

Approved by the Charlotte-
Mecklenburg Board of Education
September 9, 2014
Regular Board Meeting



Charlotte, North Carolina

June 10, 2014

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on June 10, 2014. The meeting began at 4:34 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
Dr. Joyce Davis Waddell, District 3
Tom Tate, District 4
Eric C. Davis, District 5

Absent: Ericka Ellis-Stewart, Member At-Large
Rhonda Lennon, District 1
Thelma Byers-Bailey, District 2
Paul Bailey, District 6

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

Upon motion by Dr. Joyce Waddell, seconded by Tim Morgan, 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 discuss certain personnel matters, and**
- 3. 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), (a)(3), and (a)(6) of the North Carolina General Statutes.

The Board held a Closed Session meeting from 4:34 p.m. until 5:57 p.m. in Room CH-14.

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

Present: Mary T. McCray, Chairperson, Member At-Large
Timothy S. Morgan, Vice Chairperson, Member At-Large

Ericka Ellis-Stewart, Member At-Large
Rhonda Lennon, District 1
Dr. Joyce Davis Waddell, District 3
Tom Tate, District 4
Eric C. Davis, District 5
Paul Bailey, District 6

Absent: Thelma Byers-Bailey, District 2

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 June 10, 2014 Regular Board meeting which was held in the Meeting Chamber. Chairperson McCray reported that Thelma Byers-Bailey would be traveling and would not be present at the meeting.

A. Adoption of Agenda

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

Upon motion by Tim Morgan that the Board adopt the proposed agenda as presented with the following amendment to add Action Item IV.C., Recommend approval of changes to general counsel contract as set forth in the second amended contract and authorize the Board's outside counsel to make any necessary technical corrections, seconded by Tom Tate, and the motion to adopt the agenda as amended passed upon unanimous 8-0 voice vote of the Board. Thelma Byers-Bailey was absent.

B. Pledge of Allegiance

Chairperson McCray called upon Tim Morgan to lead those present and in the viewing audience in the Pledge of Allegiance. Tim Morgan invited everyone to stand and join him in reciting the Pledge of Allegiance.

II. REQUESTS FROM THE PUBLIC

Chairperson McCray reported the Public Requests section is an opportunity to hear from the public and she provided an overview of the protocol for public speakers. Each speaker will have three minutes to address the Board on any topic of their choosing but personal and individual matters should not be addressed in this forum. CMS employees and their families should not be addressed in the comments and the use of profanity or inappropriate language should not be used. The Board reserves the right to cut off any speaker who violates these rules. Eight speakers were signed up to speak before the Board.

Four speakers presented information regarding the Charlotte Mecklenburg Youth Council End of Year Report and provided Board members with a copy of the report. The voices of the youth are important. They are vested in the future of Charlotte and the decisions of policymakers because they are the ones that will have to live with those decisions. Public education issues are linked to other policy issues in the community and the State. This was a

productive year and their goals were accomplished. Information was shared on what the Board can do so they can continue to accomplish their goals. They urged the Board to collaborate with members of the other governmental entities and different organizations throughout Charlotte and the State to form relationships to do what is best for all of Charlotte Mecklenburg to make children and youth the priority.

- Sarah Kerman.
- Deirdre Austin, raising senior at Independence High School.
- Lade Aladeniyi, senior at Cato Middle College High School.
- Clarissa Brooks, senior at North Mecklenburg High School.

The Board recognized members of the Charlotte Mecklenburg Youth Council who were attending the meeting.

Three people addressed concerns regarding bullying in CMS.

- Kendall Price, nine year old former CMS student, urged CMS to install a Bully Box in elementary schools so students can inform staff of bullying issues. She is now in the 4th grade and has been continually bullied since first grade about her sensory processing disorder, dyslexia, and severe anxiety disorder and believes a Bully Box will prevent this from happening to other students/victims. She is no longer a student in CMS and hopes this suggestion will make CMS a better and safer place for students to learn.
- Monica Price, mother of Kendall, urged the Board to change the policies and practices for how CMS handles bullying issues including clear guidance and awareness about the effects of bullying students with disabilities. All CMS staff should be aware of the proper protocol for handling issues of bullying. Bullying prevention and reporting procedures should be easier to locate on all school and CMS websites. These steps may help prevent other students from having to withdraw from CMS due to bullying.
- David Feimster, grandparent of Kendall, addressed concern that other students within CMS are also being bullied. If the Board could stop bullying at the elementary level, it would help stop bullying in middle school and high school. It is sad when a child must leave CMS because of bullying. Mr. Feimster suggested CMS put the words of bullying in every classroom, hold schools responsible for not tolerating bullying, and make it easier for parents to navigate the CMS system.

Brian Green said with the passing of the November 2013 Bonds the Board has an opportunity to create a neighborhood partnership where success can build upon the current successes of the Board. Making Oakhurst Elementary School a partial magnet would enhance the neighborhood partnerships, expand the number of students at the school and cultivate long-term availability, prove that a diverse learning experience can be the most successful way to learn, and relieve pressure on the currently overcrowded schools.

