

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



Charlotte, North Carolina

July 22, 2014

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on July 22, 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  
Ericka Ellis-Stewart, Member At-Large  
Thelma Byers-Bailey, District 2  
Dr. Joyce Davis Waddell, District 3  
Tom Tate, District 4  
Eric C. Davis, District 5

**Absent:** Rhonda Lennon, District 1  
Paul Bailey, District 6

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

**Upon motion by Dr. 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 instruct the Board's agents concerning real estate matters;**
- 3. To discuss certain personnel matters; and**
- 4. 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), (a)(5), and (a)(6) of the North Carolina General Statutes.**

The Board held a Closed Session meeting from 4:34 p.m. until 5:25 p.m. in Room CH-14.

Chairperson McCray reconvened the Regular Board Meeting at 6:04 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  
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: Rhonda Lennon, District 1

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

## I. CALL TO ORDER

Chairperson McCray welcomed everyone to the July 22, 2014 Regular Board meeting which was held in the Meeting Chamber. Chairperson McCray reported Rhonda Lennon was traveling and would not be present at the meeting.

### A. Adoption of Agenda

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

**Dr. Waddell moved that the Board adopt the proposed agenda as presented, seconded by Ericka Ellis-Stewart, and a discussion followed.**

**Tim Morgan moved that the Board amend the motion to include Consent Item G. 5., Recommend approval of purchase of approximately 13.34 acres, Charlotte, Mecklenburg County, North Carolina Mecklenburg Tax Parcel Number 041-183-15, for a purchase price of \$475,000, seconded by Tom Tate, and the amendment to the motion passed upon 8-0 voice vote of the Board. Rhonda Lennon was absent.**

**Chairperson McCray called for the Board vote to adopt the agenda as amended, and the motion passed upon 8-0 voice vote of the Board. Rhonda Lennon was absent.**

### B. Pledge of Allegiance

Chairperson McCray called upon Paul Bailey to lead those present and in the viewing audience in the Pledge of Allegiance. Mr. Bailey 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. Four speakers were signed up to speak before the Board.

Chris Thomas spoke regarding the naming of the athletic facilities at Olympic High School

and represented several groups on behalf of Olympic High School, the Rhodes families, and the community. Mr. Thomas presented information to support naming the Baseball Field after Robert Rhodes. He noted the school and groups are also supportive of naming the Football Stadium after David Johnson.

Quinn Holmquist, former CMS student and current Duke Blue Devil, recently met Board member Thelma Byers-Bailey in Haiti when they were doing volunteer work. Quinn shared information about his early educational experience in CMS and how it set him up to succeed. He was a student in the Horizon Program at Barringer Academic Center and that experience helped him learn to work and take on challenges. That foundation and time at Randolph IB Middle School helped him look at assignments to explore them and take them to another level. He attended Providence High School which was also a helpful experience. CMS and the Magnet Programs provided him an educational foundation that allowed him to be creative, become accomplished, and get a full scholarship to Duke University.

Three speakers spoke regarding the proposed amendments to Policy JJJ, *Extracurricular Activity Eligibility*.

- Elizabeth Matulis addressed concerns about the proposed policy changes. Elizabeth participated in high school athletics but after two years in high school transferred to South Mecklenburg High School to attend a Magnet program to increase academic offerings that were not offered at her home school. She looked forward to a smooth transition but was devastated when she was denied the ability to play sports at the new school despite having a near perfect attendance record and strong GPA. The new rule will hurt the struggling students and set them up for academic failure because their time will be spent on sports and not school work. Students must earn the privilege of playing sports through good academics. This rule is unfair to 8<sup>th</sup> graders who are doing their work. Elizabeth had to sit out of sports in her junior year but graduated this year from CMS and through the Magnet programs earned twenty-two credit hours at Chapel Hill. This rule will not help every child, every day, for a better tomorrow.
- Joe Hamby supports the elimination of the GPA for rising 9<sup>th</sup> graders. Mr. Hamby spoke on behalf of a student that he mentors and believes had he been able to play football in 9<sup>th</sup> grade it would have made a tremendous difference and given him the motivation to perform academically. Unfortunately, he will be in 9<sup>th</sup> grade again this year. This recommendation is an important step in keeping at-risk students engaged in school and a chance at a fresh start.
- Shalonda Gallman is a citizen, parent, and resides in an area where at-risk youth are affected daily. This will be a good policy for rising 9<sup>th</sup> graders because it will keep them engaged and motivated. She supports the policy and asked that the requirement to meet a 2.0 GPA by second semester be extended to one year.

