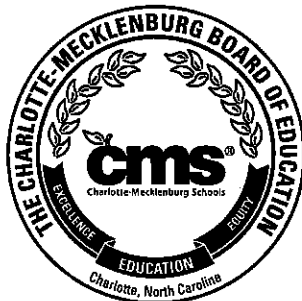


Approved by the Charlotte-  
Mecklenburg Board of Education  
July 22, 2014  
Regular Board Meeting



Charlotte, North Carolina

April 8, 2014

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on April 8, 2014. The meeting began at 5:12 p.m. and was held in CH-14 of the Government Center.

Present: Mary T. McCray, Chairperson, Member At-Large  
Timothy S. Morgan, Vice Chairperson, Member At-Large  
Ericka Ellis-Stewart, Member At-Large  
Rhonda Lennon, District 1  
Thelma Byers-Bailey, District 2  
Dr. Joyce Davis Waddell, District 3  
Tom Tate, District 4  
Eric C. Davis, District 5  
Paul Bailey, District 6

Absent: There were no absences.

Also present at the request of the Board was Dr. Heath Morrison, Superintendent. Timothy S. Morgan served as Clerk to the Board.

**Upon motion by Dr. Joyce Waddell, seconded by Thelma Byers-Bailey, the Board voted unanimously to go into Closed Session for the following purpose:**

- 1. To discuss certain personnel matters, and**
- 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)(3), and (a)(6) of the North Carolina General Statutes.**

The Board held a Closed Session meeting from 5:12 p.m. until 6:04 p.m. in Room CH-14.

Chairperson McCray reconvened the Regular Board Meeting at 6:10 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  
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 April 8, 2014 Regular Board meeting which was held in the Meeting Chamber.

### A. Adoption of Agenda

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

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

### B. Pledge of Allegiance

Chairperson McCray called upon Thelma Byers-Bailey to introduce the student to lead those present and in the viewing audience in the Pledge of Allegiance and to speak to the April character trait of *perseverance*. Ms. Byers-Bailey called upon Akshra Paimagam who is a sixth grade student at Barringer Academic Center in the Horizons Program. Akshra has been a student in CMS since Kindergarten and in elementary school attended McKee Road Elementary. Akshra likes participating in Spelling Bee competitions. In second grade, she finished 2<sup>nd</sup> Place in the McKee Road Spelling Bee where she competed against fifth graders. In fifth grade, she finished 1<sup>st</sup> Place in the Barringer Academic Center School Spelling Bee and finished 3<sup>rd</sup> Place in the Southwest Learning Zone Spelling Bee. This year, Akshra won the Spelling Bee for all of CMS and competed in the State Regional Spelling Bee in February. Akshra also competed in the NCPTA Reflections contest where she won 1<sup>st</sup> Place in the Visual Arts Category for third through fifth grade at school, Regional, and State level competitions. Her entry is now competing at the national level of Reflections. In addition, Akshra is involved in the North Carolina Dance Theatre and working hard to play the violin to audition for the Junior Youth Orchestra. Akshra is an avid reader, writer, and mathematician. Akshra competed in the AMC 8 Math Competition this year where she qualified and competed in the AMC 10 competition in February. Attending the meeting with Akshra were her father, Premnarasu Paimagam; teacher, Lisa Ashworth; and principal, Stephanie Range. Akshra invited everyone to stand and join her in reciting the Pledge of Allegiance. Following the pledge, Akshra explained the importance of perseverance. Perseverance is a consistent determined effort towards a goal, belief, or purpose despite facing difficulties. Perseverance can be achieved by anyone. Stay with a challenge until you overcome it. Persistence is a key to success. Akshra urged everyone to persevere and work

with determination to achieve your goals in life.

Allen Smith, West Learning Community Superintendent, commended Akshra on her academics, Spelling Bee achievements, and being a great representative of the West Learning Community. Mr. Allen said Akshra has done a tremendous job and on behalf of the West Learning Community he presented Akshra with a gift bag for her accomplishments. Akshra thanked Mr. Allen and the West Learning Community for the gifts and well wishes.

## II. REQUESTS FROM THE PUBLIC

Chairperson McCray reported the Public Requests section is an opportunity to hear from the public and he 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. Eleven speakers were signed up to speak before the Board.

Two speakers provided the Board with information regarding the Armed Services Vocational Aptitude Battery (ASVAB) Career Exploration Program and urged the Board to make changes to the current option testing policy that is in place at some of the high schools. The ASVAB Program is a free, user friendly supplement that can be used to assist with preparation for college and career ready students. The goal of the program is to be an additional resource in the development for an effective strategy for life after high school.

- Jerome Beatty.
- Captain Jason Schulz, represented the Army Charlotte Recruiting Company, reported the ASVAB Program is aligned with the CMS *Strategic Plan 2018* and would help CMS achieve the goals of the plan.