Charles Smith, president of the Charlotte Mecklenburg Association of Educators, addressed concerns regarding the 2014-2015 Budget and that both the County and the State do not want to take ownership for providing salary increases for CMS employees. He thanked the Board for their efforts to advocate with the County to get salary increases for CMS employees but it is now time to do something differently. He urged the Board to ask the County Commission to fund a 5% salary increase to the teacher supplement and give hourly employees a \$500 bonus. It is time for the Board of Education to take the lead in telling General Assembly to stop using teachers as pawns in the war on public education. He asked the Board to support the House Bill that gives teachers a 5% raise without any threat of a loss of career status and

longevity pay. Career status is not a guarantee for a job for life as many people believe but only a guarantee of due process.

Chairperson McCray thanked the public speakers for their comments and called the Requests From The Public closed at 6:28 p.m.

III. CONSENT ITEMS

A. Approval of Minutes:

1. Recommend approval of Closed Session meeting minutes.
 - May 13, 2014.
 - May 15, 2014.
 - May 27, 2014.
2. Recommend approval of Open Session Minutes.
 - March 25, 2014 Regular Board Meeting

B. Recommend approval of Resolution for Interim Appropriations for Fiscal year 2014-2015 as required by North Carolina State Statute §115C-434.

Resolution provides authorization for the Chief Financial Officer to continue paying salaries and the usual ordinary expenses of the school district until adoption of the FY 2014-2015 Budget. Fiscal Implications: Any such interim appropriations made and expended shall be charged to the proper appropriation in the 2014-2015 Budget upon adoption. The exact dollar amount will depend on length of time lapsing before budget adoption.

**RESOLUTION
FOR
INTERIM APPROPRIATIONS FOR FISCAL YEAR 2014-2015**

RESOLVED, that the Chief Financial Officer for the Charlotte-Mecklenburg Board of Education be and hereby is, authorized to continue paying salaries and the usual ordinary expenses of the school district. This authorization is to be effective from July 1, 2014, until adoption of a new budget resolution pursuant to N.C.G.S. §115C-434. Any such interim appropriations which are expended shall be charged to the proper appropriations in the 2014-2015 Budget upon adoption.

C. Construction/Real Estate Items:

1. Recommend approval to renew Cell Tower Lease Agreement with Alltel Communications, LLC d/b/a Verizon Wireless located at Quail Hollow Middle School, on property owned by the Charlotte-Mecklenburg Board of Education in accordance with the specific terms set forth in the Lease Agreement.

Alltel Communications, LLC d/b/a Verizon Wireless desires to renew the cell tower lease agreement on property owned by the Charlotte-Mecklenburg Board of Education, located at Quail Hollow Middle School. The proposed term is three years with two three-year option periods to renew. This tower has been in operation continuously since September 1994. Fiscal Implications: The base monthly rent is \$2,759.40 (\$33,112.80 annually) with an escalation equal to seven percent over the amount payable during the preceding Option Period. For any current or future providers co-located at the site, a co-location rental applies for each in the amount of \$1,981.11 per month (\$23,773.23 annually) with an escalation equal to seven percent over the amount payable during the preceding Option Period. The income for year one of the renewal period shall be \$56,886.03.

2. Recommend approval of contract for all relocation, maintenance repair, and set up of mobile classrooms, mobile restrooms, buildings, sites, and modular classroom

buildings at various school sites.

Contractors for all relocation, maintenance repair, and set up of mobile classrooms, mobile restrooms, buildings, sites and modular classroom buildings at various sites: ABC House Movers LLC; Cassidy Mobile Home Moving; Allen Riggs Construction; L&R Construction; Central Environmental Systems; W.R. Kisiah; Bowers Group LLC; 586 Electric; Fire and Life Safety America; Edwards Electronics; Hartsell Brothers Fence; Priority Underground Locating Services; and Carolina Outdoor Maintenance. The work should be completed by September 2014. Fiscal Implications: Local Funds, \$3,000,000.

D. Human Resources:

1. Recommend approval of Licensed/Non-Licensed Hires, Promotions, and Selected Position Separations for May 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: 3,148. (Licensed Hires: 1,676/Non-Licensed Hires: 1,472).*
- *Total Promotions July 1, 2013 - June 30, 2014: 347. (Licensed Promotions: 158/Non-licensed Promotions: 189).*
- *Total Selected Positions Separations: July 1, 2013 – June 30, 2014: 15.*

2. Recommend approval of the following: Recommendation to Non-Renew the Contracts of Certain Probationary Teachers; Recommendation to Non-Renew the Contract of a Certain Administrator; Recommendation to Renew the Contracts of Certain Probationary Teachers; and Recommendation to Renew the Contracts of Certain Administrators.

Pursuant to North Carolina law, any probationary teacher whose contract is not going to be renewed for the next school year must be given notice of such non-renewal by June 15 of the preceding school year, unless that date is extended in particular situations as provided by the statute. The law directs that the Superintendent make the recommendation for non-renewal to the Board of Education. Pursuant to North Carolina law, the Superintendent makes a recommendation for the renewal of contracts of certain probationary teachers and administrators to the Board of Education for action

3. Recommend approval of administrative personnel appointments.

Appointments:

- *Lynn Rhymer named principal at North Mecklenburg High School. Ms. Rhymer has a Masters of School Administration from Appalachian State University and Bachelor of Science: Secondary Education, Mathematics from Western Carolina University. Ms. Rhymer previously served as principal at Central Cabarrus High School, Cabarrus County Schools, Concord, North Carolina.*
- *Terra Kennedy named principal at Phillip O. Berry Academy of Technology. Ms. Kennedy previously served as assistant principal at Garinger High School.*

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

Ms. Ellis-Stewart moved that the Board adopt Consent Items A. through D., seconded by Paul Bailey, and a Board discussion followed.

