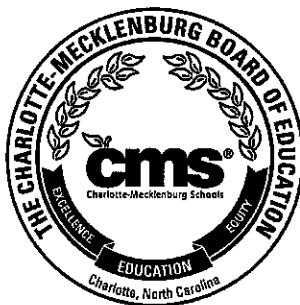


Approved by the Charlotte-
Mecklenburg Board of Education
June 10, 2014
Regular Board Meeting



Charlotte, North Carolina

March 25, 2014

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on March 25, 2014. The meeting began at 5:06 p.m. and was held in Room 267, 2nd Floor, of the Government Center.

Present: Mary T. McCray, Chairperson, Member At-Large;
Timothy S. Morgan, Vice Chairperson, Member At-Large;
Rhonda Lennon, District 1;
Thelma Byers-Bailey, District 2;
Tom Tate, District 4;
Eric C. Davis, District 5; and
Paul Bailey, District 6

Absent: Ericka Ellis-Stewart, Member At-Large, and
Dr. Joyce Davis Waddell, District 3

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

Upon motion by Eric Davis, seconded by Tom Tate, the Board voted unanimously of those present to go into Closed Session for the following purpose:

- 1. To discuss student information that is privileged, confidential and not a public record as set forth in Title 20, Section 1232g of the United States Code and Section 115C-402 of the North Carolina General Statutes;**
- 2. To consult with the Board's attorneys on matters covered by the attorney-client privilege.**

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

The Board held a Closed Session meeting from 5:06 p.m. until 6:00 p.m. in Room 267.

Chairperson McCray reconvened the Regular Board Meeting at 6:09 p.m. in Room 267, 2nd Floor, 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.

I. CALL TO ORDER

Chairperson McCray welcomed everyone to the March 25, 2014 Regular Board meeting which was held in a Work Session format.

A. Adoption of Agenda

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

Upon motion by Ericka Ellis-Stewart that the Board adopt the agenda as presented, seconded by Paul Bailey, and the motion passed upon unanimous voice vote of the Board.

II. CONSENT ITEMS

A. Construction and Real Estate Items:

1. Recommend approval of construction phase of work contract for New E07-08 Highland Creek Relief School.

The construction phase was publicly bid for the New E07-08 Highland Creek Relief School's construction and final pricing was received on March 12, 2014. Staff recommends approval of the construction phase to Clancy & Theys Construction Company. The contract includes site work, parking, building construction, HVAC, plumbing, electrical, cabling for voice, video, data and all other systems required to construct the new thirty-nine classroom elementary. The MWSBE percentage for the project is 30.81%. Fiscal Implications: 2007 Bonds, \$13,567,056.

2. Recommend approval of Security Camera Installations contract for Package 2MK at twenty-nine elementary schools.

The security camera system installations package 2MK was publicly bid on March 11, 2014. Staff recommends the approval of contract to the lowest responsive bidder, Access Control Consultants, Inc. The contract provides camera installations at twenty-nine elementary schools and includes security cameras, associated cabling, electrical power requirements, and associated general construction requirements. The camera systems will be operational August 2014. The elementary schools are Berryhill, Briarwood, Chantilly, Collinswood, Cornelius, Devonshire, Endhaven, Hickory Grove, Old Hickory Grove, Highland Creek, Highland Mill, Highland Renaissance, Irwin, Avenue, J. H. Gunn, Lansdowne, Mallard Creek, Matthews, McAlpine, McKee Road, Merry Oaks, New Bain, Old Bain, Paw Creek, Providence Spring, Reedy Creek, Tuckaseegee, University Meadows, University Park, and Winterfield. The MWSBE percentage for this project is 2.66%. Fiscal Implications: 2007 Bonds, \$1,542,150.

3. Recommend approval of Security Camera Installations contract for Package 2HK at fourteen middle schools.

The Security Camera System installations package 2HK was publicly bid on March 11, 2014. Staff recommends the approval of contract to the lowest responsive bidder, Cochran, Inc. The contract provides camera installations at fourteen elementary schools and includes security cameras, associated cabling, electrical power requirements, and associated general construction requirements. The camera systems will be operational August 2014. The middle schools are Coulwood, Crestdale, Eastway, James Martin, Military & Global Leadership Academy, Northeast, Northridge, Oaklawn Language Academy, Piedmont, Quail Hollow, Randolph, Ranson, Sedgfield, and Southwest. The MWSBE percentage for this project is 100%. Fiscal Implications: 2007 Bonds, \$1,017,855.93.

4. Recommend approval to grant easements and rights of way for the Oakhurst Redevelopment Project and construction of new Bus and Staff Oakhurst Elementary School Parking Lots.

As a result of the proposed realignment of Chippendale Road with Richland Drive/Oakhurst Redevelopment Project by the City of Charlotte, CMS, and the City of Charlotte have negotiated the construction of a new bus and staff parking lots, which includes sidewalks, LED pole lighting, and required landscape planting in exchange for the necessary rights of way and easements. Fiscal Implications: None, construction of new bus and staff parking lots, sidewalks, LED pole lighting and planting at no cost to Charlotte-Mecklenburg Board of Education.

5. Recommend approval to grant easements and rights of way for East Sugar Creek Road and Eastway Drive Intersection and Garinger High School Sidewalk Improvement Project.

The City of Charlotte proposes to realign and improve the intersection of East Sugar Creek Road and Eastway Drive which is adjacent to Garinger High School. The project includes improvements to sidewalks, crossings, and the roadway. The City has approached CMS to grant the necessary easements and rights of way to accomplish the improvements. Fiscal Implications None - Donation of property will benefit student and staff safety.

- B. 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. Board adoption of a resolution for the disposal of surplus school property by way of Online Bid in auction format. The Online auction time span will encompass the March 27 through April 11, 2014 period. GovDeals (www.govdeals.com) an experienced and proven Online government surplus sales service provider will facilitate the process. In addition, recommend approval authorizing the director of storage and distribution to dispose of electronic/AV surplus school property through 'secured disposal' by way of private negotiation and sale - using HVE Inc., a certified recycle vendor. The process will occur during the time period of March 27 through April 11, 2014.

