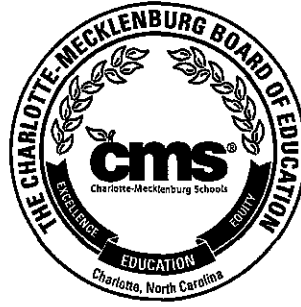


Approved by the Charlotte-
Mecklenburg Board of Education
February 11, 2014
Regular Board Meeting



Charlotte, North Carolina

December 11, 2013

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on December 11, 2013. The meeting began at 5:00 p.m. and was held in the Meeting Chamber 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;
Rhonda Lennon, District 1;
Richard Allen McElrath, Sr., District 2;
Dr. Joyce Davis Waddell, District 3;
Tom Tate, District 4;
Eric C. Davis, District 5; and
Reverend Amelia Stinson-Wesley, District 6

Absent: There were no absences.

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

I. CALL TO ORDER

Chairperson McCray called the meeting to order at 5:05 p.m. and she welcomed everyone to the December 11, 2013 Regular Board meeting which was held in the Meeting Chamber.

A. Recognition of Outgoing District Board Members

Chairperson McCray recognized outgoing Board members, Richard McElrath, District 2, and Reverend Amelia Stinson-Wesley, District 6. Chairperson McCray provided an overview of Board members Stinson-Wesley and McElrath's CMS biography and Board committees they served. She thanked them for their service to the Board of Education, CMS, the community, and children of CMS. Chairperson McCray asked everyone to join her in thanking Board members Stinson-Wesley and McElrath for their service to CMS and everyone joined her in a standing ovation.

Chairperson McCray reported following the installation of the Board members, the Board will have a small reception in the lobby to honor the outgoing and incoming Board members. Board members Stinson-Wesley and McElrath will be presented a plaque to thank them for

their service to CMS.

Chairperson McCray recognized elected officials attending the meeting which included Board of County Commissioners Trevor Fuller and Vilma Leake; Jim Taylor, Matthews Mayor; Lee Myers, former Matthews Mayor; and City Council Member, Greg Phipps.

B. Installation of District Board Members

Chairperson McCray introduced Judge Lisa Bell who is a North Carolina Superior Court Judge to swear in the reelected and newly elected Board members representing Districts 1, 2, 3, 4, 5, and 6. Judge Bell is originally from Surry County, North Carolina and she currently serves as a special superior court judge for the state of North Carolina. Judge Bell was appointed to this position by Governor McCrory earlier this year. Prior to that, Judge Bell served as Chief District Court over the 6th Judicial District in Mecklenburg County.

Judge Bell presided over the Installation Ceremony for the newly elected district representatives Thelma Byers-Bailey of District 2 and Paul Bailey of District 6 and the reelected district representatives Rhonda Lennon, District 1; Dr. Joyce Waddell, District 3; Tom Tate, District 4; and Eric Davis, District 5. The Board members will serve a four-year term ending December 2018.

Following the installation of the Board members, Judge Bell thanked the Board for allowing her to preside over the Installation Ceremony. She urged everyone to reflect upon the individuals who have been chosen to serve the community and the children of the community and to thank them for their service.

Chairperson McCray congratulated the newly appointed Board members and thanked Judge Bell for presiding over the Installation Ceremony.

C. Recess

Chairperson McCray recessed the Regular Board Meeting to hold a short reception for the outgoing and incoming Board members at 5:30 p.m.

Chairperson McCray reconvened the Regular Board Meeting at 6:05 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;
Rhonda Lennon, District 1;
Thelma Byers-Bailey, District 2;
Dr. Joyce Davis Waddell, District 3;
Tom Tate, District 4;
Eric C. Davis, District 5; and
Paul Bailey, District 6

Absent: There were no absences.

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.

D. Adoption of Agenda

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

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

E. Pledge of Allegiance

Chairperson McCray called upon Dr. Joyce Waddell to introduce the student to lead those present and in the viewing audience in the Pledge of Allegiance and to speak to the December character trait of *caring*. Dr. Waddell introduced Woody Jones who is a fun-loving nineteen year old transition 2 student at Metro School. Woody has Down's syndrome and has attended Metro School for most of his life. Woody is part of the basketball, swimming and soccer teams. He is an active member of the Safety Patrol Team and helps students get off the school bus and to their classrooms. He helps raise the American flag outside the school building. Woody is one of those students who everyone knows and adores. He has such an upbeat personality, that it is contagious! Woody comes to school with a smile on his face and greets everyone he sees. He makes a point to be kind to everyone, especially to his peers in his class. As he would say, "I got to help them out." Woody is a terrific young man. Attending the meeting with Woody were his mother, Denise Jones; teacher, Shannon Crawford; and principal, Valarie Todd. Woody invited everyone to stand and join him in reciting the Pledge of Allegiance. Following the pledge, Woody urged everyone to be caring of others.

F. Election of Board Chairperson and Vice Chairperson

Chairperson McCray called upon Dr. Morrison to lead the Board in its election of Board Chairperson. Dr. Morrison reviewed Bylaw BDB which provides that a Chairperson and Vice Chairperson shall be elected at the first Regular Board meeting in December and shall assume the office immediately upon election. The election of a Chairperson will proceed according to the following procedure:

- Call for nominations. The nominations will continue until every member has had the opportunity to place a name in nomination.
- Call for a motion to close the nominations.
- Following the close of the nominations and if there is more than one nomination for the seat, the votes will be called for in the order in which the nominees were nominated. The first person to receive the majority of the votes of those Board members present will be elected as the new Chairperson and will assume the office immediately.

Dr. Morrison opened the floor for nominations for Board Chairperson.

Eric Davis nominated Mary McCray to serve as Chairperson of the Charlotte-Mecklenburg Board of Education.

Ericka Ellis-Stewart moved, seconded by Tom Tate, that the nominations for Board Chairperson be closed.

Dr. Morrison reported all individuals had an opportunity to place a name in nomination and there were no other nominations, and he called for the Board vote to close the nominations.

The Board voted 9-0 to close the nominations for Board Chairperson.

Dr. Morrison declared the nominations closed and called for the Board vote to elect Mary McCray as Chairperson of the Board of Education. **The Board voted 9-0 to elect Mary McCray as Chairperson of the Board of Education.**

Dr. Morrison declared Mary McCray Chairperson of the Board of Education and he congratulated Ms. McCray on her appointment as Chairperson of the Board of Education.

Dr. Morrison turned the proceedings over to Chairperson McCray to conduct the election of the Board Vice Chairperson. Chairperson McCray reported the election of the Vice Chairperson of the Board of Education will follow the same process for election of Chairperson. Chairperson McCray called for nominations for Vice Chairperson.

Dr. Joyce Waddell nominated Tim Morgan to serve a second term as Vice Chairperson of the Charlotte-Mecklenburg Board of Education.

Chairperson McCray reported all individuals had an opportunity to place a name in nomination and called for a motion to close the nominations. **Eric Davis moved, seconded by Tom Tate, that the nominations for Board Vice Chairperson be closed. The Board voted 9-0 to close the nominations for Board Vice Chairperson.**

Chairperson McCray declared the nominations closed and called for the Board vote to elect - Tim Morgan as Vice Chairperson of the Board of Education. **The Board voted 9-0 to elect Tim Morgan as Vice Chairperson of the Board of Education.** Chairperson McCray congratulated Tim Morgan on his appointment as Vice Chairperson of the Board of Education.

G. Donation from Bosch Rexroth Corporation to Olympic Foundation for Advanced Manufacturing and Entrepreneurship Program

Chairperson McCray called upon Dr. Morrison to introduce the Donation from Bosch Rexroth Corporation to Olympic Foundation for the Advanced Manufacturing and Entrepreneurship Program. Dr. Morrison called upon Dr. Valerie Truesdale, Chief Learning Services Officer, to provide an overview of the donation and introduce the guests to present the check to CMS. Dr. Truesdale reported the donation is a great reason for CMS to celebrate and she introduced Berend Bracht, president of Bosch Rexroth Americas, and Mark Rohlinger, Charlotte Technical Plant Manager. Messrs. Bracht and Rohlinger thanked the Board of Education for the joint venture and opportunity to grow machinist for the Charlotte area. They provided an overview of the initiative which will help facilitate their work in the future. Mr. Bracht reported Bosch Rexroth is a manufacturing company that provides good paying jobs for the community. We have expanded our operations in Charlotte and have a considerable investment in this community. This donation will help demonstrate our long term commitment to the Mecklenburg County community.

Mr. Bracht, representing The Bosch Community Fund, presented a check to Chairperson McCray and Dr. Morrison. The purpose of the \$80,000 grant is to build a new state-of-the-art Bosch Rexroth Machine Shop at Olympic Advanced Manufacturing High School. The grant money will provide drill presses, lathes, mills and a Computer Numerical Control (CNC) machining center. This initiative is part of the CMS strategic effort to provide more

choices for students and one of thirteen new and expanded programs and initiatives to be voted upon by the Board later in the meeting. Dr. Morrison said the CMS budgets are tight and a gift such as this will have a real impact on student preparation for a technical career. CMS is grateful to the Bosch Community Fund for this important gift. Chairperson McCray thanked Mr. Bracht for the much appreciated donation and CMS partnership.

H. Public Hearing on proposed amendments to Policy JCA, Student Assignment, and Exhibit JCA-E, Student Assignment Plan Priorities - Magnet Programs and Title I Choice Lottery

Chairperson McCray reviewed the protocol for public speakers which included speakers would have three minutes each. Chairperson McCray reported there were no speakers to speak before the Board and called the Public Hearing closed at 6:23 p.m.

I. Public Hearing on Superintendent's proposals on Boundaries, Student Assignment, and New Options and School Programs

Chairperson McCray reviewed the protocol for public speakers which included speakers must adhere to the subject at hand and would have three minutes each. Chairperson McCray called upon the four speakers scheduled to speak before the Board.

Jeremy Stephenson, represented the neighbors in the Crown Colony area, expressed concern that their request is not a part of the proposed boundary recommendations. Mr. Stephenson reported they have been working on this request for two years and he asked the Board to rezone this area to the schools closest to their homes. He addressed concerns regarding the CMS public request boundary process and the CMS rubric. He asked the Board to please approve the Crown Colony request tonight to be effective for the 2014 school year.

Heidi Holder, represented Bishops Ridge, asked the Board to rezone them from East Mecklenburg to Providence High school. Bishops Ridge is a small neighborhood adjacent to Crown Colony. This request is logical and reasonable, follows the Board's student assignment guiding principles, and only impacts a small number of students. They live closer to Providence High School and it would reduce travel time for students (students attending East Mecklenburg adds an extra 1½ hours per day).

Paul Furfland, represented the Reid Hall subdivision, asked the Board to reassign this area from Greenway Park Elementary, McClintock Middle, and East Mecklenburg High schools to Matthews Elementary, Crestdale Middle, and Butler High or Providence High schools. This is a new subdivision and they live closer to the proposed schools.

Two speakers urged the Board to support the Mountain Island K-8 proposal. Mountain Island is a great school and the K-8 program will be a great fit for the school and the community. Mountain Island will remain a culturally diverse school and the recommendation will promote parental involvement, allows students to continue academic growth in the STEM Program for three more years, and provides an opportunity to build a cornerstone school before high school. Together everyone achieves more.