Dr. Joyce Waddell pulled Consent Item C.2.

Chairperson McCray called for the Board vote to adopt Consent Items A. through D.,

excluding C.2., and the motion passed upon 8-0 voice vote of the Board. Thelma Byers-Bailey was absent.

The Board discussed Consent Item C.2. Dr. Waddell asked are the relocations of mobiles the result of overcrowding and was the overcrowding created as the result of CMS closing schools? Guy Chamberlain, Associate Superintendent for Auxiliary Services, reported the placement of mobile classrooms at schools is a direct result of overcrowding but the overcrowding at these schools is not related with CMS closing schools three or four years ago. Dr. Waddell asked are the mobile placements at any of the Pre-K-8 schools because many of those schools are overcrowded? Mr. Chamberlain said some of the mobiles will be placed at the Pre-K-8 schools. Dr. Waddell asked for a list of the utilization of the schools for the mobile placements. Mr. Chamberlain said he would ensure the Board gets a copy of that list. Mr. Morgan asked what is the funding source for relocating mobiles? Mr. Chamberlain said mobile relocations are a budgeted operations item. Dr. Morrison noted there is not a provision in the County budget to fund the relocation of mobiles and it is typically covered through end of the year savings such as unfilled positions and items that came in under budget.

Upon motion by Dr. Waddell that the Board adopt Consent Item C. 2, seconded by Ericka Ellis-Stewart, and the motion passed upon 8-0 voice vote of the Board. Thelma Byers-Bailey was absent.

Chairperson McCray called upon Dr. Morrison to present the personnel appointments. Dr. Morrison recognized recently appointed new CMS leaders who were attending the meeting. Nancy Brightwell, named Northeast Learning Community Superintendent over the Vance High School feeder pattern, and Dr. Matt Hayes, named North Learning Community Superintendent. Ms. Brightwell previously served as principal at Mallard Creek High School and Dr. Hayes served as principal at North Mecklenburg High School. Dr. Morrison also recognized Dawn Robinson, named Executive Director North Learning Community. Ms. Robinson previously served as North Learning Community Superintendent and she and Dr. Hayes will make a great team. Dr. Morrison introduced the appointment of new principals, Terra Kennedy and Lynn Rhymer, as noted above and he invited them to stand to be recognized by the Board. Dr. Morrison recognized Kevin Garay, named principal at Mallard Creek High School. Mr. Garay previously served as principal at A. L. Brown High School in Kannapolis, North Carolina. Mr. Garay was appointed principal at the May 13, 2014 Regular Board meeting for a school to be determined. Mr. Garay follows a legacy of great leaders at Mallard Creek High School (Kit Rea, Kelly Gwaltney, and Nancy Brightwell) and we have the confidence that he will continue the excellent work at Mallard Creek High School.

IV. ACTION ITEMS

- A. Recommend approval of citizen appointment to the Central Piedmont Community College Board of Trustees

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

Chairperson McCray reported this item is the Board's citizen appointment to the Central Piedmont Community College Board of Trustees to serve a four year term beginning July 1,

2014 and ending June 30, 2018. This was an open application process and the Board received three applications. Chairperson McCray thanked the applicants for their willingness to serve and she opened the floor to nominations.

Eric Davis nominated Richard T. Williams as the Board of Education's appointment to the Central Piedmont Community College Board of Trustees, and the nomination was seconded by Paul Bailey.

Board members concluded the nominations and Chairperson McCray called the nominations closed and opened the floor to Board discussion.

Eric Davis reported the Board received three outstanding citizen applications for this appointment but one applicant stands out above the rest. Richard Williams also known in the community as 'Stick' was born among humble beginnings in North Carolina and he has spent his life improving the state of our community. He has held numerous positions of increasing civic and business responsibilities and today serves as a Duke Energy executive and co-chair of the CMS public-private partnership Project L.I.F.T. Mr. Williams is a man of integrity, careful listener, thoughtful problem-solver, and he cares about students. Mr. Williams will be an outstanding member of the Board of Trustees, a terrific partner to the Board of Education, and a champion for every student in Charlotte Mecklenburg.

Chairperson McCray called for the Board vote to appoint Richard Williams as the Board of Education's citizen appointment to the Central Piedmont Community College Board of Trustees, and the motion passed upon 8-0 voice vote. Thelma Byers-Bailey was absent.

B. Recommend approval of 2014-2015 Title I Application

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 present the recommendation. Dr. Morrison called upon Dr. Kelly Gwaltney, Chief School Performance Officer, and Dr. Katherine Meads, Executive Director Title I, to present the recommendation on 2014-2014 Title I Application. Dr. Morrison thanked Dr. Gwaltney and Dr. Meads for their excellent work in completing the Title I application process which encompasses soliciting input from principals to ensure CMS is serving the needs of children in the Title I schools, addressing system needs to ensure funds are added and not supplanted, and adherence to policies and regulations.

Dr. Meads provided an overview of the 2014-2015 Title I Application. The intent of services provided in Charlotte-Mecklenburg Schools (CMS) through Title I, Part A, of the *Elementary and Secondary Act* (ESEA) Flexibility Waiver, is to help students meet challenging State content and performance standards by providing intensive, targeted, and customized supplemental instructional services. The services provided through Title I, are designed to help students overcome educational and economic disadvantages, leading to success in the classroom. The intent of Title I in a school-wide program is to provide the school with a lever to implement comprehensive reform.