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

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

Chairperson McCray called upon Dr. Joyce Waddell to highlight Consent Item A. 5. Dr.

Waddell reported this is a project initiated by the City of Charlotte to improve the intersection of East Sugar Creek Road and Eastway Drive which is the site where Garinger High School student Brittany Palmer was fatally injured two years ago while crossing the street. The project includes improvements to sidewalks, crossings, and the roadway. The City approached CMS to grant the necessary easements and rights of way to accomplish the improvements. Board approval of this item will donate the easements and right of way and that action will help improve student and staff safety at this intersection.

Rhonda Lennon pulled Consent Item A. 1.

Chairperson McCray called for the Board vote to adopt Consent Items A. 2, 3, 4, and 5 and B. as presented and the motion passed upon unanimous voice vote of the Board.

Rhonda Lennon highlighted that Consent Item A. 1. is approval of the construction phase for Highland Creek Relief School which is one of the last remaining projects in the 2007 Bond Referendum. Ms. Lennon asked staff to provide an update on the 2007 Bond funding and status of the proposed boundaries for the new school. Dr. Morrison called upon Guy Chamberlain, Associate Superintendent of Auxiliary Services, and Scott McCully, Executive Director of Student Planning and Project Management, to provide information. Mr. McCully reported in February 2014, CMS began the process of working with the community to discuss the proposed boundaries as well as discussing it with the principal and school leadership team. Currently, CMS is providing information to the community and allowing them to provide input on boundaries. Information is posted on the CMS Website and staff is holding numerous meetings to discuss boundary ideas and those meetings are open. Staff will continue to meet and gather information and would like to get recommendations before the Board by fall 2014. Mr. Chamberlain reported the pending 2007 Bond project is the Hawthorne project which has increased in scope and should go out to bid soon. Ms. Lennon addressed concerns regarding the overcrowding conditions at Highland Creek Elementary School, the growing population in the area, and the new school opening at over capacity.

Rhonda Lennon moved that the Board adopt Consent Item A. 1., seconded by Tom Tate, and the motion passed upon unanimous voice vote of the Board.

Chairperson McCray expressed sorrow for the passing of a young CMS student who lost his life this week and she asked everyone to join her in a moment of silence.

III. ACTION ITEMS

- A. Recommend approval of criteria and selection process for selection of teacher and licensed support staff to offer four-year contracts per North Carolina General Assembly Twenty-Five Percent Rule

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

Chairperson McCray called upon the Dr. Morrison to present the recommendation on approval of criteria and selection process for selection of teacher and licensed support staff to offer four-year contracts per North Carolina General Assembly Twenty-Five Percent Rule, Senate Bill 402. Dr. Morrison reported this is staff's recommendation to the Board for the enforcement of North Carolina legislation that was passed in July 2013 regarding the

Twenty-Five Percent Rule. At the March 11, 2014 Regular Board meeting, the Board took a positive position of asking our legislators to reconsider aspects of the legislation but the earliest that action can be considered will be when the General Assembly reconvenes mid May. While we will continue to have those conversations and advocate for our teachers, CMS must move forward with the necessary steps to comply with the State statute until notification of an amendment to State statute. Many people and school districts throughout North Carolina have stepped forward to ask the legislators to modify or delay the new law. CMS must go through the process to define criteria because we must enforce the law as mandated by the State. CMS has taken steps to get feedback from our employees and the proposed recommendation incorporates that feedback. Dr. Morrison called upon Dr. Teresa Cockerham, Chief Human Resources Officer, to present the recommendation for the Board's consideration. Dr. Cockerham said the report includes information that was presented to the Board at the February 11, 2014 Regular Board meeting which included feedback from an employee survey and criteria to be considered. Dr. Cockerham provided an overview of the Twenty-Five Percent Rule and the proposed criteria for the Board's consideration.

- The Twenty-Five Percent Statute: **SECTION 9.6(g):** Beginning September 1, 2013, to June 30, 2014, all superintendents shall review the performance and evaluations of all teachers who have been employed by the local board for at least three consecutive years. Based on those reviews, the superintendent shall identify and recommend to the local board twenty-five percent 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 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. **Contract offers shall be made and accepted no later than June 30, 2014.** A teacher shall cease to be employed pursuant to G.S. 115C-325 and voluntarily relinquishes career status or any claim of career status by acceptance of a four-year contract as provided in this section.
- Legislation Guidelines:
 - 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. Career status for teachers will end 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.
- Action Taken By CMS:
 - Initiated meetings with the superintendent and legislators to advocate for teachers/licensed support staff and voice concerns of district employees.
 - Formed a cross-functional team of CMS staff from human resources, learning community administration, legal, and communications departments.

- Sought feedback from Principal Leadership Advisory Team (PLAT) and Superintendent's Teacher Advisory Council (STAC).
 - Conducted a survey to gain feedback from teachers and licensed support staff.
 - Participated in meetings to share information with other districts in North Carolina.
 - Identified eligible population (about 6,000 teachers/licensed support staff with 3+ consecutive years at CMS with proficient or above evaluations in 2011-2012 and 2012-2013).
 - Analyzed different options to set the criteria for offering the four-year contracts.
 - Board adopted a Twenty-Five Percent Rule Resolution at March 11, 2014, Board of Education meeting to be presented to legislators.
- Strategies/Criteria Considered:

Strategy/Criteria	Outcome
Offer four-year contracts to 25% of teachers/licensed support staff across the district	Recommend
Offer four-year contracts to 25% of teachers/licensed support staff for each school	Concerns: complexity, accuracy, time restraints, and inconsistencies
Offer four-year contracts using a hybrid approach (district and school)	Concerns: complexity, accuracy, time restraints, and inconsistencies
Ask principals to identify their top 25% teachers/licensed support staff	Eliminated: may further erode morale
Ask teachers/licensed support staff if they would accept the contract	Eliminated: teachers/licensed support staff may change their minds
Summative Evaluations –Standards I & IV for teachers; overall score for licensed support staff	Recommend
Hard-to-fill areas (critical-need positions)	Recommend
Multiple licensure	Recommend
Advanced degrees	Recommend
National Board certification	Recommend
Attendance	Eliminated: inconsistent criteria data
Extra assignments/leadership	Eliminated: included in evaluations
Years of service	Eliminated: focus on performance
Student growth/achievement	Eliminated: data not available for all teachers/licensed support staff