- Carrie Radford, CMS parent.
- Robert Gibson, CMS parent.

Chairperson McCray thanked the speakers for their comments and called the Public Hearing closed at 6:41 p.m.

II. REQUESTS FROM THE PUBLIC

Chairperson McCray reported the Public Requests section is an opportunity to hear from the public and she provided an overview of the protocol for public speakers. 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. Two speakers were signed up to speak before the Board.

Mike Herndon discussed the CMS expansion of the Montessori Program and urged the Board to ensure the integrity and quality of all CMS Montessori classrooms. CMS has a big community of supportive Montessori administrators, parents, students, and teachers. He asked the Board to ensure new Montessori Programs have trained teachers in every classroom, new students in grades 1-3 have prior experience in a Montessori Program, and ask questions to get feedback from the lessons current teachers, principals, and parents have learned in the program.

Dan Faris, retired CMS teacher, provided the Board with information regarding an award winning Magnet school in Wake County. He urged the Board to create a new CMS Leadership School based upon the A. B. Combs Leadership Magnet Elementary School in Raleigh. He asked the Board to visit the school because the program is growing nationally and promotes improved student achievement, school cultures, and parental involvement. There are business and community leaders who want to lend support in this initiative.

Brian Kasher, CMS parent and former CMS employee, urged the Board to ensure continuous improvement in CMS. CMS does a great job of providing educational resources for children but they must address key performance indicators in need of improvement. He addressed concerns about conditions in some CMS schools that are causing health issues for staff and students. He urged CMS to address these issues.

Erlene Lyde, CMS teacher and vice president of the Charlotte Mecklenburg Association of Educators (CMAE), congratulated the new Board members on their appointment and the members of CMAE look forward to working with the Board for the good of all children in Mecklenburg County. Ms. Lyde thanked Dr. Morrison and his staff for their efforts to partner with CMAE to celebrate American Education Week and she noted the employees of CMS were appreciative of the events.

Chairperson McCray thanked the speakers for their comments and called the Requests from the Public closed at 6:55 p.m.

III. CONSENT ITEMS

A. Approval of Minutes:

1. Recommend approval of Closed Session meeting minutes.
 - November 12, 2013.
 - November 14, 2013.
 - November 20, 2013.
 - November 25, 2013.
2. Recommend approval of Open Session Minutes.
 - September 10, 2013 Regular Board Meeting.

- September 24, 2013 Regular Board Meeting.
- November 12, 2013 Board Work Session – CMS State Assessment Results.
- November 25, 2013 Special Meeting – Superintendent Evaluation.

B. Construction Items:

1. Recommend approval to grant Permanent Waterline Easements to the City of Charlotte, located on property owned by the Charlotte-Mecklenburg Board of Education at 5910 Dixie River Road (Berewick Elementary School).

The City of Charlotte is requesting permanent waterline easements of 28,021 square feet on tax parcel #141-171-11 and 2,254 square feet on tax parcel #141-171-28 for construction work that was completed in 2010 along Dixie River Road. Fiscal Implications: The Charlotte-Mecklenburg Board of Education is donating the easements to the City of Charlotte for construction of waterlines that currently serve Berewick Elementary School.

2. Recommend approval to amend the Brooklyn Village Interlocal Agreement with Mecklenburg County, City of Charlotte, and Charlotte Housing Authority.

Recommend approval for the Charlotte-Mecklenburg Board of Education (CMBE) to reach agreement to revise and extend the Brooklyn Interlocal Cooperation Agreement. Fiscal Implications: CMBE will receive the greater of \$16,330,000 (current appraised value) or the value determined by an updated appraisal obtained within three months of final payment from the County to CMBE. The first installment will be in the amount of \$7,000,000 paid no later than July 31, 2014 and the remainder shall be paid upon the sale of any CMBE parcels or by July 31, 2018, whichever occurs first.

3. Recommend authorization to dispose of .9 acre of surplus real property near Hough High School on Bailey Road, Cornelius, North Carolina.

Adjoining property owners are requesting to contract the purchase of .9 acre of land owned by The Charlotte-Mecklenburg Board of Education, parcel # 007-152-33, located across the street from Hough High School. The tract is a remnant of the Bailey Road realignment project and the purchase of this parcel is contingent upon the sale of adjacent property that is currently being marketed by The Knox Group. The parcel is currently owned by Mecklenburg County, but is in the process of being conveyed back to The Charlotte-Mecklenburg Board of Education. Property owners have offered \$25,000. CMS staff recommends commencing the "Negotiated offer, advertisement and upset bid" process for disposal of property in accordance with applicable statute, North Carolina General Statute 160A-269, and thereafter accepting the offer for \$25,000 or a higher bid, if any. After completion of the upset bid process, staff will request that the Board of Education give final approval for the purchase price and the sale of this property. Fiscal Implications: \$25,000 Revenue.

4. Recommend approval of Memorandum of Understanding (MOU) between The City of Charlotte and The Charlotte-Mecklenburg Board of Education (to utilize stream credits from the City's Umbrella Stream and Wetland Mitigation Bank for use at Vance High School's construction project).

Recommend approval of Memorandum of Understanding (MOU) to utilize stream credits from the City of Charlotte's Umbrella Stream and Wetland Mitigation Bank (Umbrella Bank) for use at the Vance High School's construction project. The credits allow compensatory mitigation for unfavorable stream and wetland impacts which are separately developed based upon appropriate circumstances. The use of the credits from the Umbrella Bank offset stream and wetland improvements authorized by the Clean Water Act (CWA) and Section 10 of the Rivers and Harbors Act. It is anticipated 218 linear feet of stream will be impacted in connection with the school project. Fiscal Implication: 2007 Bond \$81,750.

5. Recommend approval to lease building space to Grier Heights Community Center, LLC.

Recommend approval to lease building space owned by The Charlotte-Mecklenburg Board of Education, located at 3100 Leroy Street, Charlotte, North Carolina. Fiscal Implications: Grier Heights Community Center will invest \$500,000, in cash or equivalent value, in improvements to the building.

- C. Recommend approval of 2014 Board of Education Meeting Schedule.

The Board of Education approved the 2014 Board of Education Meeting Schedule.

*January 14 and January 28
February 11 and February 25
March 11 and March 25
April 8 and April 22
May 13 and May 27
June 10 and June 24
July 22
August 12 and August 26
September 9 and September 23
October 14 and October 28
November 12 (Wednesday)
December 9*

Fiscal Implications: None.

- D. Recommend approval of Alternative School Accountability options for Turning Point Academy.

- *Turning Point Academy: Local Option Goals for the North Carolina ABCs 2013-2014:*

<i>Goal</i>	<i>Description Goal</i>	<i>Baseline</i>	<i>Measurement</i>
<i>#5: Student Progress and Proficiency</i>	<i>Turning Point Academy will meet or exceed growth In Math 1, English II, and Biology.</i>	<i>Last year the school met expected growth – school effect -1.0.</i>	<i>Performance is determined by EVAAS value added data.</i>
<i>#3: School Safety</i>	<i>Turning Point Academy will receive an overall yearly rating of 85% or better on the CMS Safety Audit.</i>	<i>Due to the consolidation there is not a baseline data for Right Choices and Turning Point together on the same campus. Right Choices no longer exists instead the students are all served at Turning Point Academy located on the J. T. Williams campus. The 2013-2014 school year is the baseline year.</i>	<i>Results are based on CMS Safety Audit reports.</i>
<i>#7: Community Involvement</i>	<i>Turning Point Academy will increase the number of community partners actively involved in the school from three to five.</i>	<i>Last year, the school had three actively involved community partners.</i>	<i>Staff at Turning Point will provide documentation of community partners actively involved in the school.</i>

E. Supplementary Funding/Grant Requests:

1. Recommend approval of supplementary funding request for IMPACT-Improving Mathematic Persistence and Achievement through Community Partnerships and Transformative Teaching Grant Proposal.

IMPACT provides a collaborative platform for CMS and Johnson C. Smith University to develop a comprehensive approach to the college and career-readiness standards with STEM industry professionals. The proposed project focuses on current issues related to STEM content and the High School Common Core for mathematics. Approximately 240 teachers will participate over a three-year period. IMPACT seeks to (1) increase graduation rates; (2) increase student math performance, (3) equip teachers with performance tasks in varied real-world applications; and (4) explore both Common Core Content Standards and Standards of Mathematical Practices through problem-based learning, digital media, data simulation technology, and engagement in practical mathematic applications of industries and careers. Existing partnerships with Discovery Place Museum and North Carolina Research Campus will be leveraged to better prepare students to respond to the needs of the STEM global workforce. Fiscal Implications: Funding requested from North Carolina Department of Public Instruction/Math and Science Partnership - \$1,611,855 over 3 years.

2. Recommend approval of supplementary funding request for iMeck at Cochrane Collegiate Academy Grant Proposal.

The purpose of the funding is to launch new or redesigned, scalable, whole-school models that combine the best aspects of place-based and Online learning with more personalized, mastery-based approaches to result in substantially improved outcomes for students on the secondary level. If funded, grant funds will support the new iMeck Magnet to personalize student learning using a blended teaching approach: traditional teacher-led discussions with hands-on technology for virtual learning. The goal is to equip each iMeck student with a digital device for blended learning opportunities and enhanced creativity. Students will regularly chart their progress toward content mastery. Courses include videos, blogs, wikis and other Online resources to spur students to think at high levels. Fiscal Implications: Funding requested from Gates Foundation/Next Gen Learning Challenge – Implementation Grant - \$150,000 for one year

- F. Recommend approval of Licensed/Non-Licensed Hires, Promotions, and selected position Separations for November 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: 2,260. (Licensed Hires: 1,417/Non-Licensed Hires: 843).*
- *Total Promotions July 1, 2013 - June 30, 2014: 231. (Licensed Promotions: 122/Non-licensed Promotions: 109).*
- *Total Selected Positions Separations: July 1, 2013 – June 30, 2014: 5.*

- G. Recommend approval of administrative personnel appointments.

Appointments:

- *J. Dino Gisiano named principal at Hopewell High School. Mr. Gisiano previously served as instructional data coach in the Office of Accountability with CMS and dean of students at Myers Park High School.*
- *Katharine Bonasera named principal at Allenbrook Elementary School. Ms. Bonasera previously served as assistant principal at Hickory Grove Elementary School.*

H. 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.

Action necessary, pursuant to N.C.G.S. 160A-266-270, in order to dispose of surplus property. The listing of surplus property represents the items to be sold by way of Online bid in auction format. The Online auction time span will encompass the December 13 – December 27, 2013 period. GovDeals, a proven Online government surplus sales service provider will facilitate the process. The electronic address where information about the property to be sold and where electronic bids may be posted is www.govdeals.com. Due to redistribution and receipt of additional items, the type/quantities listed may change. Items to be sold will be individually and by lots. The separate listing of electronic/AV surplus school property will be a “secured disposal” by way of private negotiation and sale – using HVE Inc., a certified recycle vendor. This process will occur during the December 13 – December 27, 2013 period. Fiscal Implications: The auctions usually generate \$6,000 to 15,000 in revenue.