The 2014-2015 Title I funds will support the following initiatives:

- School-wide program support in sixty-nine CMS Title I schools, one neglected and delinquent school, and five private schools - \$16,155,023.52.
- Pre-Kindergarten Program - \$12.8 million. CMS will expand the Pre-Kindergarten program to add eight classrooms. The schools with additional classrooms are Allenbrook, Whitewater Academy, Briarwood, Lebanon Road, Westerly Hills Academy, and Ashley Park Pre-K-8. This was accomplished by moving savings in other areas to Pre-K.
- Focus and Priority schools under the *Elementary and Secondary Act (ESEA)* Flexibility Waiver - \$3,982,678.
- Parent Involvement - \$389,267.
- Professional Development - \$500,000.

The CMS administration set-aside funds of \$4,671,201 will cover the Title I Department staff and direct costs for the fiscal year. The new CMS initiative to provide additional support to Title I schools via the learning communities will be partly funded by set-aside Title I dollars for the 2014-2015 school year and includes the addition of two learning community superintendents, two executive directors, and two curriculum coordinators. Also included in set-aside funds are three interpreter positions because it is the responsibility of the District to provide interpreting and translation services to parents in order to communicate in a language they understand. These positions supplement local funding that is used to support Title I schools. CMS is required to set-aside one percent of the Title I funding for parent involvement and 95% of the \$389,267 will be allotted to the schools. The remaining five percent will be used to provide professional development and materials for Title I Parent Advocates and Title I contacts from each Title I school. Professional Development set-aside funding will cover the salaries for five professional development specialists in Math and Literacy and they will support Title I schools only. Each year CMS is required by the Department of Education to host a meeting of all private schools to inform them of the Federal program funds that are available to them. CMS must provide documentation that all private schools were included in the meeting. Schools then indicate their interest in Title I funding and CMS follows up with consultative meetings on-site to discuss how Title I funding can meet their needs. Also included is a Homeless set-aside of \$389,267. CMS has 4,691 homeless students and the funds provide McKinney-Vento social workers for the students who do not attend a Title I school and After School Enrichment Programs. Title I support is provided to schools in which seventy-two percent or more of the students are considered economically disadvantaged. Services include support through staffing, instructional materials, technology, professional development, and parent involvement. Title I, Part A is a categorical Federal entitlement grant program that provides supplementary Federal funds to serve schools that have high concentrations of students ages 5-17, identified as economically disadvantaged. CMS is eligible to receive \$38,926,677 in ESA Title I funds for the 2014-2015 school year. Following Board approval of the 2014-2015 Title I Application, staff will submit the application to the Department of Public Instruction (DPI) for approval and release of funds to schools and departments.

Chairperson McCray thanked staff for the report and invited Board members to ask questions and make comments. Board members Lennon, Ellis-Stewart, Waddell, and McCray asked questions and made comments. Dr. Morrison, Dr. Meads, and Dr. Gwaltney provided responses.

- Rhonda Lennon said there is misunderstanding in the community about per pupil spending in Title I schools and non-Title I schools. Title I funding is not optional. Title I schools must meet specified criteria and Title I funds follow the student.
- Eric Davis asked questions regarding how the State allocates Title I funds and what are the most impactful funding initiatives that will better serve CMS students? Dr. Meads reported each school district provides the State the number of students who receive free and reduced lunch based upon a specified date in March and funding is allocated based on those numbers. Dr. Morrison said students will be most impacted by initiatives that provide direct support to the schools. Mr. Davis said he is pleased CMS is adding Pre-K opportunities for students but why is it only eight classrooms and not more? Dr. Gwaltney explained the long-term implications of expanding Pre-K which impacts costs associated with transportation, food nutrition, custodial staff, etc. This initiative strived to expand Pre-K without adding to the local dollars and this was a good first step.
- Ericka Ellis-Stewart asked what is the difference between Focus and Priority schools and are there any CMS schools exiting those categories in the near future? Dr. Meads provided clarification noting schools are Focus schools if they contribute to the State achievement gap and they will remain in that status for three years. The Priority schools are the schools within the lowest five percent of all Title I schools in the State. Dr. Gwaltney provided clarification regarding the State designation; status is dependent on how the school performs in relation to the other Title I schools in the State; CMS progress monitors the achievement data in the schools; and the CMS School Improvement Plans address the areas of need at each school. Dr. Morrison provided comments regarding the new State process for grading schools and the importance of the Pre-K programs to ensure students are prepared to enter Kindergarten on track to succeed. CMS has a duty to ensure all CMS schools are high performing schools.
- Dr. Joyce Waddell asked when a school exits Title I status, what happens with the materials that were purchased with Title I dollars? Dr. Meads said in the past when schools exited Title I, the instructional materials and computers were removed and distributed to Title I schools. Dr. Waddell asked how do private schools participate in Title I funding? Dr. Meads said all private and charter schools are invited to attend a meeting hosted by CMS to apply for Title I funds. Most of those schools choose not to participate because of the documentation and some do not meet the criteria for eligibility. Dr. Morrison said the Title I dollars are limited and the funds are highly prescribed with a huge amount of paperwork. Dr. Meads said the CMS Title I schools do a great job to ensure they adhere to all the Title I requirements.
- Chairperson McCray said although these schools are listed at Title I, Focus, or Priority, that does not hinder them from taking part in the new CMS innovative programs. Dr. Morrison said, no, some of these schools are also Project L.I.F.T. and transformation schools and they are included in the new CMS innovative programs. Ms. McCray expressed concern that a lot of the transition issues for these schools are the result of changes mandated by the State.

