities and plans.
- Significant reduction in teacher assistant funding remained, resulting in a loss of \$12.3 million which will be addressed by: reducing the number of days and hours that teacher assistants work (which was the preference in the survey last spring) and eliminating 220 teacher assistant positions. As a result of advance planning and current vacancies: no teacher assistants will lose their job and schools will be able to operate under the staffing models they have planned for with minimal disruption as we prepare for opening of schools.
 - State budget does not include a salary increase for district employees.
 - Additional State grant funding is available specifically for digital learning professional development, Excellent Public Schools Act initiatives, and school security measures but process and criteria for awarding is yet to be determined.
 - Opportunity scholarships (vouchers) were delayed until 2014-2015 (provides \$4200 for eligible students to attend a non-public school).
 - Final State funding for CMS is \$715.6 million, 2.7% over the prior year. The budget will not result in the loss of any teachers. This was a result of a lot of time and focus and due diligence by the Board and a tribute to the hard work of staff. The budget does not include a salary increase for our hard working employees. CMS employees have only had one 3% salary increase in five years.
 - County Budget: County approved their budget on June 18, 2013. Final County funding for CMS is \$356.5 million which is an increase of \$19.1 million above the prior year but \$9.3 million less than requested. As a result, several adjustments to the CMS Budget are required:
 - Restored a planned cut to instructional supplies since State funding fell short.
 - Eliminated the local amount for a salary increase since no salary increase was approved by the State.
 - Adjusted the local cost for state-mandated benefits (health and retirement).
 - Redirected the Response to Instruction cost to State funding.
 - Reduced funding for Professional Development facilitators by half – now only in middle school and PreK-8's.
 - Reduced Literacy Initiative funding by half in anticipation of state funding targeted toward this effort.
 - Redirected the AP, IB, CTE testing fees to State funding.
 - Increased funding allocated to instructional supplies and Limited English Proficiency (LEP) to offset a State reduction.
 - Eliminated County funding for mobile technology labs opting to use federal and State funding to address the phased approach.
 - Reduced funding allocated for wiring of mobiles (will use a phased approach).
 - Other Adjustments Since May:
 - \$8.6 million decrease since no salary increase was provided (1% salary increase was proposed).
 - \$3.0 million net decrease for health and retirement benefit cost adjustments.
 - \$5.4 million net increase in State categorical allotments and carryover funds in areas such as Exceptional Children (EC), School Technology, and At Risk.
 - \$5.7 million decrease in textbook funding planned for technology tools (State cut not restored).
 - \$16.6 million net adjustments in federal allotments and carryover funding estimates for specific programs and services, i.e. Title I, Medicaid, and EC.

- Proposed 2013-2014 Board of Education Budget:

State Request	\$715,578,978
County Request	356,544,548
Federal/Other Grants	151,533,596
Other and Special Revenue	19,050,747
Total Operating Budget	\$1,242,707,869
Capital Replacement	4,960,000
Child Nutrition	68,536,156
After School Enrichment Program	13,685,094
Total Proposed 2013-2014 Budget	\$1,329,889,119

- Comparison to Prior Year:

2013-2014 Proposed Operating Budget	\$1,242,707,869
2012-2013 Adopted Operating Budget	1,202,538,670
Increase	40,169,199
% Change over the prior year	3.3%
Operating budget only does not include Capital and Enterprise funds.	

- Primary Drivers to the Increase in Costs: \$19.6 million for enrollment growth and new space; \$12.8 million for sustaining operations (utilities, fuel, insurance, security and program continuation costs within the State budget); and \$ 4.8 million for State mandated benefit increases. Federal funding increased by \$7 million while fund balance appropriation decreased by \$4.9 million over the prior year for a net increase of \$2 million.