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

Eric Davis moved that the Board adopt Consent Agenda Items A. through H. as presented, seconded by Paul Bailey, and a discussion followed.

Dr. Joyce Waddell pulled Consent Item D.

Chairperson McCray called for the Board vote to adopt Consent Items A. through H. excluding D., and the vote passed upon 9-0 voice vote of the Board.

Dr. Waddell asked staff to provide information regarding Consent Item D., regarding Local Option Goals for Turning Point Academy because it is an academy that serves all of Mecklenburg County. Frank Barnes, Chief Accountability Officer, provided information regarding the recommendation to select goals to ensure the school is making academic progress which follows North Carolina guidelines. Dr. Waddell thanked staff for the information and noted that this recommendation will ensure that the students at Turning Point Academy will make the same kind of progress as the students in other schools in the District.

Dr. Waddell moved that the Board adopt Consent Item D., seconded by Mr. Morgan, and the motion passed upon 9-0 voice vote of the Board.

Chairperson McCray called upon Dr. Morrison to introduce the personnel appointments. Dr. Morrison announced the personnel appointments as noted above and recognized the newly appointed principals who were in the audience.

IV. ACTION ITEMS

- A. Recommend approval of proposed amendments to Policy JCA, Student Assignment, and Exhibit JCA-E, Student Assignment Plan Priorities - Magnet Programs and Title I Choice Lottery

Correlation to Board of Education Theory of Action for Change: Proving all students with the opportunity to perform to their fullest potential and ensuring that there is no discernable difference between the achievement levels of students by race, gender, or economic level.

Chairperson McCray called upon Tom Tate, Chairperson of the Policy Committee, to present

the recommendation for approval of proposed amendments to Policy JCA and Exhibit JCA-E. Mr. Tate reported proposed amendments to Policy JCA and Exhibit JCA-E have been before the Board for First Reading, a Public Hearing at the last two Board meetings (November 12, 2013 and December 11, 2013), and posted on the CMS Website. After the proposed amendments were sent out for public comment, staff received comments from parents and staff at the Language Immersion Magnet asking for further changes to the sibling guarantee rules for those schools, which are included in Exhibit JCA-E. The Policy Committee discussed this request at its meeting on November 14, 2013 and voted unanimously in favor of proposing further amendments to Exhibit JCA-E. The Policy Committee did not recommend any addition changes to the proposed amendments to Policy JCA. As stated in the Online agenda, significant changes to both the policy and exhibit include:

- Removing all references to Title I Choice, as that program is no longer being used in the District;
- Providing flexibility for the Board to decide to adopt changes to the student assignment plan (such as changes to boundaries, Magnet feeder patterns, and Magnet programs) by December 15th rather than the current hard deadline of November 15th (which the Board already voted to do, at the November 12th meeting); and
- Updating the section on Lottery applications.

For Exhibit JCA-E, the Policy Committee is recommending the Board approve the version of Exhibit JCA-E entitled “Student Assignment Plan Priorities, Version 2 - Proposed Amendments 12-11-13,” instead of the version originally posted Online with the agenda. The differences in what was originally proposed and what is being proposed tonight are:

- Version 2 of the Exhibit, on page 3, in Section I. paragraph 2:
 - Strikes the text in paragraph 2.d. after the word “Technology,” and moves the text from footnote 9 to the end of the paragraph, thereby striking footnote 9;
 - Adds a new subsection (e) to paragraph 2; and
 - Renumbers paragraph 2.d. to 2.e., paragraph 2.e. to 2.f., and paragraph 2.f. to 2.g.

The effect of the changes adds a provision that restricts sibling guarantee admissions to Language Immersion Magnet programs to Kindergarten, only. Siblings of current Language Immersion students who wish to be admitted to higher grade-levels must apply for a transfer. The Superintendent will establish eligibility requirements for these students so only those who demonstrate readiness to be in a Language Immersion classroom are seated. Otherwise, the proposed amendments are unchanged from those previously before the Board.

Mr. Tate moved that the Board adopt the proposed amendments to Policy JCA, *Student Assignment Plan*, and Version 2 of Exhibit JCA-E, *Student Assignment Plan Priorities - Magnet Programs and Title I Choice Lottery*, seconded by Dr. Waddell, and a Board discussion followed. Chairperson McCray invited Board members to ask questions and make comments. There was no Board discussion and Chairperson McCray called for the Board vote on the motion.

The motion to adopt proposed amendments to Policy JCA and Version 2 of Exhibit JCA-E passed upon unanimous voice vote of the Board.

B. Recommend approval of Superintendent's Proposals on Boundaries, Student Assignment, and New Options and School Programs

Correlation to Board of Education Theory of Action for Change: Proving all students with the opportunity to perform to their fullest potential and ensuring that there is no discernable difference between the achievement levels of students by race, gender, or economic level.

Chairperson McCray called upon Dr. Morrison to introduce the recommendation regarding approval of the Superintendent's Proposals on Boundaries, Student Assignment, and New Options and School Programs. Dr. Morrison reported the Board previously received information regarding boundary proposals, student assignment, and new options that focus on choice and the direction CMS is headed to better serve our students and families. In addition, staff held numerous public meetings to allow the public to provide feedback. The new choices include Science, Technology, Engineering, Art, and Math (STEAM), Montessori, and opportunities to collaborate with our higher education partners. The focus is on quality and choice for our families and students. Dr. Morrison called upon Scott McCully, Executive Director Planning and Student Placement, and Akeshia Craven-Howell, Executive Director Transformation, to highlight the recommendations and adjustments that may have been added as a result of the community meetings.

Scott McCully provided an overview of the Action Item, Community Meetings, and budget information for the new programs. Mr. McCully reported this is an Action Item and Board members have received copies of the motions regarding the Superintendent's recommendations for new programs for the 2014-2015 school year. The information has been posted on the CMS Website. The format for the Board vote will include a brief overview of each recommendation, Board members may ask questions, and following the discussion the Board will take action on each recommendation.

- Superintendent's Proposals on Boundaries, Student Assignment, and New Options:
 1. Cochrane iMeck Academy and Garinger/Cochrane Boundary Consolidation.
 2. Olympic High School - Consolidation of Two Current Schools and Addition of New School – Advanced Manufacturing Entrepreneurship-Themed High School.
 3. Hawthorne Medical Science Academy Magnet.
 4. McClintock Partial STEAM Magnet.
 5. "Winget Park Relief" School - Partial Magnet.
 6. Long Creek Montessori Magnet.
 7. Cato Middle College - Addition of Grade 13.
 8. Levine Middle College.
 9. Harper Middle College.
 10. UNC-Charlotte Energy Production and Infrastructure Center (EPIC) Early College.
 11. Mountain Island Elementary Expansion to K-8 School.
 12. Coulwood Middle School STEM Partial Magnet.
 13. Elon Park and Hawk Ridge Elementary Schools - Boundary Shift.
- Community Meetings: Staff held one or more community meetings for each recommendation. Attendance for each meeting varied from five to one hundred. Public engagement in the community is a very important part of the process.
- New Programs Budget - Additional budget needs for 2014-2015:
 - Additional staffing costs beyond State ADM (average daily membership) allotment not included due to unknown impact on sending schools until after the first student

assignment Lottery concludes in late February 2014.

- Transportation costs beyond current budget conservatively estimated at \$940,000. Cato campus fees estimated at \$27,000.
- Additional budget needs to be addressed in the 2014-2015 budget process as highlighted in proposed recommendations.

Mr. McCully and Akeshia Craven-Howell provided an overview of each proposal.

1.
 - **Consolidation of Cochrane Collegiate Academy High School Attendance Boundary with Garinger High School.**
 - **Establish iMeck Magnet Program for High School Students at Cochrane.**
 - Additional Budget Needs for 2014-2015: Cochrane 2nd floor renovation and laptops, \$557,843.
 - Recommended Changes: Offer innovative iMeck Academy High School (9th through 12th) Program as a Magnet theme at Cochrane grades. Assign Cochrane Collegiate Academy High School attendance boundary to Garinger High.

Details of the Proposed Changes:

- The Cochrane Collegiate Academy High School attendance area will be merged with the Garinger home school area.
 - Garinger will be the home school for all high school students living in the former Cochrane home school area.
 - Cochrane will continue to operate as a middle school with the same attendance area as in the 2013-14 school year.
 - Cochrane will house the full Magnet iMeck Academy for high school students.
1. Projected Effective Date: Beginning of the 2014-2015 school year.
 2. Affected Areas: Using the attendance boundaries for the 2013-2014 school year, the high school home school attendance area for Cochrane will become part of the Garinger attendance area. Cochrane will retain a middle school home school area with the same attendance area as in the 2013-2014 school year.
 3. Magnet Program:
 - a. The iMeck Academy will open in August 2014 with students in 9th, 10th, and 11th grades and will add a 12th grade in 2015-2016.
 - b. iMeck Academy will be populated through the Magnet Lottery.
 - c. Current Cochrane students in 9th and 10th grades who meet entrance requirements established by the Superintendent (and published annually in the guide to Magnet schools) may choose to remain at Cochrane in the iMeck Program.
 - d. Current 11th grade students (rising seniors) may choose to remain at Cochrane Academy for their senior year, but will not participate in the iMeck Magnet Program.
 - e. Students at Cochrane who do not remain at Cochrane will have a guaranteed seat at Garinger.
 - f. Students in middle school at Cochrane who meet established entrance requirements will have priority for 50% of the available seats by grade-level in the iMeck Academy.
 - g. Students throughout the County may apply for the remainder of the seats. Students in the Green Transportation Zone will receive priority in the Lottery.
 - h. Sibling guarantees remain in effect for younger siblings.

4. Transportation: Transportation for the iMeck Magnet Program will be provided for students in the Green Transportation Zone.

Tom Tate moved that the Board approve the Superintendent's proposal, effective with the 2014-2015 school year, to:

1. **Merge the home school attendance area for Cochrane Collegiate Academy High School with the Garinger High School attendance area; and**
2. **Offer the iMeck Academy High School Program as a full Magnet program at Cochrane.**

The motion was seconded by Tim Morgan, and a Board discussion followed.