Chairperson McCray called for a motion regarding the recommendation.

Upon motion by Tim Morgan that the Board approve the 2014-2015 Title I Application, seconded by Tom Tate, and the motion passed upon 8-0 voice vote of the Board. Thelma Byers-Bailey was absent.

C. Recommend approval of changes to the General Counsel's employment contract

Chairperson McCray reported the Board added to the meeting agenda Action Item C. regarding changes to the contract for the Board's general counsel. Chairperson McCray called upon Tim Morgan to present the recommendation.

Tim Morgan moved that the Board approve changes to General Counsel's employment contract as set forth in the second amended contract and authorize the Board's outside counsel to make any necessary technical corrections, seconded by Eric Davis, and a Board discussion followed.

Mr. Morgan reported there were three changes to the contract that included:

- Retroactive start date of January 1, 2014 and ending June 30, 2018.
- No changes to salary.
- Changes to the benefit package will be aligned with the benefits of the Superintendent. Specifically, Board to purchase medical, dental, and vision coverage for the general counsel and family; reimbursement for the general counsel's contribution to North Carolina Retirement Plan; and ten additional annual leave days that cannot be banked or carried over from year to year.

Chairperson McCray invited Board members to ask questions and make comments.

- Rhonda Lennon reported she will not support the motion. Ms. Lennon fully supports the Board's general counsel and the incredible work he does. In light of the current salary situation in North Carolina with teachers and staff she cannot support any pay raises or increases in salary benefits for any employee at this point.
- Tim Morgan reported he has been blown away by George Battle's accomplishments in CMS. Mr. Battle has excelled in the fiscal management of the Legal Department and the delivery of legal services. His accomplishments include reducing outside counsel fees by 70% since the 2010-2011 school year; reducing the overall Legal Department budget by 20% since that same year; during that time the Legal Department has increased in size but all non-licensed personnel hearings are now handled in-house which has saved the District over \$100,000 per year; all Office of Civil Rights matters are now handled in-house; and an in-house associate general counsel is serving as a lobbyist in Raleigh which is saving the District over \$72,000 per year. The savings, the system changes, and the expertise that Mr. Battle has brought to this Board are invaluable. Mr. Morgan will support the motion.
- Chairperson McCray said having an in-house general counsel is a positive aspect and a cost savings for this Board. Other large urban school boards envy the Charlotte-Mecklenburg Board of Education because they have to contract their legal work out.

Chairperson McCray called for the Board vote on the motion.

The Board voted 7-1 to approve the amendments to the employment contract for George Battle, General Counsel, as presented. Board members McCray, Morgan, Ellis-Stewart, Waddell, Tate, Davis, and Bailey voted in support of the motion. Rhonda Lennon voted against the motion. Thelma Byers-Bailey was absent.

V. REPORT/INFORMATION ITEMS

A. Report on Budget Amendments for April 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 \$1,303,933

Fiscal Year 2013-14 Federal Operating Revenue increased by \$147,341

Fiscal Year 2013-14 Other Local Operating Revenue decreased by \$1,711,729

Fiscal Year 2013-14 State Operating Expenditures increased by \$1,303,933

Fiscal Year 2013-14 Federal Operating Expenditures increased by \$147,341

Fiscal Year 2013-14 Other Local Operating Expenditures decreased by \$1,711,729

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

B. Report on Financial Statements for April 30, 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 April 30, 2014. Dr. Morrison reported this is the monthly report and as presented.

C. Report on Beacon Initiative

Correlation to Board of Education Theory of Action for Change: Ensuring that an effective principal leads every school and an effective teacher instructs each class.

Chairperson McCray called upon Dr. Morrison to introduce the report on Beacon Initiative. Dr. Morrison reported the *Strategic Plan 2018* highlights the importance to not have any CMS schools that are chronically underperforming and not serving all students. There is a need to be proactive rather than reactive. It is important to monitor measurable performance in CMS schools to determine the schools not meeting proficiency and growth. The Office of School Performance under Dr. Kelly Gwaltney has reviewed educational options to ensure all CMS schools are meeting proficiency and growth standards. The Beacon Initiative will shine a light on schools that need additional support and assistance. Dr. Morrison called upon Dr. Kelly Gwaltney, Chief School Performance Officer, and Dr. Lynn LaCaria, Executive Director School Performance, to provide an update on the initial work of the Beacon Initiative and next steps.

Dr. Gwaltney reported the Beacon Initiative will help CMS achieve Goal 5 in the *Strategic Plan 2018* and she highlighted the following information.

- *Strategic Plan 2018* Alignment:
 - Goal 5 - Optimize district performance and accountability by strengthening data use, processes, and systems.
 - Focus Area IV – School Performance Improvement:
 - Strategy #2 – Identify tiered levels of schools and appropriate supports for each

level.