Three speakers discussed the proposed 2014-2015 Charlotte-Mecklenburg Schools Budget and urged the Board and community to support the proposed budget recommendation. They highlighted the importance of the themes of the budget (salary increases, more support for social/emotional services, greater literacy and academic support) and addressed concerns about teachers and staff having to continue to do more with less. They urged the Board and community to stand together to do more to support teachers.

- Derrick Anderson urged the Board to stand together to provide the additional needs of students so they can grow up as healthy young men and women.
- Autumn Michael, CMS teacher at Davidson Elementary and parent of CMS students, urged the Board to support teachers and to not devalue our teachers or lessen our students' opportunities to learn.
- Bill Anderson, Executive Director with MeckED and former CMS employee, addressed the hardships the Board faces to provide funding for education and employees because they do not have taxing authority. He is worried about the teaching profession because teachers and principals have a very difficult job and face many challenges. Many teachers are not staying in the profession of teaching for several reasons but the main reason is low salaries. The majority of the community and CMS employees believe raising teacher salaries should be a high priority. The average teacher salary and beginning salaries for teachers in North Carolina is among the lowest in the nation. Mr. Anderson urged the public to advocate for our schools at the State and County levels.

Four speakers discussed the rights of transgender students. CMS should do more to make transgender students should feel more comfortable and safe and the Board should develop a policy to address their concerns regarding safety, bullying, dress code, preferred name/pronouns, respect by staff and students, and use of appropriate bathrooms.

- Contessa Cuellar, senior at Northwest School of the Arts and transgender female, believes the official student record should include preferred name/pronouns, CMS staff should have transgender training, and students should be allowed to use the gender bathroom that makes them feel safe.
- Brett Benningfield, senior in south Charlotte area and transgender woman, addressed concerns about the safety of being openly gay students. The anxiety can cause them to repress their sexuality and other aspects of their identity. Students are forced to use gender spaces that are not designed for them and are disrespected by staff and students who do not refer to them with the proper names or pronouns.
- Christy Verhaager, gender neutral student (not identified as male or female), asked the Board to protect transgender students against bullying, addressed concern about being assigned a gender that no longer applies, and the need for transgender restrooms.
- Dean Hill, transgender student, addressed concerns about the safety for transgender students and does not like forms that require an identity. Many transgender students remain silent because they fear for their safety. Their humanity is at stake.

Tom Strini, Mint Hill resident, discussed concerns regarding school bus safety. Mr. Strini has addressed bus violations of safe driving issues with CMS for over eight years but nothing has been done. He asked the Board to address this issue effectively and immediately. He has witnessed numerous incidents of buses running red lights, speeding, failure to stay in the lane, talking on cell phone, and eating while driving. He reported the issues and was told the drivers would be disciplined or retrained. A better impact would be to have buses randomly followed, have a zero tolerance with termination after the first offense, CMPD should pay closer attention and issue tickets, parents should report violations, and the Board should be notified about the incidents.

Chairperson McCray thanked the public speakers for their comments and called the Requests From The Public closed at 6:50 p.m.

### III. CONSENT ITEMS

#### A. Approval of Minutes:

1. Recommend approval of Closed Session meeting minutes.
  - February 20, 2014
  - February 25, 2014
  - March 11, 2014
  - March 20, 2014
  - March 25, 2014
2. Recommend approval of Open Session Minutes.
  - February 11, 2014 Regular Board Meeting
  - March 18, 2014 Board Budget Work Session

#### B. Recommend approval of Licensed/Non-Licensed Hires, Promotions, and selected position Separations for March 2014.

*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: 2,955. (Licensed Hires: 1,645/Non-Licensed Hires: 1,310).*
- *Total Promotions July 1, 2013 - June 30, 2014: 318. (Licensed Promotions: 155/Non-licensed Promotions: 163).*
- *Total Selected Positions Separations: July 1, 2013 – June 30, 2014: 14.*

C. Construction/Real Estate:

1. Recommend approval of HVAC improvements contract at Collingswood Language Academy.

*The HVAC project for Collingswood Language Academy was bid on March 25, 2014. Staff recommends approval of the contract to The Bowers Group, LLC. The contract will include HVAC, electrical, and roofing work required to provide HVAC improvements to classrooms at this elementary facility. Project scheduled to be completed by August 2014. The MWSBE % for this project is 71.79%. Fiscal Implications: 2007 Bonds - \$489,600.*

2. Recommend approval of Classroom/HVAC improvements contract at Lansdowne Elementary School.

*The classroom/HVAC project for Lansdowne Elementary School was bid on March 27, 2014. Staff recommends approval of the contract to Tyler 2 Construction, Inc. The contract will include HVAC, electrical, and roofing work required to provide classroom/HVAC improvements to classrooms and administration area of this elementary facility. Project scheduled to be completed by August 2014. The MWSBE % for this project is 100%. Fiscal Implications: 2007 Local Bonds, \$475,000.*

3. Recommend approval of HVAC improvements contract at McKee Road Elementary School.

*The HVAC project for McKee Road Elementary School was bid on March 26, 2014. Staff recommends approval of the contract to Godfrey Construction Company, Inc. The contract will include HVAC, electrical, and roofing work required to provide HVAC improvements to the existing classrooms and administration area of this elementary facility. Project scheduled to be completed by August 2014. The MWSBE % for this project is 1.10%. Fiscal Implications: 2007 Bonds, \$345,600.*

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

**Dr. Joyce Waddell moved that the Board adopt Consent Items A. through C., seconded by Paul Bailey, and a discussion followed.**

Thelma Byers-Bailey pulled Consent Item C.