- Student enrollment increased by 7.3% over the past six years. There was a CMS 2% enrollment increase in 2013-2014 when compared to 2012-2013 and including charter students it is approximately 3%. Since 2008-2009, there has been an increase of 9,800 students.
- Key drivers to the increase are the costs for employer benefits and retirement. In 2001-2002 the CMS employer cost was \$2,764 per employee for health coverage compared to this year at \$5,285 or a 91% increase. Over the past five years the increase equates to approximately 27% (\$4,527 to \$5,285 per employee). Retirement costs in 2001-2002 were 5% compared to this year at 14.69%. For every salary, CMS must apply 14.69% of that salary into the retirement system for future retirement. This equates to an 80% increase over the past five years. This is a huge impact on the increases of the CMS budget. The cost increases on these two budget items equate to an increase of \$61 million from 2008-2009 to the present while the total budget for the same period increased by only \$48 million.
- Per Pupil Expenditure: The current per pupil expenditure is \$8,640 compared to the 2008-2009 rate of \$8,912 which is a decrease of approximately \$300 per student.

- 2013-2014 County Budget Request: \$19.1 million increase.

	County
2012-2013 Base Budget	\$337.4 M
Sustaining Operations	7.2 M
Student Growth, and New Space	7.8 M
New Investments for Academic Success	12.2 M
Reductions for Redirections	-8.1 M
2013-2014 Proposed County Request	356.5 M

Ms. Shirley reported CMS continues to focus on optimizing resources from all sources while identifying efficiency savings and budget redirections to offset rising costs and fund new initiatives. The 2013-2014 Budget includes \$23.8 million in reductions and redirections. The budget request for the County funding was \$28.8 million but the Board of County Commissioners only approved a \$19.1 million request. CMS will continue to align available resources in accordance with the Board's Theory of Action for Change and Core Beliefs and to the District's Strategic Plan including those strategies that helped CMS increase academic achievement, close the gap, and improve the graduation rate. The budget was collaboratively developed and reflects input from the Board, community, students, parents, and staff through surveys, Task Forces, and Town Hall meetings. Ms. Shirley said the 2013-2014 Operating Budget as presented is fiscally sound and achieves the goals outlined in the budget development framework and she urged the Board to adopt the budget as presented.

Chairperson McCray thanked staff for the recommendation and called for a motion to adopt the 2013-2014 Board of Education Budget.

Dr. Waddell moved that the Board adopt the 2013-2014 Board of Education Budget totaling \$1,329,119 including a \$356,544,548 budget request from the Board of County Commissioners, seconded by Mr. Morgan, and a Board discussion followed.

Mr. Morgan read a statement on behalf of Rhonda Lennon who was unable to attend the meeting. Ms. Lennon addressed concerns regarding the decrease in per pupil spending from the State, decrease in funding resulting in reduced professional development and technical upgrades, and teachers and staff not getting a raise. Ms. Lennon is proud of the Board's work to find efficiencies and reduce spending outside of the classroom which helped preserve teacher and teacher assistant positions. Ms. Lennon challenged Dr. Morrison and the Board to make teacher/staff raises a top priority for next year's budget.

The Board voted 8-0 in support of the motion to adopt the 2013-2014 Board of Education Budget. Rhonda Lennon was absent.

V. REPORT/INFORMATION ITEMS

A. Report on Final Budget Amendments for June 2013

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

Chairperson McCray called upon Dr. Morrison to present the report on Final Budget Amendments for June 2013. Dr. Morrison reported this is the monthly report and as presented.

B. Report/Update on PowerSchool and HOME BASE

Correlation to Board of Education Theory of Action for Change: Provide sufficient capacity in facilities, systems, and resources.

Chairperson McCray called upon Dr. Morrison to introduce the report on PowerSchool and HOME BASE. Dr. Morrison reported this is not a districtwide initiative but a Statewide initiative and he made a passionate plea to the community to be patient and understanding because this State initiative has a short turn around for implementation. South Carolina completed a similar system installation in two years and as mandated by the state of North

Carolina, CMS is attempting to do it in about six months. Through the leadership of the Board, we have rededicated additional resources, time, and training to complete this initiative. The North Carolina Department of Public Instruction (NCDPI) is lifting CMS up as one of the leaders in the State in trying to successfully implement PowerSchool. Staff is working closely with NCDPI but there will be unexpected issues that will arise and we will deal with them as quickly as possible. Dr. Morrison called upon Dr. Valerie Truesdale, Chief Information/Transformation/Chief Learning Services Officer, to make introductory comments and introduce staff to present an update on the PowerSchool conversion.