Chairperson McCray thanked the public speakers for their comments and called the Requests From The Public closed at 6:20 p.m.

### III. CONSENT ITEMS

#### A. Approval of Minutes:

1. Recommend approval of Closed Session meeting minutes.
  - May 22, 2014
  - June 3, 2014

- June 5, 2014
- June 10, 2014
- June 19, 2014
- June 26, 2014
- June 26, 2014
- July 10, 2014

2. Recommend approval of Open Session Minutes.

- April 8, 2014 Regular Board Meeting
- May 13, 2014 Regular Board Meeting
- June 3, 2014 Special Meeting
- July 10, 2014 Special Meeting

B. Recommend approval of Board of Education November 2014 Meeting Date Change.

*The Board of Education amended the adopted 2014 Regular Board Meeting Schedule to change the November 12, 2014 Regular Board meeting to November 19, 2014.*

C. Naming of Olympic High School Athletic Facilities:

1. Recommend approval to name the existing Baseball Field as *Robert A. Rhodes Stadium*.

*The Olympic High School Facility Naming Committee requests that the name of the Olympic High School baseball field be named 'Robert A. Rhodes Stadium.' Robert Rhodes coached baseball at Olympic for thirty-two years. Mr. Rhodes helped bring four Southeast Regional Babe Ruth Baseball Tournaments to Charlotte and to the field of Olympic High School.*

2. Recommend approval to name the existing Football Stadium as *David F. Johnson Stadium*.

*The Olympic High School Facility Naming Committee requests that the football stadium at Olympic High School be named 'David F. Johnson Stadium.' Mr. Johnson taught forty-one years at Olympic and served as head coach for baseball, football, basketball, tennis, and golf. In addition, in 1999, Dave was inducted into the North Carolina Athletic Directors Association Hall of Fame. He was also an outstanding math teacher for forty years.*

D. Human Resources:

1. Recommend approval of termination for certified teacher.
2. Recommend approval of administrative personnel appointments.

*Appointments:*

- *Crystal Lail named principal at Elizabeth Lane Elementary School. Ms. Lail previously served as principal fellow intern at Elizabeth Lane Elementary School.*

3. Recommend approval of Licensed/Non-Licensed Hires, Promotions, and Selected Position Separations for June 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: 3,191. (Licensed Hires: 1,682/Non-Licensed Hires: 1,509).*
- *Total Promotions July 1, 2013 - June 30, 2014: 359. (Licensed Promotions: 162/Non-licensed Promotions: 198).*
- *Total Selected Positions Separations: July 1, 2013 – June 30, 2014: 26.*

E. Supplementary Funding/Grant Requests:

1. Recommended approval of supplementary funding request for Arts, Health and Physical Education and Pre-K-12 Curriculum Support Programs: Making It Better and Safer.

*The goal of the project is to develop knowledge about the specific programs, activities and*

*interventions that improve school safety in a sustainable and cost-effective manner. The researcher will collect evidence and evaluate intervention approaches that enhance school safety. Fiscal Implications: Funding requested from the U.S. Department of Justice (DOJ) - \$4,578,394.00 over a three-year period.*

2. Recommend approval for supplementary funding request for Student Support Services: Project Prevent Program.

*The project goal is to expand the District's capacity to assist schools located in high violence communities in breaking the cycle of violence. The thirteen CMS Project Prevent schools serve a total of 11,035 students. A position will be created that relieves school counselors and social workers from the non-specialized duties that frequently monopolize their time. In addition, student services staff will receive training and consultative support in the delivery of evidence-based counseling methods to support children who have experienced trauma. List of schools are: Garinger High, Eastway Middle, Highland Renaissance Academy Elementary, Shamrock Gardens Elementary, Briarwood Elementary, Windsor Park Elementary, Harding University High, Sedgefield Middle, Southwest Middle, Reid Park Academy, Pinewood Elementary, Huntingtowne Farms Elementary, and Montclair Elementary. Fiscal Implications: Funding requested from U.S. Department of Education, Office of Elementary & Secondary Education - \$2,509,427.37 over a three-year period*

- F. Recommend approval of waiver to allow five additional days for testing.