**Chairperson McCray called for the Board vote to adopt Consent Items A. and B., and the motion passed upon unanimous voice vote of the Board.**

The Board discussed Consent Item C.: Ms. Byers-Bailey asked staff to provide clarification regarding the Minority, Women, Small Business Enterprise (MWSBE) participation percentage for the contracts under Consent Item C. Guy Chamberlain, Associate Superintendent of Auxiliary Services, reported the MWSBE percentages as noted above. Ms. Lennon asked what is the CMS determining factor for awarding contracts to vendors and where does CMS rank with the County and City in achieving MWSBE participation goals?

Mr. Chamberlain reported the contract is awarded to the lowest responsive, responsible bidder and CMS exceeds the City and County's goals for MWSBE percentage and dollar value. Dr. Waddell reported that CMS hosts several work sessions throughout the year for vendors to learn how to work with CMS and bid on contracts.

**Thelma Byers-Bailey moved that the Board adopt Consent Item C., seconded by Dr. Joyce Waddell, and the motion passed upon unanimous voice vote of the Board.**

#### **IV. ACTION ITEMS**

A. Recommend approval of Resolution recognizing the 2014 North Carolina Teacher of the Year

*Correlation to Board of Education Vision, Mission and Core Beliefs: Our principals and teachers make the critical difference in student achievement.*

Chairperson McCray called upon Dr. Morrison to present the recommendation of approval of Resolution recognizing the 2014 North Carolina Teacher of the Year. Dr. Morrison highlighted that James Ford is one of the best teachers in CMS, the region, and the State. James Ford of Garinger High School was recently named as the 2014 Burroughs Wellcome Fund North Carolina Teacher of the Year. Mr. Ford is a ninth grade World History teacher who began his career as a teacher in CMS in 2010. As North Carolina Teacher of the Year, Mr. Ford will spend the next school year traveling throughout North Carolina as an ambassador for more than 95,000 teachers in the State. Mr. Ford, one of 9,000 teachers in CMS, is the first CMS teacher to win the prestigious award in more than forty years. Mr. Ford will also serve as an advisor to the State Board of Education for two years and as a board member for the North Carolina Public School Forum for one year. In addition, the North Carolina Department of Public Instruction will sponsor his enrollment and completion of the Education Policy Fellowship Program. Dr. Morrison said we are very proud of James Ford, the 2014 North Carolina Teacher of the Year.

Chairperson McCray called upon Dr. Joyce Waddell to read the James Ford Resolution to be adopted by the Board.

#### **JAMES FORD RESOLUTION**

**WHEREAS**, the Charlotte-Mecklenburg Board of Education recognizes the value of inspired teaching; and

**WHEREAS**, it is the goal of this Board to identify and honor great practitioners in the classroom; and

**WHEREAS**, great teachers are those who change students' lives for the better every day; and

**WHEREAS**, James Ford, a ninth-grade teacher of world history at Garinger High School, has been named the 2014 Burroughs Wellcome Fund North Carolina Teacher of the Year; and

**WHEREAS**, Mr. Ford has said that education is his purpose in life; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Charlotte-Mecklenburg Board of Education acknowledges the great honor of having James Ford as a teacher in our district and congratulates him on his substantial achievement.

This is the 8th day of April, 2014.

---

Mary T. McCray, Chairperson, At-Large  
Charlotte-Mecklenburg Board of Education

---

Timothy S. Morgan, Vice Chairperson  
Charlotte-Mecklenburg Board of Education

---

Heath E. Morrison, Superintendent  
Charlotte-Mecklenburg Schools

Chairperson McCray called for a motion to adopt the resolution.

**Tim Morgan moved that the Board adopt the Resolution recognizing James Ford as the 2014 North Carolina Teacher of the Year as presented, seconded by Ericka Ellis-Stewart, and the motion passed upon unanimous voice vote of the Board.**

The Board and the audience gave James Ford a standing ovation. Chairperson McCray, on behalf of the Board and CMS, commended James Ford for his accomplishments and service to CMS and presented him with a framed Resolution and a plaque highlighting his dedication to the students of CMS. James Ford thanked the Board and CMS for the recognition and noted that he looks forward to representing CMS and the teachers throughout the State in advocating for the importance of education and teachers.