Dr. Valerie Truesdale reported staff has been focused on the successful opening of our 160 schools which is scheduled for August 26th. Preparing for students to return to school is an exciting time for educators. This year, our careful planning has been particularly challenging because we are in the midst of a major conversion in our student information and data system. A major initiative by the state of North Carolina, supported by *Race to the Top* funds, developed a comprehensive instructional improvement system called HOME BASE. The conversion is complex in scope and will track every piece of data on every child, staff member, school location, bus/transportation system, and food service in every school district throughout North Carolina. The CMS conversion will have increased challenges because CMS is one of the largest school districts in the State. Dr. Truesdale introduced staff to provide an update on the PowerSchool conversion: Jay Parker, Director, Student Applications and Web Development and lead person in the CMS PowerSchool conversion; Rebecca Graf, Director of Humanities; Danielle Miller, Director Center for Information Visualization and Innovation; Rashidah Morgan, Executive Director, Talent Management; and Deb Kaalik, Director, Arts Education. Staff members highlighted information about PowerSchool and HOME BASE.

Jay Parker commended CMS staff for their hard work and diligence to overcome obstacles to get this work completed in an effort to make this a smooth transition.

- One Technology Platform – HOME BASE:
 - HOME BASE is the center for Student Information System (SIS) and Instructional Improvement System (IIS). SIS provides tools for student information and data. IIS provides tools for teaching and learning.
 - ✓ HOME BASE improves teacher effectiveness by providing tools that promote efficiency by connecting grade books, lessons, instructional resources, and assessments. Ensures daily parent access to student grades and assignments. Provides time saving tools that give ongoing data, results, and recommendations to teachers and students.
 - HOME BASE Timeline:
 - ✓ September 2012: Began transition to new SIS.
 - ✓ Fall 2012: Prepared content for HOME BASE.
 - ✓ December 2012: IIS vendor approval and contract award.
 - ✓ Early 2013: Integration of the SIS and IIS.
 - ✓ Mid 2013: Pilots for IIS components of HOME BASE.
 - ✓ Starting 2013-2014 School Year: HOME BASE goes live (includes the Student Information, Curriculum, Instruction and Educator Evaluation components, with other components to follow).
 - HOME BASE Products: Products being integrated to create HOME BASE include User Portal, PowerSchool (Student Information), Core Instructional Improvement

System includes Schoolnet (Instructional Tools and Assessment) and OpenClass (Collaboration), Content In System (Tools for Teaching/Assessment Creation), TestNav (Summative Assessment), and Truenorthlogic (Professional Development).

- If this system works for our students we will have the option in April 2014 to purchase the entire suite at \$4.00 per person or we can continue to utilize the current tools we are using to meet the needs of our students.
- PowerSchool:
 - PowerSchool is a secure web-based Student Information System (SIS) that provides real-time information to school administrators, teachers, parents and students via the internet. This product includes PowerGrade and Parent Portal to assist with data quality.
 - PowerTeacher is a place for teachers and administrators to collaborate, cooperate, and share. PowerTeacher is the grade book component of PowerSchool, which tracks grades, attendance, demographics, incidents, transcripts, graduation requirements, schedules and other key factors of CMS students.
 - Parent Portal is a secure web-based Student Management System designed to strengthen communication between the school and home on a daily basis. Parents and legal guardians access to their child's attendance records and academic progress thus allowing a partnership of transparent information on a daily basis.
 - The PowerSchool Parent Hotline is available August 19-September 6, 2013 by dialing 980-343-9420, 8:00 a.m. until 5:00 p.m.

Tim Morgan left the Regular Board meeting at 7:06 p.m.

Rebecca Graf provided an overview of Standards and Curriculum. Standards and Curriculum provides information regarding standards in content area; learning progressions; Standard Course of Study (Common Core and Essential Standards) and Curriculum Resources; and Teachers or Executive Professional Standards. The overview included information on instructional design, practice, and resources. The teacher portal includes lots of resources for teachers and teachers can assess information that is aligned with the Standard Course of Study, Common Core, and Essential Standards. Teachers can assess lessons, units, and links to open education. This component includes a collaboration feature where teachers can upload and share information with other teachers in the State. This is a great component that will add to the tools currently in place in CMS.