*For the 2014–2015 school year only, local boards of education may apply for a waiver from the requirements of G.S. §115C-174.12(4) which limit the administration of final exams (i.e., all end of course, end of grade, North Carolina Final Exams, Career and Technical Education State Assessments, and teacher-made final exams) for year-long courses to the final ten instructional days of the school year and the final five instructional days of the semester for semester courses. The State Board of Education (SBE) will grant waivers for up to five additional days in order to allow the administration of final exams for year-long courses within the final fifteen instructional days of the school year and for semester courses within the final ten instructional days of the semester. The waivers apply only for the 2014-2015 school year. Fiscal Implications: None.*

- G. Construction/Real Estate Items:

1. Recommend approval of easements, covenants and/or right of ways to local utility departments and local municipalities as required for Charlotte-Mecklenburg Schools construction work at Collinswood Language Academy

*Staff recommends approval of easements, covenants and/or right of ways to local utility departments and local municipalities as required for Charlotte-Mecklenburg School construction work at Collinswood Language Academy for the purposes of completing the construction project. Requested easements, covenants and/or right of ways will follow Charlotte-Mecklenburg School's normal legal review and signature process. This recommendation is made to facilitate timely processing of documents that may otherwise cause utility, design approval or construction delays. Fiscal Implications: None.*

2. Recommend approval of request for temporary construction easement at Midwood School for the Lyons Court Storm Drainage Improvement Project.

*The City of Charlotte is requesting a temporary construction easement of 1,078 square feet for the Lyons Court Storm Drainage Improvement Project at Midwood School, which is currently leased to International House. The temporary construction easement duration is for one year due to the overall scope of the project. The entire storm water project encompasses roughly 300 acres. The portion of the work at the Midwood site is expected to take thirty days from start to finish. Grantee will provide one year warranty on materials and/or workmanship on any work performed on the above referenced property, commencing on the date of project*

completion. *Fiscal Implications. One-year warranty on all work completed as a part of the project.*

3. Recommend approval to Waive 1948 Residential Use Deed Restriction on Parcel #191-011-11; Recorded in Book #1310, Page #128.

*Meridian Place Development is redeveloping approximately twenty acres of land, owned by Goode Development Corporation, located at the intersection of Monroe Road and Idlewild Road on Parcel Numbers 191-011-11 and 191-011-04. The parcels are directly across the street from East Mecklenburg High School. The previous use was multi-family residential. The approved rezoning site plan (Petition #2011-017) provides for multi-family, commercial, office and retail uses. Meridian Place Development, as part of its routine due diligence, identified a 1948 agreement with the Board of Education whereby a portion of the site was restricted to residential purposes only. This deed restriction apparently dates to the acquisition of the East Mecklenburg High School property for a school in 1948. Out of an abundance of caution, Meridian Place Development has asked CMS to waive the deed restriction in order to proceed with the site redevelopment as approved by the City of Charlotte. As a good faith gesture, Meridian Place Development has made a \$2,000 donation to the East Mecklenburg High School Foundation. Fiscal Implications: None.*

4. Recommend approval to dispose of .001 acre of remnant property located at Mocks Road.

*At the request of the Davidson Housing Coalition (DHC), the Charlotte-Mecklenburg Board of Education (CMBE) proposes to sell .001 acre of vacant land along Mocks Road in Davidson to DHC. This tract is a remnant of the Mocks Road/Crane Street realignment project and is no longer contiguous to CMBE property. The tax parcel number assigned to this area is parcel #003-234-04. Fiscal Implications: CMBE will receive \$2,500 for the sale of the parcel.*

5. Recommend approval of purchase of approximately 13.34 acres, Charlotte, Mecklenburg County, North Carolina Mecklenburg Tax Parcel Number 041-183-15, for a purchase price of \$475,000.

*Project Name Statesville Elementary School Replacement – Milhaven Road Site Charlotte-Mecklenburg Schools proposes to acquire approximately 13.34 acres for a school site on the west side of Milhaven Lane in order to build a replacement school for Statesville Road Elementary. Staff is satisfied with due diligence and the Board of County Commissioners have approved the price and the Planning Commission has approved the project. Fiscal Implications: \$475,000.*

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

**Upon motion by Tom Tate that the Board adopt Consent Items A. through G., seconded by Paul Bailey, and a Board discussion followed.**

Thelma Byers-Bailey pulled Consent Items C. 1. and C.2.