## **V. REPORT/INFORMATION ITEMS**

### **A. Report on Budget Amendments for February 2014**

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

#### **Fiscal Implications**

Fiscal Year 2013-14 State Operating Revenue increased by \$1,850,744

Fiscal Year 2013-14 Federal Operating Revenue increased by \$755,587

Fiscal Year 2013-14 Other Local Operating Revenue increased by \$2,077,283

Fiscal Year 2013-14 State Operating Expenditures increased by \$1,850,744

Fiscal Year 2013-14 Federal Operating Expenditures increased by \$755,587

Fiscal Year 2013-14 Other Local Operating Expenditures increased by \$2,077,283

Chairperson McCray called upon Dr. Morrison to present the report on Budget Amendments for February 2014. Dr. Morrison reported this is the monthly report and as presented.

### **B. Report on Financial Statements for February 28, 2014**

*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 February 28, 2014. Dr. Morrison reported this is the monthly report and as presented.

C. First Reading on proposed amendments to Policy ECE, *Traffic and Parking Procedures*

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

Chairperson McCray called upon Tom Tate, Chairperson of the Policy Committee, to present the First Reading on proposed amendments to Policy ECE, *Traffic and Parking Procedures*. Mr. Tate reported before the Board for First Reading is proposed amendments to Policy ECE. Policy ECE, currently titled, "Traffic and Parking Procedures", was last amended in 1998. The current policy combines two former policies, Policy 1330.1, *Use of Unauthorized Vehicles and Riding and Grazing of Animals*, originally adopted in 1970, and Policy 3545.6, *Use of Privately Owned Motor Vehicles*, originally adopted in 1969. The existing policy includes several obsolete provisions, most notably those regarding grazing and riding animals on school grounds, which are recommended for removal. The most significant amendment is to permit students in the 10<sup>th</sup> grade to apply for parking permits. If this amendment is approved by the Board, the accompanying regulation will be revised by the Superintendent and will require that 11<sup>th</sup> and 12<sup>th</sup> grade students be given priority for these permits. Staff believes that expanding the pool of students eligible to apply for parking permits will benefit schools that do not sell all their permits to juniors and seniors and will give principals flexibility to deal with parent requests in special circumstances. The amendments also include changing the title of the policy to *Motor Vehicles on Campus*, and the addition of several cross references in the footer. The proposed amendments were approved by the Policy Committee on March 13, 2014.

The proposed amendments to Policy ECE will be posted on the CMS Website, the Board will hold a Public Hearing at the Regular Board meetings scheduled for April 22<sup>nd</sup> and May 13<sup>th</sup>, and a Board vote on May 13, 2014.

D. Report on Superintendent's proposed recommendation for 2014-2015 Board of Education Budget

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

Chairperson McCray called upon Dr. Morrison to present the report on Superintendent's proposed recommendation for 2014-2015 Board of Education Budget.

Dr. Morrison provided comments regarding the 2014-2015 Board of Education Budget. Several years ago as the country faced unprecedented budget challenges, education was asked to do more with less. CMS got less but continued to do more which is attributed to the amazing individuals (principals, administrators, teachers and other educators, and support staff) in Charlotte-Mecklenburg Schools. During that time, CMS has faced many challenges. Over the past five years, the CMS overall budget has increased by \$46 million, mostly one-time Federal funding. In that same of time for just one aspect of our budget, the required Federal and State medical insurance costs increased \$61 million and CMS has grown over 13,000 students. CMS and its employees have done more with less. The budget process for the new year is a long journey that begins with the final adoption of the previous year's budget. The CMS budget is process driven and a reflection of our priorities. This budget is our priorities. Dr. Morrison said, "Make no mistake, the cost of ignorance is high and the



cost of a quality education is priceless!” The time is now for us to move forward with a budget recommendation that lifts up our priorities, adheres to our strategic plan, and is focused on education for every child, every day, for a better tomorrow. The CMS budget starts with a commitment to our students, families, and community. CMS has been doing more with less and we are making progress. Advanced Placement and SAT scores have increased, dropout rates have been reduced, and graduation rates increased to 81%. Recently, The Council of the Great City Schools made mention that Charlotte-Mecklenburg Schools is one of the highest performing large urban school district in the country. This is through the talent and dedication of our amazing educators and employees. We are striving to be on a journey of going from good to great. We must advocate for what is needed to move forward. CMS conducted many out-reach efforts to gather input from employees, community, and business leaders. This budget is the community’s recommendation. The budget reflects four critical needs to better prepare our students for a better tomorrow. The four areas align with the *Strategic Plan 2018* and highlight the priority methods to move CMS forward. The four critical areas are better pay for the hardworking educators, greater academic choice and personalization of the learning process, a commitment to literacy, and more school and student support services.

Dr. Morrison reviewed the four critical areas and introduced staff members to provide a voice to the importance of the priority.