Danielle Miller provided an overview of the Data Analysis and Reporting component. This feature provides a wealth of information related to student performance that will provide teachers the ability to modify instruction to ensure all students are succeeding and achieving at high levels every day. The component has the functionality to provide student achievement profiles containing the student's current level of mastery based on the Common Core Curriculum/Standard Course of Study. It has the ability to provide administrators data specific to teacher effectiveness, demographics, program, and achievement. Access to this data from all areas of the system will be highly secure. The system provides immediate access to all types of integrated student information through reports which will enable teachers and administrators to act quickly and efficiently in order to determine student academic performance and growth needs. Using the Data Analysis and Reporting features, administrators will be able to aggregate data across grade levels, specific classrooms, subgroups of students, etc., and compare those findings to specific standards being assessed. The assessment component has the capacity to assist staff by allowing them to create, align,

deliver, and manage assessments.

Rashidah Morgan provided an overview of the Educator Evaluation and Professional Development component. Educators will be able to assess their evaluation system and components of professional development to continue to increase their effectiveness. HOME BASE is automating the North Carolina Teacher Evaluation process and the North Carolina School Executive process. Employees will be able to complete self-assessments and Professional Development Plans (PDPs) and set goals annually. It will also provide principals and supervisors the ability to modify goals and include feedback to employees.

Deb Kaclik provided an overview of the HOME BASE Teacher View. Teachers will be able to access lessons, links, and look at data. This page is customizable by the District and will provide a one-stop-shop for teachers. This feature will minimize and streamline access to resources resulting in teachers having the ability to save time and energy.

Dr. Truesdale said this is a complex process and she hopes this report provided the Board with a good understanding of the different components of PowerShool and HOME BASE. Dr. Truesdale commended staff for their long hours and efforts to ensure CMS is positioned to be highly success in the conversion. There will be hiccups but staff will work to address any issues and we will get stronger each day. We believe this will be a great tool for our teachers and school leaders.

Chairperson McCray thanked staff for the report and invited Board members to ask questions and make comments.

- Mr. Tate said the Board would like to know how CMS is doing overall and he asked will there be a component for the Board? Dr. Truesdale reported staff can provide the Board an in depth data analysis and share any of the aggregate screens with the Board. Staff can sort data based upon a comparison of data the Board may like to view. Mr. Tate asked questions regarding accessing the system outside CMS and what is in place for those who do not have a computer. Mr. Parker reported the system is a web-based secured link and people do not have to be at school in order to access the system. People can use whatever tool they have and if they can access the Internet they can access these tools. Parents who do not have computers or access to the Internet can use the computers at school libraries.
- Mr. Davis said this is an exciting concept and he asked staff to explain why the State changed from NCWise? Mr. Parker said CMS used NCWise for six years and migrated to the State NCWise program on the seventh year. Pearson owns the product called PowerSchool and they purchased the NCWise component from North Carolina. Pearson purchased NCWise and determined its end of life and moved to Pearson PowerSchool which is being used by all fifty states. Mr. Davis noted the PowerSchool implementation was mandated by the state of North Carolina and he asked why did the State make the decision to rush the installation? Mr. Parker said the new State Instructional Improvement System is fed by the Student Information System and the State needed that information in place quickly in order to complete staff evaluations and determine teacher effectiveness. The State mandated every school district to have the system in place by the start of school this year. Mr. Davis asked questions regarding steps to ensure accurate transition of data, the ability to maintain functionality, and the degree of system testing to allow over 60,000 parents to use the system by August 26th. Mr. Parker

reviewed the process for reloading data, data analysis, and cross-checking to ensure fidelity of the transition of the data; CMS will gain functionality because HOME BASE has additional components; the State is performing load balancing stimulation tests; and CMS staff feel confident the CMS infrastructure will handle the capacity. Mr. Davis commended staff for their efforts because this was not our choice but CMS staff will ensure it will work on the first day of school. Dr. Morrison commended staff for a job well-done. Our team approached this effort in a collaborative spirit with the State and we will continue to do what needs to be done to make this successful.