Dr. Joyce Waddell pulled Consent Item E. 2.

**Chairperson McCray called for the Board vote to adopt Consent Items A. through G. excluding C.1., C.2., and E.2, and the motion passed upon 8-0 voice vote of the Board. Rhonda Lennon was absent**

Thelma Byers-Bailey spoke regarding Consent Items C. 1. and C.2., naming of athletic facilities at Olympic High School. Ms. Byers-Bailey said the first public speaker, Chris

Thomas, did an excellent job in providing information to support naming the Baseball Field in honor of Robert A. Rhodes. Ms. Byers-Bailey provided information to support the naming of the Football Stadium in honor of David F. Johnson. Mr. Johnson has served as the public announcer for all Olympic home football games and served as the voice of the Trojans. He spent forty-one years at Olympic High School and has not missed a single home football game since retiring in 2009. These were the unanimous choices of the Olympic High School Foundation, principal, and the school. Ms. Byers-Bailey urged the Board to support Consent Items C.1. and C.2. as presented. Ms. Byers-Bailey invited Robert Rhodes and David Johnson who was attending the meeting to stand and be recognized by the Board.

**Upon motion by Thelma Byers-Bailey that the Board adopt Consent Items C.1. and C.2. as presented, seconded by Tim Morgan, and the motion passed upon 8-0 voice vote of the Board. Rhonda Lennon was absent.**

The Board discussed Consent Item E. 2. Dr. Joyce Waddell asked staff to review the names of the schools in Consent Item E. 2. and the associated costs. Cotrane Penn, Mental Health and Student Assistance Programs Specialist, reviewed the names of the schools in the Project Prevent Program grant proposal and the associated costs as noted above. Dr. Waddell said Hidden Valley Elementary and Martin Luther King, Jr. Middle are schools located in a community that has a high focus on violence prevention and she expressed concern that they were not included in the grant. Ms. Penn said the grant encouraged a focus on school feeder patterns and CMS worked in collaboration with the Charlotte Mecklenburg Police Department to determine which high school feeder patterns had the highest level of violent crime within the community. The top three were West Charlotte, Garinger, and Harding University. Hidden Valley is in the Vance feeder pattern which was the 4<sup>th</sup> highest. Ericka Ellis-Stewart asked what will be the measures for success for the schools receiving support from the \$2.5 million three-year grant? Ms. Penn reported they will be items not typically measured in schools and for the first year the schools will gather base-line data. A focus area will be student attendance which is being used as a proxy for discipline and suspension. Also, school climate and students' feeling of belonging and community within their schools. Should CMS be awarded the grant, staff will develop a base-line tool for year one.

**Upon motion by Dr. Joyce Waddell that the Board adopt Consent Item E.2., seconded by Ericka Ellis-Stewart, and the motion passed upon 8-0 voice vote of the Board. Rhonda Lennon as absent.**

Chairperson McCray called upon Dr. Morrison to present the personnel appointments. Dr. Morrison introduced Crystal Lail, named principal at Elizabeth Lane Elementary School, as noted above and invited her to stand to be recognized by the Board.

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

- A. Recommend approval of proposed amendments to Policy JJJ, *Extracurricular Activity Eligibility*

*Correlation to Board of Education Vision, Mission and Core Beliefs: Basing our educational culture on merit and individual achievement*

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

the recommendation. Mr. Tate presented the following motion and then provided an overview of the recommendation.

**Mr. Tate moved that the Board adopt proposed amendments to Policy JJJ, *Extracurricular Activity Eligibility*. The recommendation was presented through the Policy Committee and did not require a second.**