1. More competitive pay for employees: There are over 18,000 educators in CMS because every employee (teacher, principal, administrator, bus driver, secretary, cafeteria worker, teacher assistant) contributes to the education of our 145,000 students and are responsible for quality teaching and learning. Unfortunately, 59% of CMS employees are currently earning less than what has been identified as a living wage. North Carolina is 46<sup>th</sup> out of 50 states in national ranking for teacher salaries. We must do better. CMS employees received one raise in the last several years. These numbers must change. The issue of stagnant pay impacts the lives of employees on a daily basis. Many of our hardworking employees are doing incredible things in the classroom to support student learning but must also hold another job in order to support their families. In addition, many of our excellent employees have left CMS to take other jobs for better pay. The issue of pay is very critical to our employees, their families, and this community.
  - The following four speakers (CMS employees) shared their story of how they work hard to contribute to the success of CMS and the challenges they face as a result of stagnant salaries and the need to hold additional jobs to support their families.
    - Peter Huxtable, science teacher at Alexander Graham Middle School.
    - Marjorie Mundy, head custodian, Walter G. Byers School.
    - April Yakuba, social studies teacher, East Mecklenburg High School.
    - Antenor Adam, bus driver.

Dr. Morrison reported we are advocating for all CMS employees and stressing the importance of ensuring each employee receives a raise. Competitive pay in education is a State issue and if it is not resolved now it will become a State crisis. Teachers in North Carolina are paid \$10,000 below the national average and \$7,000 below the regional average. We want to ensure the North Carolina lawmakers in Raleigh puts forth a plan that makes raises for all public education employees a priority and makes wages in school districts competitive with the nation. This will open the door for our Board of County

Commissioners in Mecklenburg County to make CMS wages the highest in North Carolina. Wake County is putting forth a similar request. The proposed County budget is asking for \$26.7 million dollars in salary increases for CMS employees which will provide at least a 3% raise. We will advocate to the State to make this a priority as well. If the State provides the proposed increases as stated in the Governor's budget for beginning teachers and a raise of 2% or higher, we will have some options as we work collaboratively with the Board of County Commissioners. If the State provides some raises, we will ask the Board of County Commissioners to match what the State provides and also ask for an increase to the local supplement. Employee compensation is our highest priority and the time to increase employee compensation is now.

2. Greater Academic Choice and Personalization of the Learning Environment for Students. CMS must provide students personalized experiences that meet their unique learning needs and interests and prepare them for the workforce of tomorrow. Parents want quality options and want CMS to customize the learning environment to ensure every child is a champion of their own learning. Our community said this must be a priority in the CMS budget. Personalizing the learning environment provides more opportunity to tap in the learning potential of every student so they can get a diploma that is truly a path for a better tomorrow.
  - The following speakers (one student and two members of the business community) shared their personal stories about the need for academic choice and workforce readiness.
    - Kathleen Dennis, 10<sup>th</sup> grade student at South Mecklenburg High School, is excited because she will enter the Middle College Program at CPCC in which she will attend year 13 and graduate with a high school diploma and an Associate's degree.
    - Natalie English, parent of a student at Highland Creek Elementary, works with the Charlotte Chamber of Commerce to help make Charlotte a better place. Most companies believe workforce is important and we must focus on programs to build their future workforce. CMS plays an important part in developing the workforce in the Charlotte area. CMS must offer choices to students that include STEM, Magnets, and programs that will expose them to future opportunities such as business, Career and Technical Education, and career pathways.
    - Greg Kilpatrick, partner with McGuire Woods law firm, works with businesses and civic leaders in the community. Mr. Kilpatrick discussed the importance of addressing the skill gap and the need for CMS to providing highly trained, skilled, and competent employees for the future workforce. Some companies need workers with specialized technical training and others need employees to think critically and creatively. Most all employers seek employees who speak clearly and concisely. We want local businesses to prosper and provide good wages for everyone in the community. To accomplish this, CMS must continue to grow and expand educational offerings and workforce training as this will help students develop the skills necessary to excel in those careers and meet the demands of a global economic marketplace.

Dr. Morrison reported this Board chartered CMS on a pathway to ensure a quality education is immersed with workforce development. Next year, CMS will launch iMeck Academy, Hawthorne Academy of Health Sciences, Advanced Manufacturing Entrepreneurship High School, CPCC Middle College Program Expansion, Early College

Program on UNCC campus, Long Creek PreK-6 Montessori, and numerous Science, Technology, Engineering and Math (STEM) schools/programs. This course is being chartered to ensure students are getting an education that is a passport for a better tomorrow. The proposed budget includes a request for \$3.5 million in County funds to operationalize and staff new academic programs and provide additional platforms for personalized learning for every student. This initiative will ensure the focus of CMS is on every child every day for a better tomorrow.

3. More School and Student Support Services. Many of our students come to CMS with tremendous opportunities but also many come with tremendous challenges that can impede learning. An impactful challenge is when a child's social and emotional needs are not being met. We know if a student does not come to school ready to learn then the opportunity of teaching and learning is challenged. Every child can learn and can learn at high levels. Regardless of the social and emotional circumstances of our students, we must be prepared to help students build a foundation in which to learn.
  - Two CMS students shared that they were failing in school and had few options for a bright future but thanks to the CMS support services and Communities in Schools they turned their lives around, have a zest for learning and helping others, and are college bound.
    - Nysha Busby, 12<sup>th</sup> grade student at Phillip O. Berry Academy of Technology.
    - Shaquania Watson, 12<sup>th</sup> grade student at West Charlotte High School.