- Criteria Recommended:

Teachers	Licensed Support Staff
Evaluations: 2011-2012 and 2012-2013 <ul style="list-style-type: none"> • Distinguished • Accomplished/Distinguished • Accomplished • Distinguished/Proficient • Accomplished/Proficient 	Evaluations: 2011-2012 and 2012-2013 <ul style="list-style-type: none"> • Superior/Outstanding • Well Above Standard/Outstanding • Well Above Standard • Above, Well Above
Hard-to-fill areas	Hard-to-fill areas
Multiple licensure areas	Multiple licensure areas
Advanced Degree	Advanced Degree
National Board Certification	National Board Certification
Strategy: Four-year contracts will be awarded across the district. Hard-to-fill areas: Montessori, Math, Science, EC, ESL, all Foreign Languages and Immersion, and Speech Therapy.	

Multiple Licensure Areas: Content areas were counted, administrative and license support areas were excluded.
 Licensed Support Staff Positions: Media specialist/coordinator, counselor, school psychologist, speech therapist, facilitator, instructional coach and dean of students, etc.

Jan Richardson, Executive Director of Talent Management, provided an overview of how point values will be assigned based upon the criteria recommended.

Teacher	Points	Licensed Support Staff	Points
Distinguished	25	National Board certification	25
Accomplished/Distinguished	20	National Board certification	20
Accomplished	15	Well Above Standard	15
Distinguished/Proficient	5	Above, Well Above and Superior/Outstanding	12
Accomplished/Proficient	3	Hard to Fill	15
Hard to Fill	15	Multiple licensure areas	2
Multiple licensure areas	2	Advanced degree	2
Advanced Degree	2	National Board certification	2
National Board certification	2		

Dr. Cockerham provided an overview of the Selection Process and Next Steps.

- Selection Process:
 1. Determine pool of eligible teachers and licenses support staff with 3+ years and proficient/at standard or higher ratings.
 2. Exclude teachers and licenses support staff with Performance Counseling Letter(s).
 3. Assign points for 2011-2012 and 2012-2013 summary/end-of-year evaluation and hard to fill positions.
 4. Assign points for multiple licensure areas, Advanced Degrees, and National Board Certification.
 5. Assign points at element level for teacher summary report if necessary for final numeric tie breaker (Standards I and IV for 2011-2012 and 2012-2013).
- Next Steps: Staff will present names to the Board by May 27th.

Board of Education votes on the recommended criteria	March 25, 2014
Communicate criteria to principals and teachers	March 25, 2014
North Carolina Legislative Short Session begins	May 14, 2014
Board of Education approves list of teachers/licensed support staff for contracts	May 27, 2014
Contracts available to teachers/licensed support staff to sign	May 30, 2014
Deadline for teachers/licenses support staff to sign contracts	June 30, 2014

Dr. Cockerham reported we want to ensure transparency of the process to the Board, staff, and the Community. We also want to ensure employee information/records are as accurate as possible and a process will be in place on the CMS Website in order for staff to access their employee record to ensure their information is accurate.

Dr. Morrison said the statute states he must present a list of names to the Board and the Board may choose to accept the list of names or substitute the list of names. Staff worked hard to establish a process for the mandated legislation which included input from staff. The

proposed recommendation went out to staff late this afternoon. If this recommendation is approved by the Board, it will be the process CMS will follow if we are not successful in getting modifications or a delay in the new law. Dr. Morrison said he will present the list of names to the Board at the last minute in hopes that some changes may be made during the Legislative Short Session that begins mid May. Affirmation of this action item will establish the process to be used by CMS should there be no changes to the legislation.

Chairperson McCray thanked staff for the report and opened the floor to Board member comments.

Board members Waddell, Tate, Lennon, Ellis-Stewart, Morgan, Davis, and McCray asked questions regarding the positions listed as licensed support staff; does the process include an appeal process; will CMS join the lawsuit against the State; and will the names presented to the Board be made public. Dr. Morrison and staff provided information noting it is important that employees ensure CMS has the most current and accurate information regarding their credentials, licensure, certifications, etcetera before the list of names go before the Board; regardless of pending lawsuits, each North Carolina school district will have to be prepared to follow the law in case the law does not change; the implementation of the process could result in low teacher morale because on average one teacher in four will be offered a contract; the names presented to the Board for contracts may need to be made public because it will be done at a public meeting but CMS will strive to ensure confidentiality of those who accept or decline contracts (information may be listed as a percentage of). Staff will review the personnel law and CMS will follow the law and public information requests.

Dr. Morrison said with the proposed 2014-2015 CMS Budget that he will present to the Board on April 8th, he wants to send a strong message about how we feel about our teachers and hard-working employees. The proposed budget recommendation will include items to motivate employees, support systems to ensure CMS is a great place to work, and increased compensation. Dr. Morrison said our State is at a critical time where teacher compensation is now a State issue rather than a Wake, CMS, or other school district issue. Dr. Morrison said no organization can be better than its workforce and he believes there is a better way to achieve the same results.

Board member comments included the following:

- Dr. Joyce Waddell is happy the information has been shared with employees and that the criteria includes licensure and hard to fill positions because this is an opportunity to support our teachers. Dr. Waddell said in the past CMS joined other school districts in their initiatives and she believes CMS should consider joining Guilford and Wake in the lawsuit against the State. Dr. Morrison said we will continue to advocate for our teachers and we are hoping the legislators will modify or delay the legislation.
- Tom Tate reported he would support the recommendation. He is happy the Board adopted the Twenty-Five Percent Rule Resolution at the March 11th Board meeting stating we are opposed to this legislation. This recommendation is a reasonable approach to meet the requirements of the new law.
- Rhonda Lennon said she made the decision to abstain from this recommendation because she does not support the Twenty-Five Percent Rule. The legislators had noble intentions

but the legislation will not be beneficial to any organization particularly the business of education. She realizes she must support teachers and the Board must provide them direction so she will support this recommendation. Ms. Lennon commended staff for the recommendation because it makes the best of something that is not good. She has talked to many teachers with ten plus years of experience and they believe they will not accept the contract. Dr. Morrison addressed concerns that across North Carolina there will be 110 different versions of criteria and it will be challenging to say how we recognize great teachers in Mecklenburg County compared to Wake, Guilford, or Cleveland counties. No organization would follow or support legislation that only recognizes twenty-five percent of their employees. Dr. Morrison hopes the legislators will support a delay to allow time to develop a more feasible approach that will be respectful to our teachers.