Mr. Tate thanked the speakers tonight for their comments as well as those who provided comments via the CMS Website, Emails, and phone calls. Mr. Tate reported Policy JJJ, *Extracurricular Activity Eligibility*, is before the Board for action on proposed amendments. The proposed changes to the policy have not previously been before the Board for First Reading or Public Hearing. However, Policy BG, *Board of Education Policy Process*, (attached to the agenda item) permits the Board to waive the opportunity for public comment when timely passage of a policy is necessary to ensure the efficient operation of the school district. In such cases, the proposed revised or new policy may be submitted directly to the Board and action may be taken at the same meeting. The proposed amendments change the current CMS academic eligibility rules for extracurricular activities (including interscholastic athletics), which require that students first entering 9<sup>th</sup> grade have a 2.0 GPA and 85% attendance from the second semester of their 8<sup>th</sup> grade year. The amendments remove the GPA and attendance rules for students entering 9<sup>th</sup> grade for the first time, thereby permitting them to participate in interscholastic athletics and other extracurricular activities at the outset of their high school years. This is consistent with the North Carolina High School Athletic Association (NCHSAA) eligibility rules for incoming 9<sup>th</sup> grade students, under which all students, upon first entering grade nine are declared academically eligible for competition on high school teams. Formerly ineligible students who benefit from the change in this rule would be subject to the 2.0 GPA and 85% attendance rules for participation in extracurricular activities during second semester of the 9<sup>th</sup> grade. This change is overwhelmingly supported by middle and high school principals as a way to positively engage young people in high school from their first days in 9<sup>th</sup> grade. It is also supported by research showing the academic and social benefits of students being engaged in school activities and having positive relationships with adult mentors and peers, such as coaches, club sponsors, and teammates. Other proposed amendments add footnotes to clarify the proposed exception to the current rules and note the existence of other eligibility rules established by the NCHSAA. The Policy Committee approved these amendments by unanimous vote of the three members in attendance at its meeting on July 10, 2014 (with a fourth member noting approval by telephone) and recommends that the approval process be expedited so that the amended rule is in effect for the upcoming school year. As tryouts for fall sports begin August 1, 2014, Board action at this time is therefore necessary in order to have this rule change impact students at the start of the 2014-2015 school year. The proposed amendments to Policy JJJ were posted on the CMS Website for public input. Mr. Tate thanked staff for their involvement in the recommendation.

Chairperson McCray thanked Mr. Tate for the recommendation and invited Board members to ask questions and make comments. There was no Board discussion on this item.

**Chairperson McCray called for the Board vote to adopt proposed amendments to Policy JJJ and the motion passed upon 8-0 voice vote. Rhonda Lennon was absent.**



**V. REPORT/INFORMATION ITEMS**

**A. Report on final Budget Amendments for June 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 Budget Amendments for June 2014. Dr. Morrison reported this is the monthly report and as presented.

**Fiscal Implications:**

- Fiscal Year 2013-14 State Operating Revenue decreased by \$7,694,932
- Fiscal Year 2013-14 Federal Operating Revenue increased by \$4,993,040
- Fiscal Year 2013-14 Other Local Operating Revenue increased by \$3,750,906
- Fiscal Year 2013-14 Other Operating Revenue increased by \$71,613

- Fiscal Year 2013-14 State Operating Expenditures decreased by \$7,694,932
- Fiscal Year 2013-14 Federal Operating Expenditures increased by \$4,993,040
- Fiscal Year 2013-14 Other Local Operating Expenditures increased by \$3,750,906
- Fiscal Year 2013-14 Other Operating Expenditures increased by \$71,613

**B. Report on State Budget**

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

Chairperson McCray called upon Dr. Morrison to introduce the report on the 2014-2015 State Budget. Dr. Morrison called upon Jonathan Sink, Associate General Counsel and Legislative Liaison, to present an update on the State Budget. Dr. Morrison reported many members of the Board, Jonathan Sink, and staff have been traveling to Raleigh and working hard to be a part of the State budget solution. Jonathan Sink provided an update on the most recent information regarding the State Budget. At this point, there has not been a compromise reached between the State House and State Senate but we are optimistic one will come soon. Mr. Sink highlighted the differences between the House and Senate budget proposals.

	House Proposal	Senate Proposal
Average Teacher Pay Increase	6% (\$257 million)	8% (342 million)
North Carolina Teacher Assistant Cut	None	\$115 million
CMS Teacher Assistant Cut	None	427 positions cut
Pay Increase for non-teacher State employees	\$1,000 plus benefits	\$1,000 plus benefits
<b>Highlights to consider:</b> <ul style="list-style-type: none"> <li>• Senate’s proposal eliminates all 3<sup>rd</sup> grade teacher assistant funding.</li> <li>• Senate’s proposal would pay for 2<sup>nd</sup> grade teacher assistants with one-time funding.</li> <li>• Most recent House offer makes no cuts to classroom personnel.</li> <li>• Senate trying to implement the Statewide 2.5 percent local sales tax cap, which Mecklenburg County has already reached.</li> </ul>		
<b>HB 1224: Local Sales Tax Cap</b> <b>What would this bill mean for Mecklenburg?</b> <ul style="list-style-type: none"> <li>• Would cap local sales tax at 2.5 percent.</li> <li>• Counties would NOT have to choose between education and transportation.</li> <li>• Mecklenburg would be more immediately impacted than any other county (already</li> </ul>		

at the maximum percent).