Dr. Morrison reported the proposed budget includes a \$3.7 million funding request from the County to begin a four-year plan to provide more psychologists, counselors, and social workers for our schools and students. The initiative will also offer additional support for targeted schools.

4. Increased Literacy Supports for Young Readers. We want to make every student a great reader. This will provide students the literacy skills to be a continuous learner. Third grade literacy is a gateway to later success. Children who are not strong readers by third grade are four times more likely to drop out of school. Twenty-six percent of the children who are not proficient readers and live in poverty fail to graduate. We must address the literacy needs of all our students. We want to ensure all students leave third grade with high literacy skills because that will lay the foundation for them to be successful in elementary, middle, high school, and in their future endeavors.
  - Anthony Amos, senior at North Mecklenburg High School, said when he was in elementary school he was often teased because he had a very bad lisp. The speech impediment led him to resist the desire to speak in public and his reading abilities lacked. He participated in speech classes and two teachers really helped him overcome his insecurities, become an avid reader, and excel. Anthony now loves to read, speak in public, and plans to become an aeronautical engineer.

Dr. Morrison reported the proposed budget includes a \$1.2 million County request to continue the focus on literacy. Initially, the \$1.2 million request will augment other identified funds to increase our commitment to our third grade promise. The County request will allow CMS to train every teacher who impacts early literacy. Through other funding, CMS will provision every classroom K-5 with quality enriched literacy materials and enhance summer opportunities for rising first, second, and third grade students who are struggling matriculate to the next grade.

Dr. Morrison said the proposed budget is focused on the four critical needs areas as mentioned and the ambitious initiatives, tactics, and goals of the *Strategic Plan 2018*. We would like to ask for the budget that we truly need but we must present a budget in which there is a realistic opportunity to get funded. Dr. Morrison thanked all the hard working staff of the executive team as well as the community who provided input to the budget. The need for more funding for CMS is real. The proposed CMS budget identifies reallocations and redirections of funds to accomplish many of the initiatives in the Strategic Plan without coming forward to request additional funding from the County. Our fiscal realities include student enrollment continues to grow, day to day operating costs (utilities and taxes, health insurance, and retirement) continue to rise, and CMS has fewer dollars to advance new initiatives. The need for additional funding is real, rising costs, more students, and the need to follow increased charter school provisions.

- Superintendent’s Proposed 2014-2015 Budget:

- 2014-2015 County Appropriation:

<b>2014-2015 County Appropriation</b>	<b>\$\$</b>
2013-2014 Base Budget	\$356.5 million
Sustaining Operations, Growth, and New Space	41.8 million
New Investments for Academic Success	8.3 million
Reductions and Redirections	(4.0 million)
<b>2014-2015 Proposed County Request</b>	<b>\$402.7 million</b>
<b>Increase requested from County</b>	<b>\$46.2 million</b>

- 2014-2015 Operating Budget Request – A Different Perspective:

	Total	Remaining
Total County Ask (over last year)	\$46.2 million	
Charter School Pass-Through (dollars not retained for CMS students)	-\$6.7 million	\$39.5 million
Sustaining operations, Growth, and New Space	-\$8.5 million	\$31.0 million
More competitive pay for employees (pay raises to strengthen retention, morale, and recruitment)	-\$26.7 million	\$4.3 million
Reductions and Redirections	+4.0 million	\$8.3 million
What’s Left (New initiatives to support <i>Strategic Plan 2018</i> )	-8.3 million	0

- One Time Funding Request: At the request of the County Manager, CMS will propose several opportunities for one time funding consideration by the County. Items could include technology (middle school students), general deferred maintenance, environmental upgrades, playground/ADA upgrades and replacements, and roof replacements.

- 2014-2014 Total Proposed Budget (all funding sources):

State Request	\$736,226,741
County Request	402,743,458
Federal/Other Grants	134,269,471
Other and Special Revenue	15,987,891
<b>Total Operating Budget</b>	<b>\$1,289,227,561</b>

- Comparison to Prior Year:

2014-2015 Proposed Operating Budget	\$1,289,277,561
2013-2014 Adopted Budget	\$1,242,707,869
% Change over the prior year	3.7%
Operating Budget only does not include Capital and Enterprise funds	

Dr. Morrison reported the budget was developed with community input and as we move forward we will continue to advocate for community input. CMS will hold numerous meetings to gather additional feedback from the community. As quoted by Marian Wright Edelman, “Education is for improving the lives of others and for leaving your community better than you found it.” Dr. Morrison called upon James Ford, 2014 North Carolina Teacher of the Year, to share remarks about the proposed budget. James Ford talked about his experience of being named educator of the year. He wants to be the voice on behalf of the 95,000 educators throughout North Carolina as they are the workforce that provides the skills and tools for our children to learn. There has been a stunning reversal on the value of the education profession. Teachers are the heartbeat of each city, county, state, and this nation, pumping the life blood of learning into the children of the future. Gifted North Carolina educators are leaving the profession because of the negligence of the State representatives. We must invest in the future and make education the top priority. Education is the bedrock of all other sectors and the foundation of the life love of learning.