- Mr. Davis addressed concern about the additional budget requests for all motions which equate to approximately \$3.7 million and he asked how much of that is current money and future year money? Dr. Morrison provided comments and noted staff estimated on the high end and some of the proposed costs may be reduced. This year's budget included \$1.2 million allocated in new school options and hopefully those same dollars will be allocated in the adopted budget for the upcoming year. In addition, CMS receives funding through Federal and State grants that can be used for many of these programs. CMS will seek grants and private dollars to lessen the budget impact as well as redirection of resources to limit the new dollars needed. Mr. Davis noted that this request is asking the Board to approve an identified program with funding required. At this time the Board is not making a formal request for funding and the funding question will be answered during the budget process. Dr. Morrison said should the Board choose to approve the recommendations than staff will seek ways to fund them and preferably it will be with funding methods outside of requesting new dollars. Staff will strive to ensure there is minimum impact on the budget cycle but there will be a request for some new dollars for opening new schools and the expansion of some programs.
- Ms. McCray asked did Governor McCrory approve some funding for Career and Technical Education grants? Dr. Morrison said the budget approved by the State Legislature included increase dollars for Career and Technical Education and an innovation grant. CMS is actively pursuing those grants.
- Ms. Ellis-Stewart asked what is the number of 9th grade seats in the iMeck Program and the capacity of the overall program. Mr. McCully provided information noting the target is approximately 100 seats per grade or 400 total students. These numbers may vary depending upon the impact of attrition in later grades. Mr. McCully explained priority, availability of seats in the Lottery process, and the wait pool.
- Mr. Tate said some people are concerned because this recommendation changes the assignment for high school. Mr. Tate clarified that the 9th graders currently assigned to Cochrane will now be assigned to Garinger and that Cochrane students must apply through the Lottery to get into the iMeck Program. Mr. McCully said that is correct and information will be sent to parents to inform them of their options and what they need to do to stay in iMeck Program or to continue to Garinger.
- Dr. Waddell asked what is the current student enrollment at Garinger and the anticipated change for next year? Mr. McCully said the current student population at Garinger is close to 1,400 students compared to almost 1,900 previously. We anticipate as this program becomes more popular in the community, students from the Cochrane area will want to attend Garinger. Students can continue in the Cochrane program or return to the Garinger program. Staff feels confident Garinger will have the relief they need moving

forward. It is hard to estimate the future enrollment for Garinger at this time but we believe enrollment at Garinger may increase to 1,600 students. Dr. Waddell expressed concern that this could make Garinger of the least populated high schools in the District. She urged staff to ensure Garinger has a strong viable program and students have access to the same electives as students in other high schools.

Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

2.
 - **Open a new Advanced Manufacturing Entrepreneurship-Themed High School at Olympic High School**
 - **Consolidation of Two Current Schools at Olympic into One School**
 - Additional Budget Needs for 2014-2015: No additional budget implications.
 - Recommended Changes: Open Advanced Manufacturing Entrepreneurship High School at Olympic. Combine International Business and Communication Studies and International Studies and Global Economics into Finance and Business Leadership. Maintaining five small schools on the Olympic campus.

Details of the Proposed Changes:

1. Projected Effective Date: Beginning of the 2014-2015 school year.
2. Advanced Manufacturing Entrepreneurship-Themed High School:
 - a. Opens in August 2014 for students in 9th grade and will add one grade every school year until it serves grades 9th through 12th.
 - b. Serves students living in the Olympic attendance area.
3. Finance and Business Leadership-Themed High School: Students currently in the International Business and Communication Studies and International Studies and Global Economics high schools will be assigned to the new Finance and Business Leadership school, but will have the option to transfer into other schools at Olympic, on a space available basis.

Thelma Byers-Bailey moved that the Board approve the Superintendent's proposal, effective with the 2014-2015 school year, to:

1. **Consolidate the International Business and Communications Studies and International Studies and Global Economics high schools at Olympic High School into a new school with a Finance and Business Leadership Theme; and**
2. **Open a new school at Olympic with an Advanced Manufacturing and Entrepreneurship Theme.**

The motion was seconded by Joyce Waddell, and a Board discussion followed

- Board members Morgan and Chairperson McCray asked questions to ensure parents and students are aware of the changes. Mr. McCully reported staff has reached out to community to ensure they are informed and worked with the Student Advisory Councils and principals at each of the five schools at Olympics.

Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

3. • **Hawthorne Medical Science Academy Magnet Program**
- **Hawthorne School Programs**
 - Additional Budget Needs for 2014-2015: No additional budget implications, 2007 Bond funded.
 - Recommended Changes: One-year use of Derita facility to allow for facility renovation at Hawthorne. Derita is an available facility. Permanently relocate Dolly Tate Teen-age Parents Services (T.A.P.S.) Program to Project L.I.F.T. Academy Campus.

Details of the Proposed Changes:

1. Projected Effective Date: Beginning of the 2014-2015 school year.
2. Magnet Program: The Medical Science Magnet Program at Hawthorne will be located for the 2014-2015 school year at the Derita facility (that formerly housed Turning Point Academy), and will move back move back to the Hawthorne facility for the 2015-2016 school year.
3. Other Hawthorne Programs:
 - a. The TAPS (Teen-Aged Parent Services) Program will be relocated to the Project L.I.F.T. Academy campus.
 - b. All other programs located at Hawthorne will be relocated for the 2014-2015 school year to the Derita facility (that formerly housed Turning Point Academy), with the goal of moving back to the Hawthorne facility for the 2015-2016 school year.
4. Transportation: Transportation for all programs located at Hawthorne (and during the time they are temporarily housed at Derita) will be provided County-wide.

Dr. Joyce Waddell moved that the Board approve the Superintendent's proposal, effective with the 2014-2015 school year, to:

1. **Approve the Medical Science Magnet Program currently operating as a pilot program at Hawthorne as a full County-wide Magnet program.**

The motion was seconded by Tim Morgan, and a Board discussion followed.

- Dr. Waddell wants to ensure CMS reaches out to the Derita community to ensure they are aware of the changes and that this is a positive recommendation. Mr. McCully affirmed that staff is taking measures to reach out to the community. Dr. Waddell also wants to ensure the new location for the TAPS Program will be safe and secure for students and children. Mr. McCully reported the safety of students and staff is always a top priority and CMS will have the same level of safety controls in place for all students.
- Mr. Morgan asked what has been the response of the Project L.I.F.T. community and Board regarding the relocation of the TAPS Program? Mr. McCully reported the Project L.I.F.T. Board is excited about the possibilities of having an early childhood care center on the Project L.I.F.T. campus and there is support for the recommendation.
- Ms. Ellis-Stewart asked with moving the TAPS childcare component to a new location, has CMS secured a new licensure for the new location? Mr. McCully reported staff is actively investigating the specifics for the site and will ensure the proper licensure is secured. Dr. Morrison noted this item must first be approved by the Board before CMS can move forward with getting the licensure for the new location. Ms. Ellis-Stewart asked how will this medical program impact the medical program at Philip O. Berry Academy of Technology? Mr. McCully said the Phillip O. Berry medical program is one

of the most popular programs in CMS and has one of the largest wait pools. The Hawthorne Program is different and specific to the medical and science aspects. In addition, the program will not have the traditional comprehensive high school activities such as athletics. Mr. McCully said CMS is excited about the partnerships that can blossom with its location in close proximity to the medical community.

- Chairperson McCray hopes the medical programs at Hawthorne and Phillip O. Berry can work together on different activities or tasks. Ms. Craven-Howell said, yes, that is an opportunity across all the Career and Technical Education programs that have professional learning communities around specific career sectors. In addition, CMS will have engagement from our industry partners.

Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

4. • **McClintock Partial STEAM Magnet Program**

- Additional Budget Needs for 2014-2015: No additional budget implications.
- Recommended Changes: Establish McClintock as partial Magnet STEAM Program, grades 6th through 8th, with Lottery priority and transportation provided from the Green Transportation Zone.

Details of the Proposed Changes:

1. Projected Effective Date: Beginning of the 2014-2015 school year.
2. Magnet Program:
 - a. The STEAM Magnet Program will open in August 2014 with students in 6th grade and will add one grade every school year until it serves grades 6th through 8th.
 - b. Students living in the Green Transportation Zone will have priority for admission.
 - c. 8th grade students in the STEAM Magnet at McClintock will have a continuation feed to the East Mecklenburg Engineering Magnet or to Phillip O. Berry Academy of Technology.
3. Transportation: Transportation for the Magnet program will be provided for students in the Green Transportation Zone.
4. Effect on Students in the STEM Program at Morehead STEM Academy living in Green Transportation Zone:
 - a. Students living in the Green Transportation Zone who are attending Morehead STEM Academy during the 2013-2014 school year may remain at Morehead through the terminal grade level. Transportation will be provided through the 2015-2016 school year. Students may continue beyond that period of time but transportation will not be provided.
 - b. Typical sibling guarantees apply, as provided in Exhibit JCA-E.

Tom Tate moved that the Board approve the Superintendent's proposal, effective with the 2014-2015 school year, to:

1. **Establish a partial school Magnet program at McClintock Middle School with a STEAM (Science, Technology, Engineering, Art and Math) theme.**

The motion was seconded by Paul Bailey, and a Board discussion followed.

- Mr. Davis said there is a common thread between some of the programs that are being

replicated in another school and he wants to ensure CMS avoids diminishing the success and staff of the existing program. Ms. Craven-Howell provided information noting that as CMS replicates programs, staff will engage the principal and leadership teams to inform the design of the new programs going forward. There is a large demand for the STEAM Program and families want the program expanded. Staff will work with Human Resources to ensure the teaching core at existing programs remain intact. Mr. Davis believes some of the proposed recommendations are an opportunity to win back more home school students. Mr. Davis wants to ensure that support of this vote will allow a home school student who is capable of and desires to participate in the Magnet program will have the opportunity to attend the school and that the opportunities for the students at the new Magnet programs are not diminished. Dr. Morrison provided clarification regarding the attendance boundary/transportation zone guidelines; replicating successful partial Magnet programs; better utilization of resources; and limiting transportation costs to invest more in academic programs.

- Dr. Waddell said the two programs are different (STEM versus STEAM), this recommendation may help lessen the long waiting pools at Morehead, and students may be able to attend a school closer to their home.
- Mr. Tate believes partial Magnets work best because they infuse the whole school in the Magnet theme. This recommendation will help get more students back to the home school program and the Magnet program.

Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

5. • **“Winget Park Relief” School**

- Additional Budget Needs for 2014-2015: No additional budget implications.
- Recommended Changes: Establish a school-wide focus on the engineering process. Winget Park Relief adds partial Magnet with Lottery priority and transportation provided from the Blue Transportation Zone.

Details of the Proposed Changes:

- In November 2008, the Board approved attendance boundaries for a new school to be built on York Road, known by the temporary name of “Winget Park Relief.”
 - The motion included as the projected opening date the “beginning of the 2010-2011 school year, or upon completion of the facility.”
 - The facility will be completed and the new school will open in August 2014.
- As approved in November 2008, the approved home school boundary for the new school is the southernmost portion of the 2008-2009 Winget Park Elementary attendance area.
- Other details of the approved motion included:
 - Default Assignments for rising K-5 students: New “Winget Park Relief.
 - Assignment Options for rising K-4 students: No option to remain at Winget Park Elementary School.
 - Assignment Options for rising 5th grade students: May choose to remain at Winget Park Elementary; must indicate this intent on Lottery application. Transportation is not provided.
 - Sibling Guarantee: None. No sibling guarantee to attend Winget Park for younger siblings of 5th grade students who choose to remain at Winget Park.
- In addition to the actions approved in November 2008, the Board now approves the

establishment of a partial school Magnet program at “Winget Park Relief” school.

1. Projected Effective Date: Beginning of the 2014-2015 school year.
2. Transportation: Transportation for the Magnet program will be provided for students living in the Blue Transportation Zone.
3. Effect on Students in the STEM Program at Morehead STEM Academy living in the Blue Transportation Zone:
 - a. Students living in the Blue Transportation Zone who are attending Morehead STEM Academy during the 2013-2014 school year may remain at Morehead through the terminal grade. Transportation will be provided through the 2015-2016 year.
 - b. Typical sibling guarantees apply, as provided in Exhibit JCA-E.