- Reverend Stinson-Wesley thanked staff for the information and asked can parents log on once to assess all their children? Mr. Parker said this is similar to NCWise and it will be a one-stop-shop. After logging on, parents can assess all children and navigate between them. Data is uploaded nightly and parents will assess real time data. Reverend Stinson-Wesley asked staff to clarify the information regarding the Parent Hotline and Mr. Parker provided information as noted above.
- Dr. Waddell thanked staff for the report. Dr. Waddell wants to ensure the grades for teachers taking Online professional development courses will transition to the new system. Ms. Morgan reported going forward the professional development (PD) component will focus on 'proficiency' in lieu of grades. The PD component is still being developed and will roll out early next year. Dr. Waddell said it is important parents use this system and she hopes there is a system in place to ensure parents are comfortable using the process. Mr. Parker said there is technical staff in place to address issues that may arise from the Help Desk and there is a report that indicates the percentage of parents logging on the Parent Portal by school.
- Mr. McElrath suggested the system be linked to State schools and colleges because that would allow CMS to follow students through college and that would provide CMS a good view of how we are doing. Mr. Parker said there are discussions around tracking students from PreK through college graduation and sharing this data with extended educational environments in North Carolina. Mr. McElrath said it would be good to track those who went to college and those who went to work.
- Ms. Ellis-Stewart said she has been eagerly awaiting this report. She noted this is a State mandated initiative that is not funded by the State and has added a significant cost to the District. Ms. Ellis-Stewart urged staff to survey teachers thirty or sixty days into the school year to see if this tool is making them a more effective educator and making their job easier. Dr. Truesdale reported there will be a survey in mid October following the grading period in order to get feedback from the CMS users to see if this is helping them and we are meeting their needs. This tool includes tutorials for staff/teachers and will streamline their efforts but it will require training. Ms. Ellis-Stewart asked questions regarding ensuring the data is secure; the meaning of various terms; the checks and balances in place to ensure accurate student data; and the estimated audit rate in terms of accuracy. Mr. Parker and Ms. Morgan provided clarification. Mr. Parker reported before data is released to the public it is analyzed by the District and we are expecting 100% accuracy, and that data will not be misleading or incorrect. Ms. Ellis-Stewart hopes there are protocols in place to ensure teachers update their grade books on a regular basis. Mr. Parker said within NCWise there was a business rule of ten-days but most CMS teachers were within three days. CMS teachers work hard and are doing their part to improve instruction and keep parents updated.
- Chairperson McCray asked regarding the sample assessment resources, will there be questions for special area teachers? Ms. Miller said at this time the content area focus is

for English, Language Arts, Math, Science, and Social Studies. Special area teachers can utilize the system and import their own teacher generated items, administer the assessment, and have their data disaggregated.

C. Report on Pre-Opening of Schools

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

Chairperson McCray called upon Dr. Morrison to introduce the report on Pre-Opening of Schools. Dr. Morrison reported the first day of school is always exciting. Last year, he was the new Superintendent and CMS had a successful school opening. Last year, the logistics of planning for opening of schools was even more challenging because Charlotte was hosting the Democratic National Convention. We want to have a great start this year as well and there has been a lot of focus and intentionality to ensure we have a great first day. Dr. Morrison called upon Ann Clark, Deputy Superintendent, to introduce the Pre-Opening of Schools report. Ms. Clark commended the army of staff (Human Resources, Student Placement, and Auxiliary Services) who stand behind CMS and work hard to ensure a smooth school opening. Beginning in March, the Opening of Schools Cross-functional Team of staff begin meeting on a regular basis to address the 'big rocks' for opening of schools. This year, technology was added. Ms. Clark called upon Janelle Jenkins, Director District Leadership, and Phil Goodman, Director of Property and Quality Control, to provide a Pre-opening of Schools update on schools, staffing, transportation, instructional materials, mobile unit distribution, and new programs.