- Ericka Ellis-Stewart said she has spoken with many students and they are concerned that their teachers are not currently compensated well, based upon the new law they will not be compensated fairly, and some of their best teachers may not get a contract or return next year. It is a shame our students must worry whether they will have a quality teacher next year. Ms. Ellis-Stewart advocated for the importance of teachers and ‘paying the ones who path the way.’ If we pay our teachers fairly and pay them well they will path the way for what we are all here to do... instruct students with excellence. Ms. Ellis-Stewart will support this recommendation because CMS as a district must operate within the bounds of the law and this is the law as mandated by North Carolina. She believes this law will negatively impact public education and public education in Charlotte Mecklenburg for years to come. She hopes legislators will analysis this further and halt it because there is a better way to do this. Ms. Ellis-Stewart urged staff to develop a plan should this result in a high rate of vacancies and teachers who do not want to teach.
- Tim Morgan thanked Dr. Morrison and staff for developing the professional recommendation which took a tremendous amount of time and incorporated feedback from employees. Mr. Morgan believes the Resolution adopted by the Board at the March 11th meeting offered a better way than pursuing a lawsuit against a main CMS funder. We have asked the Legislature to give CMS a one year delay to allow CMS to work with our teachers to develop a plan that is better than what is on the table. The Board and CMS staff will continue to work with the legislators to convince them to make changes to the new law.
- Eric Davis asked staff to provide a list of the etcetera positions referenced on Slide 8 and is the list of hard to fill positions all inclusive? Dr. Morrison said there are many areas involving hard to staff positions and he believes it could also include an exceptional elementary teacher and third grade teachers especially when coupled with the burden of the *Read to Achieve*. Mr. Davis hopes the Legislature will support the Board in the recently adopted Twenty-Five Percent Rule Resolution. Dr. Morrison reported there is some support from legislators about legitimate issues that have been brought forward but moving from 25% to 40% is not a good fix. We must applaud the Board’s adoption of the Resolution because we want to make it work while honoring our teachers and upholding the spirit of the intent of the Legislature. There are different ideas and we are hopeful we can persuade the legislators to honor a one year delay. Mr. Davis explained that the Board has offered the legislators a no lose proposition because it may result in developing better options. Mr. Davis detests the new law but he will approve the recommendation because it is the Board’s obligation to do so.
- Chairperson McCray thanked Dr. Morrison and staff for listening to her concerns about elementary school teachers. She advocated for elementary teachers because they are the

instigators of education and success for all children. Chairperson McCray has angst about the new law because when you limit the number of people in a district you are setting yourself up for failure and it has the potential of pulling teachers against each other. We have just built a collegiality among our teachers and this will weaken that team spirit. She believes there is a better method because this new law is divisive. She hopes the Board has an opportunity to develop something better. She will support this recommendation because the Board is legally bound to follow the law but morally she does not support it.

Chairperson McCray called for a motion to approve the recommendation.

Eric Davis moved that the Board approve the criteria and selection process for selection of Teacher and Licensed Support Staff to offer four-year contracts per North Carolina General Assembly Twenty-Five Percent Rule (Senate Bill 402) as presented, seconded by Rhonda Lennon, and the motion passed upon unanimous vote of the Board.

B. Recommend approval of the Charlotte-Mecklenburg Board of Education 2014 State and Local Legislative Agenda

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

Chairperson McCray called upon Tim Morgan, Chairperson of the Intergovernmental Relationships Committee, to present the recommendation on Charlotte-Mecklenburg Board of Education 2014 State and Local Legislative Agenda. This item is coming from a Board standing committee and does not require a second.

Tim Morgan moved that the Board adopt the Charlotte-Mecklenburg Board of Education 2014 Short Session Legislative Agenda as presented. The motion did not require a second because it was presented through the Intergovernmental Relationships Committee.

Mr. Morgan reported the Intergovernmental Relationships Committee is now almost a committee of the whole Board. A lot of work has gone into the proposed Legislative Agenda and it is item specific to the Short Session and Raleigh. Tim Morgan commended Jonathan Sink, Associate General Counsel and liaison to the Intergovernmental Relationships Committee, for his assistance in constructing the 2014 Legislative Agenda. Jonathan Sink presented the proposed 2014 Board of Education Legislative Agenda noting that a priority of the agenda is to increase teacher pay to be competitive to the national average of \$56,383 compared to \$45,947 in North Carolina which is ranked 46th in the nation.

**THE CHARLOTTE-MECKLENBURG BOARD OF EDUCATION
2014 SHORT SESSION LEGISLATIVE AGENDA**

The Charlotte-Mecklenburg Board of Education (the "Board") hereby adopts as its priorities and requests that the North Carolina General Assembly take action on the items listed below. The Board emphasizes that these priorities are specific to Charlotte-Mecklenburg Schools. As such, the Board does not speak on behalf of other school districts, but does encourage other districts and their governing boards to join with this Board for the purpose of

collaborating and advocating for shared priorities:

State Items

- 1. Raise teacher pay and make North Carolina nationally competitive.**
 - Make North Carolina the leading Southeastern state for starting teacher pay.
 - Commit to moving North Carolina to the national average within four years.
 - Honor the commitment that North Carolina made with current advanced degree candidates in their field of teaching.
 - Provide pay supplements to teachers who, in the future, earn advanced degrees in their field of teaching.
- 2. Provide funding for three new early and middle college programs.**
 - Help expand early and middle college opportunities for students within Charlotte-Mecklenburg Schools by funding Charlotte STEM (Science, Technology, Engineering, and Math) Early College, Middle College at Harper, and Middle College at Levine.
- 3. Delay the Twenty-Five Percent provision of the Appropriations Act of 2013 for all LEAs.**
 - Grant districts the authority to develop and adopt short- and long-term relationships with their teachers that do not exceed four years, but which include and are not limited to performance evaluations, teacher compensation, career development, and career progression.
 - Reserve the funds appropriated alongside the Twenty-Five Percent provision for future implementation of these plans by local school districts.
- 4. Empower local boards of education with the authority to provide their districts with essential flexibilities.**
 - Expand the 5-10 day end-of-course testing window by 5 days to avoid federal and state compliance issues for school districts across the state.
 - Identify flexibilities that ultimately benefit student performance and apply them to traditional public schools, including but not limited to Read to Achieve Summer Reading Camp flexibility and local flexibility over the school calendar.
 - Consolidate overly burdensome State-mandated assessments to maximize instructional time and student learning.

Mr. Morgan highlighted that the focus of the Legislative Agenda is on teacher pay; options for individualized learning opportunities/expanding educational programs; Twenty-Five Percent Rule; and calendar flexibility. The Board adopted the Twenty-Five Percent Rule Resolution at the March 11th Board meeting and that has already been sent to the Legislature and it will be included with the Board's 2014 Legislative Agenda.

Chairperson McCray thanked Messrs. Morgan and Sink for the recommendation and invited Board members to ask questions and make comments. A Board discussion followed.

- Tom Tate reported the draft Legislative Agenda that he originally received did not include the 4th bulletin regarding testing under Item 4. Mr. Morgan said the bullet about assessments was added at the request of the Superintendent. Mr. Tate said he supports the item based on the information presented but he wants to ensure the Board is voting on the final copy. Mr. Sink will send Board members a revised draft Legislative Agenda. Mr. Tate said he would support the recommendation and thanked the Intergovernmental Relationships Committee for their hard work and strong recommendation. Mr. Tate asked that the informative PowerPoint be posted to the CMS Board Agenda Website so it can be shared with the public.

- Eric Davis also requested the information be posted on the CMS Website to ensure it is a part of the record. Mr. Davis expressed concern about comments that the cost of living in North Carolina is not as high as other states with a higher teacher salary. That concept may be irrelevant because there are many North Carolina southern sister states with a similar cost of living but their average teacher salary is much higher than North Carolina.
- Thelma Byers-Bailey commended the Teach to One concept because children get daily feedback on what they have learned. She believes this is a better approach to assess the comprehension of students rather than spending money of mandated State assessments.
- Dr. Joyce Waddell is pleased to be a participant on the Intergovernmental Relationships Committee and discussing pertinent topics. Dr. Waddell said in the past CMS joined other large school districts to address legislative topics because that helped to move agenda items forward in the legislative process. Chairperson McCray said she will be meeting with the large urban chairs and vice chairs of North Carolina school districts next month and they will review each district's legislative agenda in an effort to sync topics together. Mr. Morgan said he is a member of the Board of Directors with the North Carolina School Boards Association and he will provide them a copy of the Charlotte-Mecklenburg Board of Education 2014 Legislative Agenda so they can incorporate it with their legislative agenda for next year. Dr. Waddell believes there is strength in joining other school districts to present one voice. Dr. Waddell reported she was in Raleigh today and they were discussing the same issues being discussed at this meeting.

Chairperson McCray called for the Board vote on the motion to adopt the Charlotte-Mecklenburg Board of Education 2014 Short Session Legislative Agenda as presented, and the motion passed upon unanimous voice vote of the Board.

IV. REPORT/INFORMATION ITEMS

A. Report on Project L.I.F.T. Efforts to Increase Student Achievement in the West Charlotte Corridor Schools

Correlation to Board of Education Vision, Mission, and Core Beliefs: Providing 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 report on Project L.I.F.T. Efforts to Increase Student Achievement in the West Charlotte Corridor Schools. Dr. Morrison reported we are proud of the Project L.I.F.T. initiative and the good work taking place at the schools. Dr. Morrison called upon Denise Watts, Community Superintendent of Project L.I.F.T., to present the report on Project L.I.F.T.

Denise Watts provided an update on the strategies and outcomes employed through the Project L.I.F.T. initiative. The report consisted of a year one summary of qualitative and quantitative information on the first year of implementation and a quantitative analysis on student outcomes. Last year, Project L.I.F.T. contracted a third party evaluator, Research for Action, to conduct the mixed methods study which includes delayed data. The Board has received several progress reports on Project L.I.F.T. and this is a year one report and analysis. Project L.I.F.T. is currently three-fourths of the way through its second year of operation. The report also reviewed successes, challenges, and areas to closely watch for

year two.

- The evaluation focused on two research questions:
 1. How does the Project L.I.F.T. initiative affect change along key outcomes at L.I.F.T. schools (time, talent, technology, and community support)?
 2. How do Project L.I.F.T. students compare to similar CMS students along key academic, attendance, and behavioral measures?
- Qualitative findings were developed from data collected through interviews with L.I.F.T. staff, L.I.F.T. principals, focus groups consisting of new and veteran teachers, program documents, and media scan. Year one consisted of simultaneous planning and doing. Project L.I.F.T consists of nine schools and 7,500 students and there was a lot of work to do. The planning and doing process included identify key goals within each focus area; develop strategies to meet the goals; develop internal strategic partnerships to implement strategies; communicate the value of L.I.F.T. to diverse stakeholders and audiences; and secure buy in from stakeholder.
- Review of four focus areas Talent, Time, Technology, Parent/Community Engagement Goals, Successes, and Challenges.
- What to watch for in year two:
 - Conditions needed to support implementation:
 - Stabilize Leadership: L.I.F.T. learning community staff and L.I.F.T. Schools.
 - Capacity: Skilled, stable staffing; professional development and support; partnership development; and resource development.
 - Communications: Internal and External.
 - Focus Areas:
 - Talent: Rolling out the L.I.F.T. Way. Retention of quality Teachers.
 - Time: Continuous Learning Calendars. Credit recovery.
 - Technology: Transition from access to use. One Laptop Per Child and Discovery Education.
 - Parent/Community Engagement: Clearly defined goals and strategies, alignment with school level activities.
- Year I Quantitative L.I.F.T. Report/Student Outcome Analyses and Comparison of L.I.F.T. Students to Similar CMS Students along Key Measures:
 - Student Enrollment: All schools posted a slight increase.
 - Attendance (average daily): All schools remained relatively stagnant.
 - Behavior - 2011-2012 school year compared to 2012-2013:
 - Out of School Suspensions: Some schools increased while other schools decreased. One student could contribute to multiple suspensions. Bruns went from 238 out of school suspensions to 641 and Ranson went from 835 to 693.
 - Total Students Suspended: Some schools increased while other schools decreased. Ranson went from 364 students being suspended to 300 while Bruns went from 127 students to 259 students.
 - L.I.F.T. Student Academic Achievement Comparison to Demographical Students:
 - Elementary/Middle Math Proficiency – End of Grade Math Assessment: Both the L.I.F.T. group at 24% and the comparison group at 25% fell below the North Carolina (42%) and CMS (46%) proficiency levels. Allenbrook, Ashley Park, Thomasboro, and Statesville Road outperformed the comparison group.
 - Elementary/Middle Reading Proficiency End of Grade Reading Assessment: Both the L.I.F.T. group at 20% and the comparison group at 26% fell below the