Dr. Morrison said public education is one of the most important investments we can make. We must make education in Charlotte-Mecklenburg the iconic profession of our time. This is the community’s budget and there are 145,000 reasons why it should be supported.

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

- Rhonda Lennon said she is fiscally conservative and in the past five years she has never supported a budget until it had additional reductions. She approached this budget cycle with that same mentality but this year she is in full support of the budget. This budget does not meet all the needs but it meets some of the needs. This budget is being conservative and she is supporting it for teachers, staff, and students.
- Dr. Joyce Waddell wants to ensure the proposed budget is asking for at least a 3% raise for every CMS employee. Dr. Morrison said, yes, but at this time we are still awaiting the final budget from the State which proposes increasing salaries for teachers as well as starting salaries for teachers. We hope there will be some type of raise for State employees and we will work with the County to augment the budget to ensure raises for each employee. We will advocate to the State to do as much as possible. Dr. Waddell commended CMS on the increase in graduation rates at 81% and she hopes the initiatives in the budget will increase it even more. Dr. Waddell said the funding in the budget is clear and she supports the recommendation. Our employees are doing more with less and we have heard from the community, teachers, bus drivers, custodians, and all employees that raises are important. Too many teachers and employees must work more than one job to support their families and she hopes things will get better. The Board is focused on the best interest of the CMS employees.
- Eric Davis said he has sat through five budget recommendations and this presentation

was great. He wished the 170 State elected officials and the Board of County Commissioners were here to listen to Dr. Morrison's recommendation and the comments by CMS employees. Now is the time to rally around our public school system. It is also time to push back on those who claim the North Carolina public school system is broken; who claim our teachers are the problem; on those who continue to use CMS as our community punching bag; and those who want to starve our school system. It is also time to push back on those who want to use public dollars for private education, who want to divide us by creating schools that separate our community, and divide our public school system. It is time to push back on those who advocate for a tax cut before they advocate for a pay raise for our teachers. We must rally around our students, teachers, and principals to tell our funders that our teachers are worth our support and our dollars. This message must go to the State and to the Mecklenburg Board of County Commissioners. We want to urge the State and the County to raise teacher pay to a level that is worthy of their profession. We must seek the tools to put back into our system the critical need items that we were forced to cut over the past four years because of budget reductions from the State and County. It is time to rebuild CMS. Mr. Davis said he is a product of CMS and he has reached the level of life because the staff in CMS gave him a great start in life. He is now depending on CMS to give his children in CMS a great start in life. Mr. Davis said he is a taxpayer and he is willing to pay more to rally around our school system. He urged the Board and the community to let their voices be heard in Raleigh and at the Board of County Commissioner's meetings.

- Tom Tate thanked Dr. Morrison for the budget presentation and the CMS employees who spoke on behalf of CMS. Mr. Tate thanked all the CMS employees for what they do because the 145,000 students would not have a chance without them. Mr. Tate will support the budget and he urged the community and the Board of County Commissioners to support the proposed budget. The recommendations in the budget are critical need items. Our employees need a 3% raise this year but also a 3% raise next year and the year after that in an effort to get them at the national average. We must increase teacher pay and send our voices to the State and County. Mr. Tate realizes we must be prudent and we cannot ask for everything because CMS cannot fund its own budget. We must ask others for funding. The \$3.8 million funding request for psychologists and social workers is a four year phase in initiative. It would be great to ask for the full amount of \$14.8 million now because that would be so much more impactful for our students. CMS has many students who need social and emotional support services and the Community In Schools opportunities in order for them to get the best education. It is important to get this message out and highlight the excellent teachers, like James Ford, who are doing a great job and unfortunately having to do much more with less. The proposed budget items are critical and it is important they be funded.
- Ericka Ellis-Stewart thanked Dr. Morrison and staff for developing a budget that must be supported. The items in the budget are imperative for our staff, employees, and our students. This budget is a nonpartisan budget and an opportunity to impart excellence on behalf of education in this community. The community spoke and this budget is what is needed for our future workforce and community. CMS must prepare our students for the future. CMS cannot achieve this without dedicated staff in our schools, in our classrooms, in our cafeterias, driving our buses, and in the administrative offices. It is our job to ensure we 'pay the ones who pave the way for the education of children.' The CMS employees and the community support the budget and that should help secure

support from our Board of County Commissioners. We hope our funding partners on the Board of County Commissioners and in Raleigh hear our voices. This budget is about the future of our children and our State. Ms. Ellis-Stewart urged the community to advocate for the budget at the State and County level. The CMS Board of Education does not have taxing authority and we must rely on funding from the State and County. This year is an election year, please advocate for this budget and if you do not get what you need let your voices be heard in November.