Thelma Byers-Bailey moved that the Board approve the Superintendent’s proposal, effective with the 2014-2015 school year, to:

1. **Establish a partial school Magnet program at the “Winget Park Relief” new elementary school; and**
2. **Establish a school-wide focus on the engineering process at the school, for Magnet as well as Non-Magnet students.**

The motion was seconded by Dr. Joyce Waddell, and a Board discussion followed.

- Ms. Byes-Bailey wants to ensure all students have the opportunity to participate in the Magnet program because that is the right thing to do to give them the best education available and help instill a love of learning in them.
- Mr. Davis said most of the feedback on this proposal was about middle school and he clarified that staff will continue to work on that issue and will return to the Board with ideas. Dr. Morrison provided comments on the next steps and noted future recommendations to the Board will include middle school and beyond.
- Mr. Morgan asked what is the wait pool at Morehead? Mr. McCully reported the wait pool is approximately 1,000 students and that is consistent across all grades with approximately 100 to 130 students per grade.

Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

6. • **Montessori Magnet School on Long Creek Campus**
 - Additional Budget Needs for 2014-2015: Furniture and equipment, \$70,000.
 - Recommended Changes: Open PreK-6 Montessori at old Long Creek facility.

Details of the Proposed Changes:

1. Projected Effective Date: Beginning of the 2014-2015 school year.
2. Grade Levels:
 - a. The Magnet program will open with grades Pre-K-3, with a target of 40 students per grade level.
 - b. The program will add one grade level a year, until it serves grades Pre-K-6.
3. Transportation: Transportation for the Magnet program on the Long Creek campus will be provided for students in the Violet Transportation Zone. (Highland Mill will continue as a Montessori Magnet program with priority for students living in the Grey

Transportation Zone.):

4. Assignment and Transportation Options for Students in the Violet Transportation Zone Attending Highland Mill Montessori:
 - a. Highland Mill will continue to serve students living in the Violet Transportation Zone in 4th through 6th grades in the 2014-2015 school year through their terminal grade. Transportation will be provided for these students.
 - b. Students in grades Pre-K-2 in the 2013-2014 school year living in the Violet Transportation Zone may remain at Highland Mill through their terminal grade. For these students, transportation will be provided through the 2015-2016 school year, except as provided in subsection c, below.
 - c. Younger siblings of students in 4th through 6th grades, who attend Highland Mill through the sibling guarantee, are entitled to transportation during the time the 4th through 6th grade siblings attend Highland Mill.
5. Sibling Guarantee: Typical sibling guarantees apply, as provided in Exhibit JCA-E.

Rhonda Lennon moved that the Board approve the Superintendent's proposal, effective with the 2014-2015 school year, to:

1. **Establish a full Montessori Magnet program located at the Long Creek campus, with priority given to students living in the Violet Transportation Zone.**

The motion was seconded by Tim Morgan, and a Board discussion followed.

- Mr. Davis wants to ensure CMS can expand the new program without diminishing the successful existing programs. It is important CMS have a plan to staff this school with effective Montessori trained teachers in every classroom as voiced by the public speakers. Ms. Craven-Howell said staff is putting systems in place to maintain quality staffing at the existing Montessori programs and teacher development is a high priority. Dr. Morrison said with Board approval of this item, the Human Resources team will begin to proactively recruit qualified teachers for the new Montessori program as well as the existing programs. CMS staff have been working with Montessori teachers, parents, and advocates throughout the community to get feedback. Mr. Davis hopes the next steps include hiring a principal for this school who has experience in Montessori education and the school will have an Advisory Council.
- Ms. Lennon addressed concerns that District 1 is grossly underserved by Magnet programs and families in this area are excited about the addition of Magnet programs. She expressed concern that the only people who complained about this recommendation were parents from the existing Montessori program who talked concerns that the recommendation may drain their resources. Ms. Lennon said District 1 needs this school and she has faith in the CMS Human Resources staff that they will staff all programs appropriately. Ms. Lennon has confidence that this new Montessori school will be the best in the County.

Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

Chairperson McCray recognized a group of students from the Youth Advisory Council who were attending the meeting to review government in process and she thanked the students for attending the Board meeting.

7. • **Cato Middle College**

Details of the Proposed Changes:

1. Projected Effective Date: 2014-2015 school year.
2. Other Information: Cato currently serves 11th and 12th grades. Adding grade 13 will give students an extra year to complete high school and earn an Associates degree.

Dr. Joyce Waddell moved that the Board approve the Superintendent's proposal, effective with the 2014-2015 school year, to:

1. **Expand the current Cato Middle College program by adding grade 13.**

The motion was seconded by Ericka Ellis-Stewart. The motion passed upon a 9-0 voice vote of the Board.

8. • **Levine Middle College**

- Additional Budget Needs for 2014-2015: Bus stop and tokens and facility maintenance, \$96,360.
- Recommended Changes: Provide up to 200 additional middle college seats in 11th and 12th grades for 2014-2015; an additional 100 seats for grade 13 in 2015-2016.

Details of the Proposed Changes:

1. Projected Effective Date: The Levine Middle College will open in January 2014 at the Levine Campus of Central Piedmont Community College, pending approval as a cooperative innovative high school by the North Carolina State Board of Education.
2. Grade Levels:
 - a. The Levine Program will open with 36 students in January 2014.
 - b. Levine Program will add grade 13 in the 2015-2016 school year for students who wish to have an extra year to complete high school and earn an Associates degree.
3. Transportation: CMS will not provide bus transportation for this program. Tokens for CATS bus transportation will be available as provided by the Board in each year's budget.
4. Entry into the Program: Students beginning the program in January 2014 will come from the current Cato student body. Students entering in August 2014 and thereafter will apply for admission through the student assignment portal. All students applying will be screened to identify those who meet minimum entrance requirements established by the Superintendent. Students will be randomly selected for the program from those who met minimum entrance requirements.

Paul Bailey moved approval of the Superintendent's proposal, effective with the 2014-2015 school year, to:

1. **Establish a Middle College Program serving grades 11th through 13th, to be located at the Central Piedmont Community College Levine Campus in January 2014.**

The motion was seconded by Rhonda Lennon, and a Board discussion followed.

- Mr. Davis thanked staff for working out a solution for transportation and CATS for their cooperation and partnership with CMS.

Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

9. • **Harper Middle College**

- Additional budget needs for 2014-2015: Mobile classrooms and bus tokens, \$803,500.
- Recommended Changes: Provide up to 200 additional middle college seats in grades 11th and 12th for 2014-2015; an additional 100 seats for grade 13 in 2015-2016.

Details of the Proposed Changes:

1. Projected Effective Date: The Harper Middle College will open in August 2014 at the Levine Campus of Central Piedmont Community College, pending approval as a cooperative innovative high school by the North Carolina State Board of Education, and will move to the Harper Campus in August 2015.
2. Grade Levels: The program will open with 100 students in 11th grade in the 2014-2015 school year and will add 12th grade in the 2015-2016 school year and grade 13 in the 2015-2016 school year for students who wish to have an extra year to complete high school and earn an Associates degree.
3. Transportation: CMS will not provide bus transportation for this program. Tokens for CATS bus transportation will be available as provided by the Board in each year's budget.
4. Entry into the Program: Students will apply for admission through the student assignment portal. All students applying will be screened to identify those who meet minimum entrance requirements established by the Superintendent. If more students apply than there are available seats, students will be randomly selected for the program from the pool of those who met minimum entrance requirements.

Thelma Byers-Bailey moved that the Board approve the Superintendent's proposal, effective with the 2014-2015 school year, to:

1. **Establish a Middle College Program serving 11th through 13th grades, to be located at the Central Piedmont Community College Levine Campus for the 2014-2015 school year and to be relocated to the Harper campus in August 2015.**

The motion was seconded by Paul Bailey, and a Board discussion followed.

- Mr. Morgan thanked Dr. Morrison for expanding the Middle College Program. This year when he attended the CMS graduations, there was a student who received a high school diploma and an Associates degree from CPCC. She will enter her first year at Chapel Hill as a junior. Mr. Morgan thanked Dr. Morrison for joining CMS and taking the time to work with CPCC and the other colleges to create initiatives that result in positive outcomes for our students. Dr. Morrison said he would like to thank the CMS community college partners for their support to CMS, the taxpayers who supported the Bond package to support educational initiatives for our students, and the Board of County Commissioners for their support. The Middle College Program will be a great opportunity for our students, the community, and workforce development.

Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

10. • **UNC – Charlotte - Energy Production and Infrastructure Center (“UNC-Charlotte - EPIC”) Early College**

- Additional Budget Needs for 2014-2015: Facility maintenance, \$35,000.
- Recommended Changes: Provide Early College Program, 9th through 13th grades. As part of this early college proposal, CMS is seeking approval from the State Board of Education for a cooperative innovative high school.

Details of the Proposed Changes:

1. Projected Effective Date: August 2014, pending approval as a cooperative innovative high school by the North Carolina State Board of Education.
2. Grade Levels: The program will open with 9th grade students in the 2014-2015 school year and will add one grade level a school year, through grade 13.
3. Location: The program will be located on the UNC-Charlotte campus.
4. Transportation: CMS will provide bus transportation for this program.
5. Entry into the Program: Students will apply for admission through the student assignment portal. All students applying will be screened to identify those who meet minimum entrance requirements established by the Superintendent. If more students apply than there are available seats, students will be randomly selected for the program from the pool of those who met minimum entrance requirements.

Dr. Joyce Waddell moved that the Board approve the Superintendent’s proposal, effective with the 2014-2015 school year, to:

1. **Establish an Early College Program serving 9th through 13th grades, to be located on the UNC-Charlotte campus.**

The motion was seconded by Ms. Ellis-Stewart. Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

Dr. Morrison thanked the CMS partners at UNC-Charlotte. CMS has received great support for this exciting initiative which will be a great opportunity for our students and community.

11. • **Mountain Island Elementary Expansion to K-8 School**

- Additional Budget Needs for 2014-2015: Science labs and recommission mobiles, \$910,000.
- Recommended Changes: Expand existing K-5 to K-8, one grade each year.

Details of the Proposed Changes:

1. Projected Effective Date: Beginning of the 2014-2015 school year.
2. Grade Level Expansion: Mountain Island Elementary will add 6th grade in the 2014-2015 school year and will add one grade level in the 2015-2016 and 2016-2017 school years until it serves grades K-8.
3. Home School Area: In the 2014-2015 school year, students in the 7th and 8th grades living in the expanded Mountain Island K-8 home school area will not be affected by the changes at Mountain Island. As Mountain Island adds 7th and 8th grades, it will be the home school for students in those grades living in the Mountain Island attendance area.
4. Associated Boundary Changes: Over the 2014-2015 and 2016-2017 school years, the Mountain Island Elementary portions of the home school areas for Bradley and

Coulwood middle schools will shift to Mountain Island K-8 as each grade level is added to Mountain Island.

Rhonda Lennon moved that the Board approve the Superintendent's proposal, effective with the 2014-2015 school year, to:

- 1. Change the grade levels of Mountain Island Elementary School from an elementary school to a school serving grades K-8 and designate the current attendance area for Mountain Island as the home school area for grades K-8.**

The motion was seconded by Tim Morgan, and a Board discussion followed.