North Carolina (44%) and CMS (46%) proficiency levels. Ranson at 26% met the comparison group and all other schools fell below.

- Elementary/Middle Science Proficiency – End of Grade Science Assessment: Both the L.I.F.T. group at 37% and the comparison group at 33% fell below the North Carolina (52%) and CMS (54%) proficiency levels. W. G. Byers, Ranson, Ashley Park, Statesville Road, and Thomasboro outperformed the comparison group.
- End of Course Assessments Math 1, English 2, and Biology: Overall, L.I.F.T. students did not perform as well as the CMS comparison group and were below the North Carolina proficiency level.
- Early Warning Indicators to track if a student is ‘on or off track’ to graduate:
 - Average Daily Attendance (ADA) rate below 80%.
 - Multiple Out of School Suspensions (OSS).
 - Failure to earn all credits attempted.
 - Earning three or fewer credits.
- Promising Signs and Ongoing Challenges:
 - Promising Signs:
 - High Attendance – all L.I.F.T. schools above 90%.
 - West Charlotte High School: Significant gains in ‘on-track’ first time 9th graders. Significant reductions in first time 9th grader early warning indicators. Reductions in Out of School Suspensions.
 - Ongoing Challenges:
 - Academic Proficiency: All L.I.F.T. schools trail CMS proficiency levels in all subjects. Bruns and Druid Hills consistently lowest performing. Proficiency levels on all End of Course assessments at West Charlotte were low.
 - Suspensions: Twenty-six percent of L.I.F.T. students received an Out of School Suspension.
- Year 2 Key Research Questions:
 1. What key implementation strategies are pursued across the four focus areas within L.I.F.T. schools for Year II?
 2. How do L.I.F.T. students compare to a matched set of non-L.I.F.T. students along the measures of academic achievement, attendance, and behavior?
 3. How do the Continuous Learning Calendars at L.I.F.T. schools affect student achievement and behavior, out of school time opportunities for students, teacher approaches to curriculum, and teacher attendance and retention?
 4. How is the L.I.F.T. initiative contributing to change in the culture at L.I.F.T. schools?
- Opportunities for Year III Evaluation – Evaluating Impact of L.I.F.T. Partners: This will help take a stronger look at the L.I.F.T. partners and strategies to determine their effectiveness and what to sustain, what to continue to contribute to, and what to abandon.
 - Tracking MOU Performance: Serving the target population, meeting the goals for number of students served, and meeting MOU goals.
 - Estimating Longitudinal Effects of L.I.F.T. Partner Supports: Dosage Effects and Key Thresholds.
 - Estimating Interaction Effects of Multiple Supports: Controls for variation in student demographics, behavior, and academic achievement.

Dr. Morrison commended Denise Watts on her leadership and contribution to the CMS process for reviewing data, promising practices, and innovative thinking. The human capital

strategy at Project L.I.F.T. is a high focus area and that talent is going to make these results pop.

Chairperson McCray thanked staff for the report and opened the floor to Board member questions and comments.

Board members Byers-Bailey, Waddell, Davis, Ellis-Stewart, Tate, Morgan, and McCray asked questions that included vacancies and turnover; Bruns Academy; credit recovery; status of internet access for all students; Continuous Learning Calendar; and Out of School suspensions. Denise Watts provided clarification noting that some of the vacancies were the result of teachers who departed early because they did not realize the full challenge of working in a L.I.F.T. school; leadership changes have been implemented at Bruns Academy and we anticipate improvements at the school; last year Project L.I.F.T. distributed Laptop computers and gave free internet access for the first year of the initiative to 437 families, we may not be able to sustain that initiative and are looking to local partners to help with a cost savings; through a partnership with Queens University and other partnerships with Ashley Park, Broadband access was distributed to one hundred families at no cost; as we move to years III, IV, and V, we will lessen the dependency on philanthropic dollars and seek investment and support from partners and community members; the Continuous Learning Calendar is under discussion and will be funded for one more year but at this time there is not enough data to ask for funding for a third year; and class instruction is focused on teaching and learning and making learning personalized so that each child feels a part of the classroom which helps lessen out of school suspensions.