- Overview:
 - 156 schools are scheduled to begin the 2013-2014 school year on August 26th.
 - Four Continuous Learning schools within Project L.I.F.T. began classes in July:
 - ✓ July 22: Thomasboro Academy and Druid Hills Academy.
 - ✓ July 23: Bruns Academy and Walter G. Byers School.
- Students: CMS expects to welcome 143,836 students, an increase of 2,655 over 2012-2013 20th day enrollment. The majority of the growth is driven by increases at the elementary and middle school levels.
- Driving Governance:
 - Identify and mitigate risks with a cross-functional team to ensure a successful opening of schools.
 - Schedule regular communication with department leads.
 - ✓ Weekly communications between principals, learning communities, and support staff.
 - ✓ Regular executive staff updates.
- Goals, Objectives, and Measures:
 - Ensure a smooth opening of schools to maximize student achievement by meeting foreseen student and school needs.
 - Five 'Big Rocks' Operational Readiness Measures: Teacher Staffing, School Renovations, Mobile Installations, Textbooks/Technology, and Transportation.
- Staffing:
 - CMS has hired 1,260 teachers since May 13, 2013 including 129 promotions, 335 transfers, and 796 hire/rehires.
 - Pending recommendations: 250.5.
 - Pending vacancies without recommendations: 157.5.

- New and Replacement Schools:
 - One New School: Grand Oak Elementary school
 - Three Replacement Schools: Bain Elementary, McClintock Middle, and Pineville Elementary.
- Capital projects renovations/additions: East Mecklenburg High School (auditorium work and corridor work), Garinger High School (gym, locker rooms, new classrooms), Independence High School (stadium improvements, new administration building, gym addition), Myers Park High School (stadium improvements, gym addition), Ranson Middle School (classroom upgrade, administrative wing, kitchen, road project/bus lot, furniture/instructional materials), Vance High School (fire alarm upgrades, track refurbishment, new science building).
- Building Services Projects/Minor Capital Expenditures: \$5.3 million in projects to deliver safe school environments that support academic achievement. Projects are 75% completed and include flooring replacements, HVAC replacements, electrical/lighting upgrades, and roof replacements.
- Mobile Installations – adding seventy-four mobile classrooms to prepare for growth:
 - Five of 20 school sites complete, seven more to be delivered by August 26th.
 - Total Mobiles per Learning Community: 4 Central, 4 East, 18 North, 24 Northeast, 12 Project L.I.F.T., 9 South, and 3 West.
- Textbooks - New textbooks and instructional materials to support academic achievement:
 - Goal: All technology and textbook/materials in classrooms by Day 1.
 - Replenishment: Elementary, Middle, and High schools.
 - New High School AP Science and Social Studies.
 - New Middle School Science, Social Students, and Technology books.
- Transportation - CMS is transporting more students every year:

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Number of Students	112,000	111,000	115,000	119,000	123,000	126,000
Number of Buses	1,255	1,155	1,096	952	953	993

- Major Initiatives:
 - In addition to managing the traditional Opening of School ‘Big Rocks,’ CMS also focuses on several major initiatives: New Technology Upgrades, PowerSchool Implementation, Universal Breakfast, Upgraded Security Initiative, New Schools and Programs, Professional Learning, and L.I.F.T.: Continuous Learning Schools.
- Technology Upgrades:
 - PowerSchool - Student Information System provides real-time information to school administrators, teachers, parents, and students.
 - Parent Portal - secure web-based student management system designed to strengthen communication between the school and home on a daily basis.
 - Parent Hotline: Available August 19 - September 6, 980-343-9420.
 - School Wireless Connectivity – 100%.
 - Next steps will be mobile classrooms.

Ann Clark provided an overview of the new programs in CMS and next steps.

- New Programs:
 - Hawthorne Academy of Health Sciences: The school will have 9th and 10th graders this year and the enrollment is increasing on a daily basis.
 - iMECK Academy at Cochrane Collegiate Academy: Program is focused on 10th

graders and will grow that program starting with the 9th grade in the fall 2014. Additional information for the program will be addressed with pupil assignment at a later date.