- Mr. Davis said he supports this recommendation because it is the right thing to do but he is mindful of the Board approving a previous recommendation to make Collinswood Elementary a K-8 program which is now an overcrowded school. Mr. Davis urged staff to be mindful to minimize the potential of this happening to Mountain Island and to be proactive in seeking capital support should the need arise.
- Ms. Ellis-Stewart said this is a great opportunity for the students and families at Mountain Island Elementary but she is concerned about what could happen to Coulwood should its enrollment be reduced as a result of this action. Ms. Ellis-Stewart wants to ensure no harm is done to Coulwood as we move forward and she urged staff to ensure enrollment does not diminish and the academic program remains rigorous.

Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 vote of the Board.**

12. • **Coulwood Middle School Partial Magnet Program**

- Additional Budget Needs for 2014-2015: Furniture and science labs, \$230,000.
- Recommended Changes: Establish a school-wide STEM focus. Coulwood becomes a partial Magnet with Magnet priority and transportation provided from the western Grey Transportation Zone and southwest Violet Transportation Zone. The targeted audience is wait list for the Morehead STEM Magnet.

Details of the Proposed Changes:

1. Projected Effective Date: Beginning of the 2014-2015 school year.
2. Magnet Program:
 - a. The STEM Magnet program will open in August 2014 with students in 6th grade and will add one grade every school year until it serves 6th through 8th grade.
 - b. Students living in the West Mecklenburg, West Charlotte, and Harding University high school attendance areas in the Grey Transportation Zone and from the Hopewell and West Mecklenburg high school attendance areas in the Violet Transportation Zone will have priority for admission.
 - c. 8th grade students in the STEM Magnet at Coulwood will have a continuation feed to Phillip O. Berry Academy of Technology.
3. Transportation: Transportation for the Magnet program will be provided for students living in the West Mecklenburg, West Charlotte, and Harding University high school attendance areas in the Grey Transportation Zone and from the Hopewell and West Mecklenburg high school attendance areas in the Violet Transportation Zone.
4. Effect on Students at Morehead STEM Academy living in the West Mecklenburg, West

Charlotte, and Harding University high school attendance areas in the Grey Transportation Zone and from the Hopewell and West Mecklenburg high school attendance areas in the Violet Transportation Zone:

- a. Students living in the transportation Zones described above who are attending Morehead STEM Academy during the 2013-2014 school year may remain at Morehead through the terminal grade level. Transportation will be provided through the 2015-2016 school year.
- b. Typical sibling guarantees apply, as provided in Exhibit JCA-E.

Rhonda Lennon moved that the Board approve the Superintendent's proposal, effective with the 2014-2015 school year, to:

- 1. Establish a partial school Magnet program at Coulwood Middle School with a STEM (Science, Technology, Engineering, and Math) theme.**

The motion was seconded by Dr. Waddell, and a Board discussion followed.

- Ms. Lennon said she is excited about this recommendation because the Coulwood area has needed this for some time. This recommendation will help bolster the enrollment at Coulwood which has declined not because of CMS but as a result of the charter schools in the area. Ms. Lennon believes it is important that CMS offers alternative programs for the people in the area and this recommendation is an exciting opportunity for the rich history of the Coulwood community.

Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

13. • Boundary Change for Elon Park Elementary and Hawk Ridge Elementary

- Additional Budget Needs for 2014-2015: None.
- Recommended Changes: Boundary change to align with the street network opposed to dividing a subdivision. Recommend the Elon Park Elementary boundary to change to include the remaining five houses of the Ballanmoore subdivision which will impact approximately seven students.

Details of the Proposed Changes:

1. Projected Effective Date: Beginning of the 2014-2015 school year.
2. Other Affected Schools: The Hawk Ridge Elementary School attendance area will no longer include the area moving to Elon Park.
3. Default Assignments: The default assignment of students living in the affected area will be Elon Park. Rising 5th grade students currently at Hawk Ridge may remain there, but without transportation being provided by the District.
4. Sibling Guarantee: There is no sibling guarantee to attend Hawk Ridge for younger siblings of 5th grade students who choose to remain there.

Paul Bailey moved that the Board approve the Superintendent's proposal, effective with the 2014-2015 school year, to:

- 1. Change the boundary of Elon Park Elementary School to include the following Mecklenburg County 2013 Tax Parcels in the Ballanmoor subdivision:**
 - Parcel numbers 22937562, 22937563, 22937564, 22937566, which front on

Kristen's Mare Drive;

- **Parcel numbers 22937558, 22937559, 22937560, 22937561, 22937583, which front on Ardrey Woods Court;**
- **Parcel number 22937557, which fronts on Woodland Watch Court; and**
- **Parcel number 22937549, which fronts on Tamarron Drive;**

All of which are currently in the Hawk Ridge Elementary School attendance area.

The motion was seconded by Tim Morgan. Chairperson McCray called for the Board vote on the motion. **The motion passed upon 9-0 voice vote of the Board.**

Mr. Davis requested the opportunity to discuss other boundary options that may include items mentioned by the public speakers earlier in the meeting. Chairperson McCray said this would not be the appropriate time to discuss those matters as Scott McCully is gathering additional data that may be instrumental in those discussions and it would be better to have that information first. Mr. Davis reported this is a pressing matter for our constituents and he would prefer this item be addressed by the Board in the near future.

IV. REPORTS / INFORMATION ITEMS

A. Report on Budget Amendments for October 2013

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

Fiscal Year 2013-14 State Operating Revenue Increased by \$458,336.

Fiscal Year 2013-14 Federal Operating Revenue Increased by \$31,775.

Fiscal Year 2013-14 Other Local Operating Revenue Increased by \$394,410.

Fiscal Year 2013-14 Other Operating Revenue Increased by \$94,324.

Fiscal Year 2013-14 State Operating Expenditures Increased by \$458,336.

Fiscal Year 2013-14 Federal Operating Expenditures Increased by \$31,775.

Fiscal Year 2013-14 Other Local Operating Expenditures Increased by \$394,410.

Fiscal Year 2013-14 Other Operating Expenditures Increased by \$94,324.

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

B. Report on Financial Statements for October 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 Financial Statements for October 2013. Dr. Morrison reported this is the monthly report and as presented.

C. Management Oversight Report on Transportation

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

Chairperson McCray called upon Dr. Morrison to introduce the Management Oversight Report on Transportation. Dr. Morrison said it is exciting to present the Management Oversight Report on Transportation which aligns with the Board's management oversight

responsibilities on the operations of CMS. Dr. Morrison called upon Carol Stamper, Executive Director of Transportation, to present the report. Dr. Morrison recognized Ms. Stamper for being one of the best transportation directors in the country. Ms. Stamper is focused on continuous improvement and transporting students safely on a daily basis. Dr. Morrison thanked Ms. Stamper for her leadership in CMS.

Carol Stamper reported she is pleased to present the Management Oversight Report on Transportation to the Board. This report represents the third Transportation Report to the Board which is presented every three years. The first report on November 27, 2007 included ninety-two slides and with a focus on continuous improvement this report includes fourteen slides. The 2007-2008 Charlotte-Mecklenburg Schools Transportation formal Business Improvement Plan provided the initial foundation for initiatives and strategies that significantly enhanced the efficiency and effectiveness of transportation operations and services in recent years. Continual departmental evaluation based on defined key performance indicators and industry benchmarks assists in developing and implementing current and future initiatives to support the Board of Education's core mission and the CMS *Strategic Plan 2018*. Carol Stamper provided an overview of the Management Oversight Report on Transportation.

- Transportation Operations Overview:
 - Largest North Carolina pupil transportation operation.
 - 14th largest school bus fleet in the nation.
 - 125,400 assigned students.
 - 985 daily operating buses.
 - 24,000 bus stops (morning and afternoon).
 - Estimated 18.7 million miles traveled annually.
 - 5 major bus staging facilities and central office administration at Starmount.
- CMS Transportation Governance:
 - Local Level: Board-approved student assignment policy determines transportation eligibility for assignments, transfers, and reassignments.
 - State Level: Transportation funding and proper use of dollars. Bus specifications and capacities. Scheduling and routing parameters. Purchasing guidelines. Capital replacement. Tort insurance claims and settlements. Commercial driver license requirements and driver training.
 - Federal Level: Numerous governances including National Highway Traffic Safety Administration (NHTSA). Individuals with Disabilities Education Act (IDEA).
 - CMS Transportation Governance 2013-2014 Legislative Changes:
 - Budget Bill – *School Bus Replacement Criteria*:
 - ✓ Changed from 20 years or 200,000 miles to 20 years or 250,000 miles. Initial impact for CMS for 2014 and 2015: 230 buses will have a delayed replacement.
 - House Bill – effective December 1, 2013: *Hasani N. Wesley Students' School Bus Act* (named for one of three students killed by drivers who illegally passed stopped school buses in the 2012-2013). If convicted for passing a stopped school bus in North Carolina: 5 points on drivers license; \$500 fine for passing a stopped school bus; \$1,250 fine if a child is struck; \$2,500 fine if a child is killed; Revocation of drivers license; and potential time in prison.
 - ✓ On March 13, 2013, all North Carolina bus drivers were asked to conduct a

count of vehicles that passed stopped school buses (a bus with its flashing lights on and the bus arm out). CMS bus drivers counted 721 violations in Mecklenburg County and across the State there were 3,316 violations.

- Budget and Funding - 2013-2014 Adopted Budget \$61.6 million:
 - Funding Sources: 8% Local, 92% State.
 - Budget decisions must be weighed with the transportation funding sources and the resulting impact.
 - CMS is trending in a positive direction for its State Budget Rating. In the past several years the Board approved initiatives regarding transportation service levels. The initiatives improved the efficiency of how CMS provides services to children without hindering the level of services to children.
 - In the future we must consider the impact recommendations have on the State funding allotted to CMS. Currently, CMS is trending toward the 90% range which leads to allotted State dollars for CMS.
- Goals and Major Objectives: Align with *Strategic Plan 2018*.
 - Support learning everywhere, all the time (Goal 6):
 - Provide access to schools through transportation services to all eligible students (Goal 6).
 - Utilize technology and data-driven decisions to maximize efficient and effective services (Goal 5).
 - Serve students and their families with safe and timely rides while in our care (Goal 3).
- Measures and Results:
 - Support Learning Everywhere, All the Time – Transportation Services Provided:
 - Traditional and Continuous Learning Calendars (year-round and intercessions).
 - Extended-day programs/instruction.
 - Community-based instruction trips.
 - Career and Technical Education extensions.
 - Athletic Events and Competitions.
 - Field trips/Midday trips/Weekend trips.
 - Provide access through transportation services to all eligible students (percent transportation eligible of total enrollment by zone). Many urban districts do not offer this level of services to its students.

Zone	Percent of Students Transportation Eligible	Total Students	Total Eligible
Violet Zone	96%	27,661	26,561
Blue Zone	96.7%	43,116	41,697
Grey Zone	92.8%	31,669	29,383
Green Zone	94.6%	43,552	41,197

- Utilize technology and data-driven decisions to maximize efficient and effective services:

Technology	Metrics
Routing and scheduling program and optimization applications.	98% of morning buses are on time at schools.
GPS on every bus.	6.2 runs/route. State average is 3.42.
Electronic time and attendance capture on every vehicle.	14 minute average morning ride time. State average is 23 minutes.