Board member comments included the following:

- Thelma Byers-Bailey reported she has been a strong supporter of Project L.I.F.T. from its conception and she hopes funding will be available to allow more schools to participate in the Continuous Learning Calendar. Ms. Watts reported the cost for the four schools to participate in the Continuous Learning Calendar is approximately \$2.2 million and it is about choices and tradeoffs. To bring more schools on the calendar, other strategies may need to be abandoned due to the limited funding.
- Dr. Joyce Waddell has visited several of the Project L.I.F.T. schools and she is pleased with their successes. Dr. Waddell noted all L.I.F.T. schools had an increase in enrollment and she addressed concerns about overcrowding conditions at several schools in CMS. She urged staff to review the use of the closed facilities in CMS to help reduce overcrowding conditions in schools. Dr. Waddell discussed the importance of PTAs and urged the L.I.F.T. schools to establish strong PTAs because parents can be a pillar in helping students to be successful. Ms. Watts said she wants all schools to have a PTSA but at this time not all school have one because there are some prohibiting factors. Dr. Waddell volunteered to help Ms. Watts in this effort because we must get parents involved in the process of education.
- Eric Davis thanked all the CMS Project L.I.F.T. partners for their support of children that include Wells Fargo, Bank of America, Lowes, Duke Energy, Community Investment Network, and the foundations of Levine, Spangler, Belk, Knight, Jimmie Johnson, and Foundation for the Carolinas. Mr. Davis said at a time when many private philanthropists are choosing to create their own charter school or something other than support their local public school system, it is a great testament to CMS that these groups

and many others chose to partner with CMS. Mr. Davis believes it is a positive step forward that the schools are gaining in enrollment. Mr. Davis asked questions regarding the strategy to focus on BELL versus Freedom School and the focus on mental health issues. Ms. Watts said the BELL Program partnership provided a more academic focus using certified teachers opposed to a college student. Project L.I.F.T. has a significant number of mental health issues and that contributes to suspensions. We have a desire to increase the support in those areas and Project L.I.F.T. will have some mental health partners in Year II. In addition, there is evidence that CMS and the County is also moving in that direction. Dr. Morrison reported in April the Board will receive a report on suspensions patterns throughout the District. This will not be a great story but it is a story that must be told. The report will include steps to be taken by CMS with the help of community partners. In addition, the upcoming budget will address issues that must take place and CMS will work with community partners to be proactive and lead to improved performance. Mr. Davis said as a result of CMS budget cuts in past years, student support services were dismantled and CMS is now paying the price for those cuts. Mr. Davis asked how will the Twenty-Five Percent Rule impact Project L.I.F.T.? Ms. Watts said teachers will be hesitant to give up their three year status with a school district and this will lessen our ability to recruit teachers. Mr. Davis expressed concern that the decisions by the legislators may trump the \$55 million investment by the Project L.I.F.T. partners. Mr. Davis is pleased Project L.I.F.T. is posting positive trends but there is still a long way to go.

- Ericka Ellis-Stewart asked what do you need that you do not currently have to make this program successful? Ms. Watts said balancing capacity issues with a team of five people serving some of the most challenging schools in CMS. Ms. Ellis-Stewart there is a desire to change the culture of the school but to do that it is important to also change the culture of the home and that will be a hard lift in order for Project L.I.F.T. to achieve. Ms. Watts said overall this is more of an educational conversation than a L.I.F.T. conversation but our plan includes individual conversations and coaching opportunities with parents to improve this effort. Ms. Ellis-Stewart said some Project L.I.F.T. students will not end up at West Charlotte High School and she urged staff to develop a process to help those students exit the Project L.I.F.T. program. Ms. Watts said this is not a part of the plan at this time and she would like the evaluation to include a longitudinal study to follow those students at another school but that type of study is expensive.
- Tom Tate thanked staff for the report and he urged Project L.I.F.T. to find a way to allow all the schools that want to participate on the Continuous Learning Calendar to do so.
- Tim Morgan said graduation rates are a priority for CMS and he expressed concern that students who graduate in the summer do not count towards graduation rates for school districts in North Carolina. Dr. Morrison said in most states students who graduate in the summer are included in their cohort graduation rate and count towards the graduation rates. The North Carolina calculation for graduation rates is defined by the North Carolina Department of Public Instruction (NCDPI) and CMS staff met with them in an effort to seek the ability to include the students who graduate in the summer. We will continue to push in this effort because it is the right thing to do for the State and school districts in North Carolina. Mr. Morgan said he is pleased the out of school suspensions are down but it is important to provide support to teachers to lessen disruptions in the classroom. Ms. Watts said we are relationship oriented and focus on the core problem or root cause analysis of why the student is acting out followed by resources, intervention and support to address the core problem. We support teachers to ensure the classroom

environment is conducive to teaching and learning. We also want to create alternative environments for out of school suspensions in an effort to keep students in school rather than at home. Mr. Morgan supports keeping students in school during out of school suspensions while supporting teachers.

B. Report/Update on Community Partnerships and Family Engagement Department

Correlation to Board of Education Vision, Mission, and Core Beliefs: Engaging the student's family and the community in the education process enhances learning and academic achievement.

Chairperson McCray called upon Dr. Morrison to introduce the report on Community Partnerships and Family Engagement Department. Dr. Morrison called upon Earnest Winston, Chief of Staff, and LaTazja Henry, Associate Superintendent for Community Partnerships and Family Engagement, to present the report. Dr. Morrison highlighted that last year the Board supported budget recommendations to support the work of this office.

Earnest Winston provided an overview of the creation of the Community Partnerships and Family Engagement Department which was established based upon feedback from the community gathered during the Superintendent's Listening and Learning Tour. The community's feedback included our community has amazing assets and great partners. The Superintendent charged the department to asset map our community and work with our schools, principals, and school based staff to create unique matches. In November, 2012 the department of Community Partnerships and Family Engagement was launched. In October 2013, the *Strategic Plan 2018* was launched. The work of the department supports Goal 3 of *Strategic Plan 2018* which is focused on cultivating partnerships. Mr. Earnest thanked the Board for their support in building this department.

LaTazja Henry reported at this time the department is ninety percent staffed and she called upon the Department members who were attending the meeting to introduce themselves. Ms. Henry provided an overview of the establishment of the department and status of the work. The report provided an update on the Community Partnerships and Family Engagement Department and details on workflow, definitions and partnership categories; update on school assessment, partnership processes, portfolio management; and tools to gather, track, and support partnership development.