- Strategy #6 - Redesign Strategic Staffing Initiative. CMS is aware of the good work of the Strategic Staffing Initiative as well as what it has done for CMS and the children of CMS. The initiative helped to create a culture in CMS that was a compliment to principals and teachers to be selected to transfer to the most underperforming schools.
- Beacon Initiative: The Beacon Initiative builds upon the good work of the Strategic Staffing Initiative and is being developed by a team of CMS leaders.
 - Design a sustainable school turnaround initiative.
 - The Beacon Committee consists of four community superintendents, principal, executive director OSP, communication specialist, executive director finance, human resource specialist, EC specialist, and executive director Title I.
 - Research turnaround levers.
 - Review turnaround partners: Request for Information posted April 30, 2014. Proposals being submitted and vetted.
- Request For Information:
 - Introduction: The Charlotte-Mecklenburg Board of Education (CMBOE) is seeking information/preliminary proposals from interested service providers regarding turnaround efforts in low performing public schools. The primary purpose of this RFI is to assess the market place and to ascertain what viable solutions or approaches are available and if any alternative solutions should be considered.
 - Background: The Charlotte-Mecklenburg Board of Education (CMBOE), 2nd largest school district in both North and South Carolina, and in the top 25th largest district in the country, provides Pre-K-12 instruction to approximately 145,000 students. Every child matters at CMBOE, which is the driving force behind the turnaround initiative. CMBOE encourages innovation solutions to ensure that every child has a positive social, emotional, and cognitive experience every day. This initiative is intended to culminate a sustainable turnaround strategy for each selected school.
- Selection of Sites: Office of School Performance and Accountability Collaboration: Strategies include review current and historical proficiency and growth and North Carolina Department of Public Instruction grading schools preliminary data.
- Planning Timeline:
 - 2014-2015 – Year 0 - Planning:
 - May: Solicit Proposals.
 - June: Short list announcements.
 - July/August: Identify partner and begin work.
 - January: Finalize plans to inform budget.
 - 2015-2016 – Year 1: Implementation.
 - 2016-2017 – Year 2: Implementation.
- What is important for sustainable turnaround:
 - Strategic Planning, Assessments and Indicators, Continuous Improvement, and Processes, Systems, and Policies:
 - Core Values:
 - Time: Expanded day and time. Anywhere, anytime learning.
 - Teaching and Learning: Technology, literacy, differentiated professional development, instructional delivery, and assessment.
 - Culture: Social/emotional, teacher perception, cultural competence, behavior/attendance, high expectations, and high performance.

- Talent/Human Capital: Capacity Building, Recruitment, and Retention.
- Next Steps:
 - Principal Cohort Meeting.
 - Determine Core Values.
 - Finalize Graphic.
 - Communication Plan.
 - Determine Compensation Structure.
 - Selection of Turnaround Partner.

Dr. Morrison recapped the development of the Beacon Initiative consists of cross-functional work between the Office of School Performance and numerous CMS departments. It is a team focused initiative on what we hold true in the CMS strategic plan for every child, every day, for a better tomorrow. The initiative builds off the good work of Strategic Staffing and takes it to the next level. The Beacon schools will have a deep needs assessment and analysis, and the results of that analysis will lead to a plan. The team has been tasked to determine outcome metrics to measure progress of the Beacon Initiative. We anticipate progress at the Beacon Initiative schools.

Chairperson McCray thanked staff for the report and invited Board members to ask questions and make comments. The Board did not have discussion on this item.

D. Report on Budget and Legislative Update

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

Chairperson McCray called upon Dr. Morrison to introduce the report on Budget and Legislative Update. Dr. Morrison said the report includes the latest information on the 2014-2015 CMS budget process which is influenced by the State and local budgets. CMS cannot finalize its budget until it receives final funding allocations from the State and Charlotte-Mecklenburg Board of County Commissioners. The State budget process includes proposed budgets by the Governor, Senate, and House which is a lengthy process. Dr. Morrison commended staff on their hard work to stay abreast of the proposed recommendations for the State and local budgets and legislative issues. Dr. Morrison called upon Sheila Shirley, Chief Financial Officer, to provide an update on the State and local budgets and Jonathan Sink, Associate General Counsel, to provide an overview of legislative issues impacting K-12 education.

Shirley Sheila reported mid-May the Board adopted the preliminary CMS 2014-2015 Budget based upon information available at the time but a lot has happened since May. Ms. Sheila provided the Board with an update on the State and local budgets since mid-May. The budget journey is still in its early stages and subject to change. It is expected that the State budget will be finalized mid to late June or July and the budget for the Board of County Commissioners finalized mid June. CMS staff will continue to advocate for the CMS teachers and employees and the Board will be kept informed as information becomes available.

- Governor's proposed Budget was presented May 14th. There is a move at the State level to move the beginning teacher's salary in North Carolina to \$33,000 and this is a priority in the three State budgets (Governor, Senate, and House). The Governor's budget

proposal included an average 2% for other teachers with a slightly higher 2.8 for teachers in years two through twelve. Principals and assistant principals would receive an average of 2% but those with less than eight years would receive a combined salary and benefit increase of \$1,000.00. Other school-based personnel will receive \$1000 combined salary and benefit increase. Other items included in the proposal include: continuation of the Masters Degree salary supplement for eligible teachers who are teaching in their field and meet various other criteria; an increase in textbooks with nonrecurring lottery funds of \$23 million which equates to about \$2 million for CMS; and provisions for initiatives Career Pathway, Home Base Local Education Agencies and Charters, and Cooperative Innovative High Schools (\$310,668 for each school approved and CMS has three approved).