- Levine Middle College: Classes began August 12, 2013. Partners at Central Piedmont Community College agreed to allow CMS to house the 11th grade students on the Cato Campus for fall semester in effort for those students to have an easy transition to Levine in the fall.
- Career Technical Hub at North Mecklenburg High School: CMS has been successful in filling the seats.
- Turning Point Academy at John Taylor Williams (transition is complete).
- Twilight Academy at Vance High School. Ninety-eight students have been recommended for the program at the four Title I High Schools (West Mecklenburg, Harding, Garinger, and Vance high schools).
- Professional Learning - Summer 2013 Professional Growth and Learning.
- Project L.I.F.T. - Continuous Learning:
 - Arts and Science Council will provide intersession enrichment programs for four year round schools with a focus on STEAM.
 - 780 students served in B.E.L.L. Summer Program at five non-continuous learning Project L.I.F.T. schools.
 - Year 1 milestone acknowledgement event scheduled for September 6, 2013 at Spirit Square, 5:30-7:30 p.m.
- Next Steps:
 - Continue PowerSchool training and support.
 - Enhance school design and transformation efforts.
 - Realign central staff based on school services model.
 - Monitor the implementation of Universal Breakfast.

Ann Clark provided information regarding the number of CMS resignations. Since July 17, 2013, CMS had a total of 147 teachers resign (77 elementary, 38 middle, 31 high school, and 1 in Exceptional Children).

Chairperson McCray thanked staff for the report and invited Board members to asked questions and make comments. Board members did not have any questions.

VI. REPORT FROM SUPERINTENDENT

Dr. Morrison reported on the following:

- Readiness to Open Schools on August 26, 2013 is thirteen days away. We want to ensure parents and students have the information needed to prepare for a successful year. CMS has information posted on the CMS Website and the community can check the latest news regarding the new school year to include school calendars, bus schedules, and student assignment.
- Project L.I.F.T.'s four Continuous Learning Schools are already open and Dr. Morrison has visited all four schools. He is proud of the work of the teachers, administrators and support staff.
- Cato Middle College had a smooth opening on August 12, 2013 and teaching and learning was in full effect on day one. Cato opened in 207-2008 and this is its 7th year. Approximately 200 students (juniors and seniors) are currently enrolled.
- Transformation Summit was held on August 7th and 8th at Hopewell High School. Dr.

Morrison commended administrators, teachers, and parents for a successful event. The focus of the event was to brainstorm on how to create schools of the future in CMS.

VII. REPORTS FROM BOARD MEMBERS

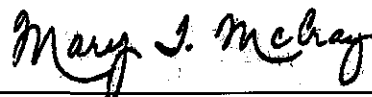
- Dr. Joyce Waddell commended teachers, principals and staff for increasing the CMS graduation rate and she noted everyone in CMS played an important part in this success. She enjoyed attending the Summer Graduations and the Twenty-two Task Force event on August 5th and the North Carolina School Board Association's Policy Conference in June.
- Ericka Ellis-Stewart reported a parent forum on Helping Parents Meet the High Standards of Achievement will be held September 28th at J. W. Grier Academy, 8:00 a.m. to 1:00 p.m. She urged everyone to participate in the Sixty-three Minutes of Peace scheduled for August 28th and addressed concerns about the results of the work by the General Assembly regarding the lack of teacher raises and voter ID requirements. Teacher salaries in North Carolina are among the lowest in the country which may contribute to teachers leaving CMS.
- Chairperson Mary McCray enjoyed attending the Transformation Summit and meeting with staff and the elementary leaders. She thanked the Board members who read to children this summer as part of the "Freedom School Harambee." She enjoyed reading to students at Quail Hollow and she commended them for being very attentive. She also enjoyed meeting with the BELL students and parents at Allenbrook Elementary School and hearing about how they like reading.

ADJOURNMENT

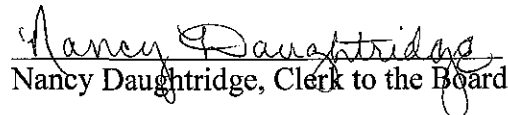
Chairperson McCray called for a motion to adjourn the meeting.

Upon motion by Dr. Waddell that the Board adjourn the meeting, seconded by Ms. Ellis-Stewart, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 8:21 p.m.



Mary T. McCray, Chairperson



Nancy Daughtride, Clerk to the Board