Two-way radio communications.	94% fleet in-service. National average is 92%.
Automated fueling system on buses and fuel trucks.	68% ridership of eligible students. National average is 44%.

- CMS Transportation Audit by the Council of the Great City Schools: In a review report submitted to the CMS Superintendent in fall 2013, the following was cited as a finding from the Council of the Great City Schools: *“Overall, transportation services of the Charlotte-Mecklenburg Schools are efficiently operated and include services that exceed state requirements and those of many other major school systems.*
 - Council of the Great City Schools – Managing for Results Report (2011-2012 Survey): *Among the largest urban districts in the country, CMS Transportation services ranks one of the lowest in cost per rider and cost per mile while providing high levels of service to a majority of the student population.”*
- Major Initiatives - Strive for Safety Excellence and Enhanced Customer Service:
 - Promote bus safety through student, family, and community education (Goal 3, Cultivate Partnerships).
 - Acquire and install additional video surveillance camera systems to include stop-arm cameras.
 - Reduce overall number of preventable accidents per million miles (already below national standard but goal is accident free for all buses and children every day).
 - Participate in cross-functional teams/task forces to continually ensure fiscally responsible and quality transportation services to support student learning.
- CMS Transportation enjoys *teaching* and transporting CMS students!
 - Gus the Bus Celebration - Gus turned 30 this year: Ms. Stamper thanked the Board members who attended the Happy Birthday Gus celebration. Laura Jones, bus Safety Teacher and Gus’ Mom, teaches elementary children about bus safety.

Chairperson McCray thanked staff for the report and invited Board members to ask questions and make comments. Board members Waddell, Tate, Bailey, Lennon, Ellis-Stewart, Davis, Morgan, and McCray thanked staff for the report, asked questions, and made comments.

- Dr. Waddell asked what happened to the “how is my driving” bus stickers? Ms. Stamper reported the stickers were eliminated. CMS encourages this type of feedback and people can assess contact information at the CMS Website. Dr. Waddell asked is CMS considering alternative fuels for buses? Ms. Stamper said CMS is exploring alternative fuel solutions that include natural gas and propane. CMS currently has one hybrid electric bus but they are expensive and the technology is being improved. Dr. Waddell asked how many CMS buses have video surveillance? Ms. Stamper said CMS has approximately fifty buses with surveillance systems but that does not include stop arm cameras. We believe the cameras will be effective in helping to save the life of a child and will recommend additional funding for cameras in this year’s budget cycle. Dr. Waddell asked what is the policy regarding the age criteria of a child to exit a bus at home without someone being there to receive them? Ms. Stamper said in Mecklenburg County the only aged child that we require a guardian or an adult to be at the bus stop is a Pre-K child (3 and 4 years old).
- Mr. Tate said CMS has five bus staging stations and he asked do they need to be improved or expanded? Ms. Stamper said they need to be improved and expanded and that would need to be a budget item. Dr. Morrison said CMS has huge needs throughout

the school district and desperately needs improvements to the transportation sites. Improvements in this area would be under proposed capital needs and part of a bond referendum. CMS has limited dollars available in this year's bond referendum and do not have the funding at this time. It is important to provide quality transportation services and we will continue to work with our colleagues on the Board of County commission to seek alternative ways to approach this funding. Mr. Tate said this is important and he urged CMS to address this need sooner than later. Mr. Tate said the Board just approved transportation criteria for Magnet programs and he asked will that impact the State or Local level more? Ms. Stamper said that will depend on the association of the actual expenditures at the end of the year, the number of buses operating, and the number of students being transported. If CMS continues to increase its ridership and maintain operations at an efficient level it will most likely not have a significant impact at the State level. Before CMS can make that determination, it will need to be factored out at the end of the year and compared to the other ninety-nine counties in North Carolina. Mr. Tate said the total number of eligible students in each transportation zone varies and he asked should we consider changing the transportation zones? Ms. Stamper said based upon the low cost per student and per mile, CMS is operating at a minimum transportation cost when compared to other urban districts. Staff has begun discussions to determine if this is the right mix.

- Paul Bailey asked has CMS considered approaching legislature to have a civil penalty incurred by violators who pass stopped school buses? This could be similar to the Red Light Program that was in Charlotte and could be helpful to remind people they may be endangering children. Ms. Stamper said staff could look into this recommendation.
- Ms. Lennon attended the Gus the Bus Celebration and she commended Laura Jones, Bus Safety Teacher, on her good work with children. Ms. Lennon expressed concern that the Grey Transportation Zone spans from Gaston County across I-85 to Cabarrus County which makes it inefficient because it spans in excess of twenty-five miles. She does not believe many students are being transported in the Grey Transportation Zone because they are attending their home schools instead of Magnet options. Ms. Lennon believes it would be logical to pair transportation zones with the six learning communities and she urged CMS to conduct a review of the transportation zones. She encouraged the Board to discuss this issue in January.
- Ms. Ellis-Stewart asked will the change in the replacement criteria for buses impact the CMS transportation costs and schedules. Ms. Stamper said it would be difficult to project that at this time but she did not foresee a significant impact on travel times or a spike in the CMS maintenance curve for the older buses. Ms. Ellis-Stewart asked regarding ridership, what obstacles do you feel exist to prevent CMS from increasing that number? Ms. Stamper said the main issue is family choice but we want to ensure everyone is aware of the transportation services that CMS provides. Ms. Ellis-Stewart reported previously the Board received a bus behavioral incident report and she would like an update on that information. Ms. Stamper reported the Transportation Department does not track bus behavioral issues and that may have come through CMS law enforcement. Ms. Ellis-Stewart said she is against Shuttle Stops and she encouraged CMS to continue to survey parents whose children utilize Shuttle Stops to see if it impacts their ability to remain in the Magnet programs. Ms. Stamper said the department will review that recommendation.
- Mr. Davis thanked Ms. Stamper and her team for doing a terrific job every day. Mr. Davis said we are grateful for the positive comments by the Council of the Great City

Schools regarding our transportation services. The Board had to make painful transportation decisions as mentioned about Shuttle Stops but they were made with the desire to maintain teaching positions. The Board sacrificed transportation to save teacher positions. We must continue to strive for greater efficiencies that have less of an impact on students. Mr. Davis expressed concern that some of the buses transporting students may not be at full capacity and urged CMS to consider the use of smaller buses which may help increase efficiencies and reduce the use of gas. Ms. Stamper reported CMS previously used a variety of sizes of buses but that was discontinued because we now use a bus to serve six different schools. One school may have a stop that picks up seventy-five students while the next school may only pick up fifteen students. CMS would still need the larger capacity bus to serve that one school because it is the more efficient method. A smaller bus would not accommodate large pickups such as apartment complexes. Mr. Davis urged staff to take the efficiencies to the next level with a deeper analysis into the finer details of data to ensure smaller buses would not be beneficial for some routes which may also result in better gas mileage. This is a State issue and the Board should seek assistance in Raleigh to address the issues and costs associated with transportation. Mr. Davis also addressed concerns regarding the unequal transportation zones in terms of the number of students and CMS not providing the same educational opportunities for all students. He urged the Board to review this student assignment issue to determine a solution. Mr. Davis commended staff for making the transportation system more efficient while increasing the use of State money and decreasing the use of local money. Mr. Davis urged the Board and staff to seek a waiver from the State because the most efficient method of transportation would be to transport the students who live closest to the school. In addition, the students in close proximity of the school could walk or ride their bikes in lieu of riding buses. Mr. Davis said this would help make CMS more efficient. We must encourage our legislature to develop ideas that help school districts be more efficient and not tie us to one size fits all. Mr. Davis thanked the CMS bus drivers for their service and being an important to the children of CMS.

- Mr. Morgan said in addition to seeking assistance from the State representatives, we must also address these concerns locally through our relationships with the various town councils in Mecklenburg County. In many areas, there are no sidewalks and we must work with them to ensure we have safe means for our students to walk to school. Mr. Morgan said CMS previously had 1,200 buses and that number was reduced to approximately 900. An advantage of reducing the number of buses below the 1,000 benchmark was the ability to use a 2-hour delay for inclement weather. Ms. Stamper said even with the slight increase in buses, CMS still has the ability to have the 2-hour delay. An issue was the need to refuel buses but the fuel tanks are now larger which lessens the frequency of refueling. Mr. Morgan expressed concern regarding the number of cars that passed the stopped CMS buses which equated to about 75% of the CMS fleet. Mr. Morgan asked if CMS did have the cameras, could that be used as evidence and would that be enough to press charges? Ms. Stamper said at this time our drivers capture as much about the vehicle as possible and it is turned into CMS Law Enforcement. Rowan County has the cameras and it is allowable in the courts. Mr. Morgan said he would support this initiative and urged the members of the Intergovernmental Relationships Committee to pursue the legal ramifications and State laws as well as seeking assistance in the General Assembly to push this forward.
- Chairperson McCray thanked staff for a wonderful report.

D. North Carolina General Assembly 25% Rule (Senate Bill 402)

Correlation to Board of Education Vision, Mission & Core Beliefs: Public education is central to our democracy.

Chairperson McCray called upon Dr. Morrison to introduce the report on North Carolina General Assembly 25% Rule (Senate Bill 402). Dr. Morrison reported this will be the first of many conversations we will have to address this topic. The report is an opportunity to inform the public and provide clarity on one of the most complicated pieces of legislation impacting education approved by the North Carolina General Assembly this year. Over the next several months, staff will be before the Board seeking guidance, direction, and ultimately a recommendation for approval. In addition, CMS is seeking input from our staff and reaching out to other school districts to determine the intent of the legislation that was passed. Dr. Morrison called upon Dr. Teresa Cockerham, Chief Human Resources Officer, and Jonathan Sink, Associate General Counsel, to provide an overview of the legislative action taken by the North Carolina General Assembly, potential criteria to be utilized to identify 25% of certified staff to receive four-year contracts, and next steps in the District decision making process.

Dr. Cockerham reported this will be a brief report because staff is still gathering information. Dr. Cockerham and Mr. Sink provided an overview of Senate Bill 402.

Legislation of the 2013 Budget Bill:

- **Statutory eligibility criteria for four-year contracts under the 25% provision found in the 2013 Budget Bill:** Superintendent shall identify and recommend to the local board twenty-five percent (25%) of those teachers employed by the local board for **at least three consecutive years** to be awarded four-year contracts beginning with the 2014-2015 school year. The superintendent shall not recommend to the local board any teacher for a four-year contract unless that teacher has shown effectiveness as demonstrated by proficiency on the teacher evaluation instrument. The local board of education shall review the superintendent's recommendation and may approve that recommendation or may select other teachers as part of the twenty-five percent (25%) to offer four-year contracts, but **the local board shall not offer any teacher a four-year contract unless that teacher has shown effectiveness as demonstrated by proficiency on the teacher evaluation instrument.**
- **Definition of a teacher found in 115C-325(a)(6):** "Teacher" means a person who holds at least a current, not provisional or expired, Class A license or a regular, not provisional or expired, vocational license issued by the State Board of Education; whose major responsibility is to teach or directly supervises teaching or who is classified by the State Board of Education or is paid either as a classroom teacher or instructional support personnel; and who is employed to fill a full-time, permanent position.
- The law stipulates that recommended teachers and licensed support staff must have worked in the same district for three consecutive years and must have received a rating of proficient or better on their evaluations. September 1, 2013, is the cutoff for the three consecutive years.
- A teacher who accepts a four-year contract voluntarily waives his or her career status. There will be no more career status for teachers after the summer of 2018.
- As an incentive, the State is offering an additional \$500 per year to all teachers and licensed support staff who are offered and sign the four-year contract this school year.