- Senate's proposed budget was released May 28th. The recommendation included \$469 million towards raises for teachers. On average this would equate to approximately a 11% raise for teachers who choose to give up tenure and longevity. The recommendation also restores education-based salary supplements for teachers with masters, advanced, or doctoral degrees for eligible personnel. Teachers who do not relinquish tenure, salaries will remain stagnant. The Senate's proposed budget funds the teachers' raises by cutting other K-12 education spending. The proposed cuts have a direct impact on the classroom and on children. There are drastic cuts in teacher assistants and for CMS this equates to \$24 million. This will be the second consecutive year in which the State cuts teacher assistants and this cut is double the cut of last year. Teacher assistants play a valuable role in teaching young students to read especially with the focus on *Read to Achieve* legislation. The proposed cuts also impact teachers and transportation. The teacher cuts for CMS equate to approximately 79 positions which will result in larger than expected classes. The transportation cuts for CMS equate to \$4 million which will result in fewer buses and longer ride times. These cuts cumulate to \$39 million for CMS.
- County Manager's Budget: CMS is appreciative of the \$26.8 million increase in operating funding (7% increase over last year) and a one-time funding of \$5 million for technology and/or capital improvements. CMS was denied the \$19.4 million request for a 3% County funded salary increase for CMS employees. Staff will continue to work with the Board of County Commissioners to find a pathway to ensure CMS employees will receive at least a 3% salary increase
- House Budget Proposal released June 10th: Highlights of the proposed budget: increase beginning teacher pay to at least \$33,000 annually; provide all educators on average a 5% increase and a bonus for those at the top of the salary schedule; school-based administrators receive an experience step if eligible, otherwise, a 2% bonus; non-certified and central office staff receive a \$1,000 salary increase; restores education-based salary supplements for masters, advanced, or doctoral degrees for eligible personnel; provides funding for Cooperative Innovative High Schools (CMS has three approved: Early College at UNC-Charlotte and two Middle College at Central Piedmont Community College; and \$9.8 million funding for Career Pathway pilot for eight Local Education Agencies to cover design, implementation, and supplements. The proposed budget cuts classroom teachers and that cut equates to approximate 79 positions for CMS. It is concerning the proposed budget relies on lottery receipts as a permanent funding source for classroom teachers and that line item has been increased from \$220 million to \$382 million next year.

Ms. Shirley addressed concern regarding CMS K-12 education as a result of the impact of the

declining State and local budgets since the 2002-2003 school year. The CMS State allocation from 2002-2003 to the current year decreased from 41.5% to 38.1%. As a portion of the overall State budget, the 3.4% decrease for CMS equates to \$680 million. The County budget has also declined. The K-12 operating allocation as a percent of County revenues in 2002-2003 were 37.1% compared to 2013-2014 at 32.6%. This equates to a 4.5% decrease or \$48 million. If the K-12 funding levels of the State and County were at the same levels as the 2002-2003 school year, the CMS budget request would be fully funded and there would be no need to make cuts to K-12 education to fund teacher salaries.

Ms. Shirley reported staff will continue to advocate for our teachers, students, and staff with the Board of County Commissioners, the Governor, and legislators. Important dates for the budget process for the County/Board of County Commissioners include:

- June 11th at 6:00 p.m., Public Hearing County Budget, Charlotte Mecklenburg Government Center.
- June 12th at 3:00 p.m., Work Session - Board of County Commissioner Straw Vote, Charlotte Mecklenburg Government Center.
- June 17th at 6:00 p.m., Board of County Commissioner Vote on 2014-2015 County Budget, Charlotte Mecklenburg Government Center.

Jonathan Sink provided the Board with a Legislative update on the following items:

- 2014 CMS Legislative Priorities:
 1. Raise teacher pay, make North Carolina nationally competitive.
 2. Funding for the three CMS new early and middle college programs.
 3. Delay the Twenty-Five Percent provision.
 4. Provide increased flexibility for local boards of education (calendar, testing, *Read to Achieve*).
- Legislative Progress
 1. *Read to Achieve* flexibility may be granted through House Bill 230. This bill is before the Governor awaiting signature. The bill provides flexibility in the duration of the Summer Reading Camps under the *Read to Achieve* State mandate as long as students get no less than 72 hours of literacy instruction. This may result in cost savings for CMS. The bill also broadens the good cause exemption for Exceptional Children.
 2. School Performance Grades: The 10-point grading scale will change to a 15-point grading scale (i.e., 85-100 is an A, 70-84 is a B, etc.).
 3. End of Course (EOC) Testing Window Flexibility: For the 2014-2015 school year, House Bill 230 gives local boards of education the ability to petition the State Board of Education for up to five extra days to administer both semester and year-long courses which equates to a ten to fifteen day window.
- Legislative challenges:
 1. Potentially deep K-12 cuts to pay for teacher pay increases.
 2. On The Horizon: The 'new' Twenty-Five Percent Provision. The Superior Court Wake County ruled that the Twenty-Five Percent Provision is unconstitutional and that teachers who earned career status prior to July 26, 2013 can keep that status. In addition, the State shall not enforce the Twenty-Five Percent Provision as we currently know it. There is a new Twenty-Five Percent Provision in the Senate's Budget.

Chairperson McCray thanked Dr. Morrison, Ms. Shirley, and Mr. Sink for the report and she invited Board members to ask questions and make comments.