- Tim Morgan said James Ford said it best, “Teaching is the one profession that all other professions are dependent upon.” If we do not have competitive salaries, CMS will not be able to recruit and retain quality staff in the profession of teaching. We as a county, state, and nation will not be successful. We must make the commitment and investment with our teachers and all CMS employees. Mr. Morgan supports the proposed budget and will do whatever he can to gain support for the proposed budget as it is the right direction to move CMS forward.
- Paul Bailey commended James Ford on his impressive speech and he urged him to go before the Board of County Commissioners and the State to advocate for CMS, teachers, and students. Mr. Bailey said he has served on the Board of Education for three months but before that he served eighteen years on a municipality where he had taxing authority. Not having taxing authority does not feel right. Mr. Bailey will not commit to the budget until he has had an opportunity to thoroughly review the documents. Mr. Bailey supports teachers and believes the State needs to have a refocus on education. Mr. Bailey supports CMS, loves education, and believes our students deserve an education so they can achieve the goals they want to reach.
- Thelma Byers-Bailey will support the budget and she could not be more excited about the new initiatives that will support students, the profession of teaching, and the workforce in CMS. Ms. Byers-Bailey believes the proposed budget will move CMS forward, better prepare students for learning, and help close the achievement gap.
- Chairperson Mary McCray said she has advocated for CMS for many years and she expressed concern for many hardships CMS has faced since 2008 as a result of funding reductions from the State and County. This is an opportunity for CMS to do something positive to recreate some of the critical needs areas that were cut. This is the time to support education and it is our civic duty as citizens, educators, and the ones who know public education is the foundation of our democracy. This is not just a Board of Education issue because we do not control our funding. The Board and the Superintendent must work in collaboration with the State and our local Board of County Commissioners to get funding. We need support from our community because the budget involves all 18,000 CMS employees (each bus driver, cafeteria worker, teacher, principal, and support staff) and 145,000 students. Chairperson McCray urged the community to advocate for the budget at the State and local levels because now is the time to focus on education, teachers, and students. CMS employees contribute to the economy. Eighty-three percent of the CMS employees live Mecklenburg County and pay tax dollars to the County’s budget and we all pay taxes to the state of North Carolina. We must let our voices be heard and show this by making our votes count. This budget will help CMS move forward, improve academics, and give each employee at least a 3% raise.

## REPORT FROM SUPERINTENDENT

Dr. Morrison provided an update on the following items:

- PowerSchool: CMS continues to have issues with the new State student information system, PowerSchool, and the problems are not being fixed at the State level. CMS staff is continuing to work the State to resolve the issues but at this time thirty-four of the CMS schools may not be able to transmit report cards this week. CMS will continue to work with the State to ensure we meet our required deadlines.
- Student First Charter School Closing: CMS staff is working with the parents of children who attend Student First Charter Schools, which is closing, to assist those families in enrolling their children in CMS. Staff will assist those families to ensure they have a great transition to CMS.
- Youth Business Connector Website Launched: This is a new Online tool that connects employers and educators and provides real world career experiences for our students. CMS is thankful to the various partnerships that help ensure our students can transfer their learning experiences in the classroom to the workplace through internships and apprenticeships.
- 2014-2015 Budget Communication: The CMS Communications Department is sending the proposed 2014-2015 Budget information out to all CMS staff. In addition, information was sent to the Mecklenburg Board of County Commissioners. Dr. Morrison commended Sheila Shirley, Chief Financial Officer, and her team for their excellent work on developing the budget.

## VII. REPORTS FROM BOARD MEMBERS

- Thelma Byers-Bailey enjoyed attending the awesome presentation of the Olympic Indoor Percussion and Winter Guards Performance at Olympic High School and she commended the group for winning numerous awards. She also enjoyed attending the informative 2014 Annual Conference hosted by the National School Boards Association which was held in New Orleans.
- Dr. Joyce Waddell congratulated James Ford for being named 2014 North Carolina Teacher of the Year, shared information on various programs she attended in CMS, and highlighted information on the 60<sup>th</sup> anniversary of Brown v. Board of Education.

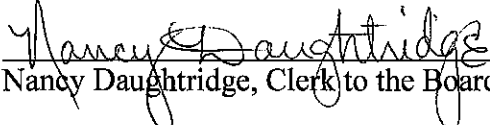
## ADJOURNMENT

Chairperson McCray called for a motion to adjourn the meeting.

**Dr. Joyce Waddell moved that that the Board adjourn the meeting, seconded by Tim Morgan, and by consensus, the Board agreed to adjourn the meeting.**

The Regular School Board Meeting adjourned at 9:01 p.m.

  
\_\_\_\_\_  
Mary I. McCray, Chairperson

  
\_\_\_\_\_  
Nancy Daughtride, Clerk to the Board