For example, a teacher whose base salary is \$40,000 would earn the following over the four years:

2014-2015	2015-2016	2016-2017	2017-2018
\$40,500	\$41,000	\$41,500	\$42,000

- The CMS Approach:
 - Senior administration from CMS met with officials from nine other LEAs across the state, HR met with the Northwest/Southwest Personnel Administrators of North Carolina and CMS Legal met with legal counsel from various LEAs across the state.
 - Cross functional team including representation from HR, Legal, Communications and Community Superintendents was established to examine the law and develop a plan.
 - Input from STAC and PLAT was gathered through their regularly scheduled meetings.
 - Evaluation data for teachers and licensed support staff is being analyzed for 2011-2012 and 2012-2013.
 - Survey was distributed to impacted teachers and licensed support staff to gather and gauge employee input and fully engage impacted staff. The response window for the survey is Nov. 22, 2013-Dec. 3, 2013. Results will be analyzed prior to winter break.
- What the Data Says:
 - Analyzing 2011-2012 and 2012-2013 data for teachers and licensed support staff revealed how difficult it will be to determine who should receive four-year contracts.
 - Over 90% of teachers have evaluations of all proficient or better (no developing or not demonstrated ratings).
 - Over 45% of teachers have all accomplished or better (no proficient, developing, or not demonstrated ratings).
 - 1,500: Estimated number of four-year contracts CMS can offer.
 - 5,000+: 3+ years consecutive experience and rated as proficient or above.
 - 6,000+: 3+ years consecutive experience.
 - 10,000+: Full time teachers and licensed support staff.
- Criteria Being Considered (criteria will be finalized once results from the survey are reviewed):
 - End of Year or summative evaluation ratings for 2011-2012 and 2012-2013* with an emphasis on the highest performance ratings of Distinguished and Accomplished.
 - Critical-need subject area of teachers/license support staff (defined by vacancy data).
 - National Board Certification.
 - Attendance record (excluding FMLA, worker's comp, military leave, jury duty, religious holidays, approved PD, etc.).
 - * CMS legal representatives and lawyers across multiple districts agreed to advise their school districts NOT to include evaluation data from 2013-2014.
- Next Steps:

Analyze impacted survey results to determine effect on eligibility criteria	December
Bring plan for offering four-year contracts for Board approval	January
Notify all impacted employees	Following Board votes
Bring names of those who will be offered four-year contracts for Board approval	May

Ensure contracts are signed and returned by the required date

June 30, 2014

Dr. Morrison said these are proposed dates and we will continue to get clarification and the dates may shift. Ultimately, we will be back before the Board with a list of names to recommend for teacher contracts.

Chairperson McCray thanked staff for the report and invited Board members to make comments and ask questions. Board members Tate, Waddell, Morgan, McCray, Davis, Ellis-Stewart, and Byers-Bailey asked questions.

- Mr. Tate expressed concern that this is not helping CMS and the time staff has had to put into this report has taken them away from the job they should be doing. Mr. Tate wants to give teachers raises and does believe this will be a net gain. Dr. Morrison said the intent was that tenure is not a good thing because people become complacent and this would help keep employees motivated, be an incentive for performance, and reward excellence. This was passed in July and staff has spent an enormous amount of time on getting clarity. There are many challenges and there will be unintended consequences. On average, one out of four good teachers will fall in the 25% rule and be offered a contract. CMS will need to enforce the laws that exist.
- Dr. Waddell asked are we lobbying to stop this initiative? Dr. Cockerham said, yes, Dr. Morrison has been active in working with the legislators in Raleigh. Dr. Morrison said time is of the essence and there have been outreach efforts but in the end we must follow the law.
- Mr. Morgan said this was billed as a pay-for-performance plan for teachers but there is a minimum threshold to determine a pool of candidates. In addition, school districts can develop other methods to determine who in the pools get paid. Mr. Sink said, yes, in theory North Carolina could have 115 different implementations. Many North Carolina school districts are waiting to see what the Charlotte-Mecklenburg Board of Education will do before they take steps. Mr. Morgan said as a member of the Board of Directors on the North Carolina School Boards Association, some school districts are considering using the State Evaluation tool, length of service, and offering it to those in the first four of five years of service in an effort to boost their salary. Mr. Morgan said in reality for CMS it will only equate to 15% of the total number of teachers who will be eligible. In addition teachers with three years or less experience will not be eligible which is not within common practice of corporations and the business community. Most corporations reward new employees in an effort to keep them on the payroll. Dr. Morrison said we are concerned about employee morale and the impact this will have on teachers. Mr. Morgan addressed concern about the low North Carolina teacher pay scale when compared to the national averages. Based upon this legislation, the top performers would only receive a 2.5% salary increase over a four year period and that would not even equate to a of living increase. The top teacher performers in North Carolina would still be paid below the average of low performing teachers in other states. Mr. Morgan expressed concern that this could result in lawsuits and the local education agencies will be the ones that will be sued.
- Mr. Davis said the current compensation system based upon longevity, stagnant based salaries, and lack of focus on outcomes is not working or helping to retain quality teachers. This conversation is about a painful but necessary shift form a compliance-

driven, longevity based system to one focused on outcomes and performance. This legislation is based on a faulty premise that we only have a limited percentage of our employees that we want to keep long term. CMS does not want to limit the number of employees we chose to have a long term relationship with and we want to make that decision based upon the performance of the employee and reward them with long term employment. The notion of percentage is counter to any aspect of building successful teams or organizations and it is not a viable solution. This will result in being focused on legal challenges whereas we should be focused on talent. We want talent before our students and we must reward, develop, and maintain talent. The State must rethink doing away with career status and focus on how to win talent and what contributes to helping students and teachers.

- Ms. Ellis-Stewart asked has any other state implemented this type of legislation? Dr. Morrison said, no, not to his knowledge but some states have eliminated career status or implemented a pay-for-performance model but no one has done a hybrid model like this. Ms. Ellis-Stewart said this was poorly crafted and will have a negative impact on CMS and retaining teachers. Ms. Ellis-Stewart would like to see the survey data as soon as it is completed and know if it will impact next steps. Dr. Morrison said his goal is to bring the list of names as late as possible and in the meantime he will continue to work with the legislators to consider modifications to the legislation. Staff will keep the Board updated. Ms. Ellis-Stewart urged staff to foresee the impact this may have on local funding for CMS and how it should be messaged to the Board of County Commissioners.

Rhonda Lennon left the meeting at 9:55 p.m.

- Chairperson McCray said CMS has made a conscientious effort to unite the workforce and addressed concerns that this may result in a division of staff because some employees may be eligible while others will not be eligible. Ms. McCray expressed concern that the State did not think through the consequences of this legislation.

VI. REPORT FROM SUPERINTENDENT

Dr. Morrison reported the following:

- Retirement of Employees:
 - Colonel Ray, CMS JROTC Program, will retire January 1, 2014 with twenty-eight years of service.
 - Brenda Steadman, principal at Briarwood Academy, will retire effective March 1, 2014 with thirty-three years of service.
 - Bryon Campbell, principal of Right Choices, will retire effective December 31, 2013 with twenty-six years of service.
- CMS Teacher Turnover Rates: The retention rate of quality teachers in CMS is a focus area in the Strategic Plan. The State Teacher Turnover Rate for CMS is 15.99% for the 2012-2013 school year. While 152 teachers left CMS to go to other North Carolina school districts from March 2012 to March 2013, approximately 300 teachers left other school districts to come to work in CMS. A large percentage of the 15.99%, or 44%, listed the reason for leaving CMS were for reasons beyond control such as retirement, deaths, health, family responsibilities, and family relocations. Staff will present additional information to the Board in a future report.

VII. REPORTS FROM BOARD MEMBERS

- Thelma Byers-Bailey looks forward to be a part of the Board of Education and serving the community. She has begun to attend District 2 community meetings and is receiving a positive response.
- Paul Bailey reported he has enjoyed the meeting and making the transition from the Board in Matthews to the Board of Education. He thanked staff for keeping him informed and making the process of joining the Board easy. Mr. Bailey thanked Dr. Morrison and his staff for making him feel welcomed to CMS and he looks forward to working with everyone.
- Mary McCray thanked LaTarjza Henry and her staff for their assistance is facilitating the Board reception.
- Dr. Joyce Waddell thanked everyone who attended the Board reception. She also thanked those who helped her during her election campaign and the confidence of the community in electing her for four more years. Dr. Waddell pledged to do a great job to ensure students get the best education possible and graduate career and college ready. She plans to visit many schools and attend numerous events throughout the District.
- Ericka Ellis-Stewart thanked the League of Women voters for hosting the *What Happens in Raleigh Matters* forum on December 7th and she thanked Ann Clark, Deputy Superintendent, for being a part of the program. Ms. Ellis-Stewart thanked the staff and children at McKee Road Elementary for inviting her to read to the students.
- Mary McCray enjoyed reading to students at Devonshire Elementary School and talking to them about the 3 Rs (reading, respect, and responsibility). Ms. McCray thanked the Board members for their vote of confidence in reelecting her as Chairperson and Tim Morgan as Vice Chairperson.

Chairperson McCray reported the Board would now go into Closed Session for a short period of time and would return to Open Session following the close of the Closed Session meeting to adjourn the Open Session meeting only.

Chairperson McCray called for a motion for the Board to go into Closed session for the following purpose:

- **To consult with the Board's attorneys concerning matters covered by the attorney-client privilege.**

The motion was made pursuant to Section 143-318.11 (1)(3) of the North Carolina General Statutes. The motion was made by Dr. Waddell and seconded by Mr. Morgan, and the motion passed upon unanimous voice vote of those present. Board member Lennon was absent.

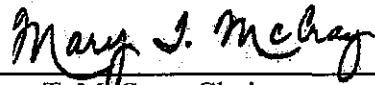
Chairperson McCray recessed the Regular Board meeting at 10:15 p.m.

Chairperson McCray reconvened the December 12, 2013 Regular Board meeting in the Meeting Chamber at 10:42 p.m. Board members present were McCray, Morgan, Byers-Bailey, Waddell, Davis, and Bailey. Board members Ellis-Stewart, Lennon, and Tate were absent. Also present at the request of the Board were Dr. Morrison, Superintendent, George Battle, General Counsel; and Nancy Daughtridge, Clerk to the Board.

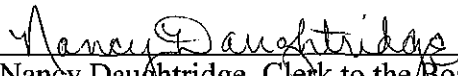
ADJOURNMENT

Upon motion by Tim Morgan that the Board adjourn the meeting, seconded by Dr. Waddell, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 10:43 p.m.



Mary T. McCray, Chairperson



Nancy Daughtridge, Clerk to the Board