- Rhonda Lennon urged the public to speak on behalf of CMS at the upcoming Board of County Commissioner's Public Hearing on the proposed 2014-2015 Budget. Ms. Lennon thanked Dr. Morrison and Mr. Sink on their good work and efforts to work with the General Assembly in Raleigh on behalf of CMS and K-12 education.
- Eric Davis said today is the last day of school for this year and yet we cannot commit to our teachers that we have a job for them next year with funding to support them. In July, CMS will begin another school year and we must run a payroll but we cannot run an accurate payroll given the uncertainty of the 2014-2015 budget. A no cost improvement to public education in North Carolina would be to arrange the budget schedule so that by the end of the school year we can inform teachers we have a job for them next year and funds to pay them. Mr. Davis addressed concerns regarding the challenges of the State and County budget cycles and the cuts to K-12 Education. While the proposed State budgets provide a nice raise to teacher pay, it comes at a cost of additional cuts to K-12 education. The raises will be partially funded by cutting hundreds of teachers and teacher assistants which is over the thousands laid off through State budget cuts over the past six years. The continued cuts to K-12 education have caused damage to our teacher staff and student academic achievement and the proposed State budget does not help repair that damage. The proposed budget does not motivate teachers because it gives teachers a raise at the cost of forfeiting their tenure and seeing fellow teachers cut. Corporate America would not treat their employees in this manner. Mr. Davis hopes the State will put forth a comprehensive multi-phased long-term plan that will move K-12 education forward to one that attracts, retains, develops, and rewards the talent needed in the classrooms. The Charlotte Mecklenburg Board of County Commissioners (BOCC) is also responsible for rewarding our teachers in CMS. Mr. Davis expressed concern that the proposed County's budget for CMS does not fund our highest priority of raising teacher pay. Mr. Davis highlighted that putting additional dollars in education will lead to a better prepared workforce which will increase the County's tax base which will cause the economy to grow and lower the unemployment rate. Mr. Davis said for CMS to provide raises for its employees will result in CMS cutting additional teachers, more egregious bell schedules, or the need to close more schools but those options will not benefit students. Mr. Davis urged the Board of Education and the public to call on the BOCC to team with CMS to provide pay increases for CMS teachers because it is critical to the strategic objectives of the BOCC. Ms. Lennon commended Mr. Davis on his comments and she would like to send his comments to the State Legislators.

George Battle, General Counsel, commended Jonathan Sink on his extraordinary efforts in lobbying for education in Raleigh.

VI. REPORT FROM SUPERINTENDENT

Dr. Morrison reported on the following items:

- Proposed Budget – still much work to be done: The Board of County Commissioners will hold a Public Hearing on the proposed 2014-2015 County Budget on June 11th and vote on the final budget on June 17th.
- Strong Community Partners. Dr. Morrison thanked the many strong community partners who continue to advocate for public education at both the State and local

levels. The Charlotte Hornets partnered with FOX Sports Carolinas/SportSouth and Lowe's to participate in a beautification project at Hornets Nest Elementary School; Hornets Chairman and basketball legend Michael Jordan presented CMS a \$250,000 check for the newly created Teacher Innovation Fund; and donated a \$5,000 grant to teachers Michelle Fox-Massey and Sarah Norris. In addition the three sponsors delivered a 'Thank You' kit to all 9,600 teachers in CMS.

- Last Day of School: Thank you staff, families, and students for your support. This has been a busy and successful year and our staff, students, and families are our CMS partners and deserve credit for those successes. Thank you dedicated teachers and staff for the work you do on behalf of CMS students and their families. Best wishes to everyone for an enjoyable summer.
- CMS Summer Breakfast/Lunch Programs: Starting June 16th, fifty-two CMS schools will provide breakfast and lunch to feed hungry children in our community. Last summer, CMS served more than 200,000 breakfasts and 350,000 lunches at qualified food service program sites. The program is funded by the United States Department of Agriculture and administered through the North Carolina Department of Health and Human Services.

VII. REPORTS FROM BOARD MEMBERS

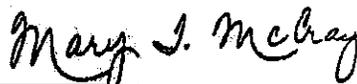
- Rhonda Lennon commended Debbie Mangieri, principal at Huntersville Elementary School, for her long reign of service to CMS and wished her well in her retirement. She also thanked teacher Lisa Craig for her service to CMS and wished her well on her retirement.
- Dr. Joyce Waddell congratulated all the CMS students who will be graduating this year and wished them much success in the future. She attended a 2014 graduation and it was great to see the excitement of the students and their families. Dr. Waddell thanked the teachers for their service this year and wished them good luck during the summer.
- Paul Bailey enjoyed touring Metro School and he commended the amazing work of the students, teachers, and staff at the school.
- Mary McCray enjoyed attending an event for the 4th grade students at Lebanon Road Elementary who will be transitioning to 5th grade next year. Staff and students were enthusiastic. Ms. McCray provided the students with words of wisdom for middle school and urged them to read twenty to thirty minutes every day during the summer.

ADJOURNMENT

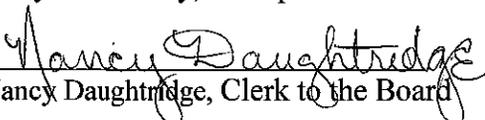
Chairperson McCray called for a motion to adjourn the meeting.

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

The Regular School Board Meeting adjourned at 8:15 p.m.



Mary T. McCray, Chairperson



Nancy Daughtridge, Clerk to the Board