- Feedback from four Task Force Committees guided the strategy and infrastructure development of the Community Partnerships and Family Engagement Department:
 - Parent Engagement and Involvement Task Force.
 - Proactive Community and Faith Partnerships Task Force.
 - CMS Foundation Take Force.
 - Higher Education Partnerships Task Force.
- *Strategic Plan 2018* – Goal 3: Cultivating Partnerships which is focused on relationship development.
 - Goal 3: Cultivate partnerships with families, businesses, faith-based groups and community organizations to provide a sustainable system of support and care for each child.
- Impact of Strategy on Structure (how strategy drives structure):
 - Relationship Management:
 - Centralize accountability for relationships.

- Establish support Infrastructure.
- Define Goals:
 - Student success is constant variable.
- Establish Measures:
 - Agreed upon success factors.
- Schools should be supported by community:
 - Families, business, faith partners.
- Infrastructure needed to support relationship development work.
- Students succeed when support is aligned.
- Engagement should begin with early childhood education through high school graduation.
- Infrastructure Design:
 - Focus on Family Engagement:
 - Early Childhood.
 - Focus on college and career readiness.
 - Focus on providing support throughout K-12 CMS experience.
- Organizing the Work: The Department is under the Chief Of Staff and includes the components of Higher Education, Community and Business Partnerships, and Staff and Family Engagement.
- Partnership Work Progress:

July – August 2013	Planning
September – December 2013	Staffing
January – March 2014	Step 1 of Partnership process (needs assessment)
April 2014 – Ongoing	<ul style="list-style-type: none"> • Next Steps in Partnership process • Community Mapping • Technology Support

- Asset Mapping Progress:
 - Portfolio of Schools: The Department works with seventy-two schools (ten high, twenty-two middle, and forty elementary schools).
- Needs Assessments Emerging Themes: Parent engagement; literacy support; mental health, psycho-social support; enhanced educational experience/instructional support; cultural diversity awareness; community partnership skills building; transition services; and technology.
- Community and Business Partnership Coordinators:
 - School and Community Asset Mapping.
 - Needs Assessment.
 - Matching.
 - Cultivating New Partnerships.
 - Spread Vision.
 - Create school partnership and engagement plans.
- CMS Community Partners Portal Tool: The portal provides a global perspective of the partnerships in the schools.
 - School View Portal: Provides information regarding the school’s partners, needs assessment, and categories of needs, and what is being offered.
 - Coordinator View of Potential Partners: Provides information on partners and what they are actually doing.
 - Course Catalog View Portal: Provides information on Parent University Course

Offerings. This will help provide families what they say they need.

- Accomplishments and Next Steps:
 - Faith Summit.
 - Employee Rally.
 - Summer Reading Kick-Off.
 - Partnership Evaluation.
 - Summer Leadership Training.
 - Strategic Volunteer Deployment.
 - Family Leadership Readiness Assessment.

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

- Thelma Byers-Bailey said she applauds this effort and the work the Department is striving to accomplish. Ms. Byers-Bailey hopes CMS can be successful in helping families impact the lives of children from age birth to four years of age. Ms. Henry reported this will be accomplished by working with organizations that currently provide those services, expanding strategies and wrap around services, and working with non-profits. This work will be focused on literacy and leveraged throughout the District.
- Rhonda Lennon asked what are the ten feeder pattern high schools? Ms. Henry reported South Mecklenburg, Harding University, West Mecklenburg, Olympic, Myers Park, East Mecklenburg, North Mecklenburg, Vance, West Charlotte, and Rocky River. Ms. Lennon expressed concern that Mallard Creek High School was not included in the group of schools and she hopes this service can be expanded to more schools. Ms. Henry said the goal is to reach all schools by 2018.
- Dr. Joyce Waddell said a lot of the responsibilities in this department are similar to the responsibilities of a parent advocate but not all schools have that position. Dr. Waddell expressed concern that some schools have many partners while others have only a few and she hopes the Department will work to better leverage volunteers in the schools.
- Ericka Ellis-Stewart is happy about the program with portals and buttons for analytics and reports. Ms. Henry said the portals are still in the building process and should go live in June. The analytics button will serve as tracking tools for families and partners. Ms. Ellis-Stewart hopes as Ms. Henry works with the partners, the plan will include a process to determine the effectiveness and capacity of the partnership and potential of replication.
- Tom Tate thanked staff for the report and he noted he is also excited about the focus on education birth to twelfth grade because that can make a difference in the success of children. This is not just a CMS issue but an issue that should be addressed by the whole community. CMS has some stellar programs and partnerships throughout Charlotte and having a lens to be able evaluate them will really make a difference. Mr. Tate said the department is 90% staff and asked what positions are you missing? Ms. Henry said she is missing one partnership coordinator and one assistant director of higher education partnerships. Mr. Tate commended Dr. Morrison on his vision in seeing the need for this Department and including them in the budget, and he look looks forward to hearing the results of the work.
- Tim Morgan thanked Ms. Henry for assisting him in talking with potential CMS partners. Mr. Morgan commended the Department on their work and the positive impact it will have on the community. Mr. Morgan is happy this process will include all faith-based

partners who want to work with CMS and he urged staff to also build partnerships outside of those feeder high schools because there are many churches who are interested in helping CMS schools. Ms. Henry said we will partner with any group that wants to work with CMS but we will focus on tracking and monitoring the work of the seventy-two schools. This process will establish a framework and provide an infrastructure for tracking and assessing information which can be utilized to determine success factors. This process can then be replicated for other schools.


- Chairperson McCray said CMS has a transformation and rebranding schools initiative and she asked where does this Department fit into that initiative? Ms. Henry said we are a part of that initiative. Transformation, branding, marketing, family engagement, and partnership development does not happen in a vacuum. All of that is a part of an integrated plan in CMS. We are one department within CMS and this is a part of how we all work together for all of our students and families.

ADJOURNMENT

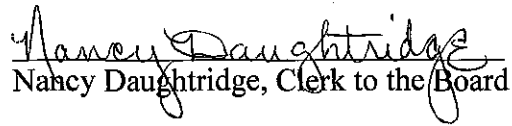
Chairperson McCray called for a motion to adjourn the meeting.

Rhonda Lennon moved that the Board adjourn the Regular Board meeting, seconded by Dr. Joyce Waddell, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 9:23 p.m.



Mary T. McCray, Chairperson



Nancy Daughtride, Clerk to the Board