- Reason for introduction: sales tax is a “fairer” way to raise revenue than property tax (broaden the base).

Mr. Sink reported the General Assembly is continuing to meet and the final adopted budget is anticipated to be completed within the next few weeks. Dr. Morrison reported we have been in Raleigh advocating for an increase in teacher salaries because last year North Carolina was only one of three states that did not provide teachers a salary increase. He addressed concerns regarding North Carolina being 48<sup>th</sup> in the nation for teacher salaries and 46<sup>th</sup> in education funding. It is important to increase salaries for teachers without further cuts to K-12 education. Dr. Morrison highlighted the value of teacher assistants in the classroom and addressed concern that the proposed funding recommendation equates to CMS having to cut over 800 teacher assistant positions.

Chairperson McCray thanked Dr. Morrison and Mr. Sink for the information and invited Board members to ask questions and make comments. Board members Morgan, Tate, Ellis-Stewart, Waddell, Davis, and McCray asked questions and provided comments.

- Tom Tate addressed concern that school starts in five weeks and with the uncertainty of the State budget it makes it difficult to ensure appropriate staffing for our schools. Dr. Morrison noted that CMS is doing an excellent job of staffing our schools but with the uncertainty of the State budget we are losing quality candidates to other states. In addition, CMS has a hold on hiring teacher assistants and there is instability on how schools would move forward because of the lack of funding.
- Ericka Ellis-Stewart believes it is important the State provide resolution to the budget issues as soon as possible. Ms. Ellis-Stewart asked what is the main focus of the budget? Dr. Morrison said the focus of all counties in North Carolina is on raises for teachers without making additional cuts to K-12 education because of the low national rankings. If the State could rededicate the K-12 education funding levels to that of ten years ago it would be an additional \$668 million or an additional \$68 million in CMS. With that additional funding, we would be able to give our teachers and employees a great pay raise. Ms. Ellis-Stewart expressed concern that many teachers are not earning a living wage because of the salary schedule imposed by the State and the lack of raises for employees in K-12 education over the past several years. Teachers carry our future on their shoulders and they deserve to earn a wage representative of what they give to our community. Ms. Ellis-Stewart encouraged everyone to lobby the Legislators in Raleigh that this must change and it cannot change on the back of K-12 education. Dr. Morrison noted that 59% of the CMS employees do not make a living wage.
- Chairperson McCray said we have met with our County leadership and we are seeking opportunities to enhance salaries for our teachers and staff as well as recruit quality staff. Chairperson McCray expressed concern that proposed House Bill 1224 will be more advantageous to those ninety-four counties in North Carolina that are below the 2.5% sales cap because they would be able to raise their sales tax.
- Dr. Joyce Waddell said CMS must do a better job of funding teachers and providing for our custodians, cafeteria workers, bus drivers, and secretaries. Each and every employee is important.
- Eric Davis addressed the importance of the House and Senate agreeing on a budget because we must have a budget to continue to operate. Dr. Morrison said should they not

agree upon a budget we would operate on our existing budget and that would include no salary increases for our teachers and employees. We hope the Legislators will develop a budget that includes a raise for staff with no additional budget cuts to K-12 education.

## **VI. REPORT FROM SUPERINTENDENT**

Dr. Morrison reported on the following items:

- Start of the New 2014-2015 School Year: July 21, 2014 was the first day of school for nearly 3,000 students at four Project L.I.F.T. schools. It was a smooth opening. In addition, students attending Cato, Harper, and Levine middle schools will start on August 11<sup>th</sup>. The first day of school for the rest of the students will be on August 25<sup>th</sup> or just thirty-four days away.
- Summer Graduations will be held on August 4, 2014 at Bojangles' Coliseum and approximately 200 students are expected to receive diplomas.
- *Coffees with Superintendent* will begin soon. Parents and members of the public are invited to attend and the schedule is posted on CMS Website
- PowerSchool, the parent portal, is currently offline while schools build the schedules for the 2014-2015 school year. Parents will be able to access the portal beginning August 18, 2014 with the same user name and password from last year. Parents can contact their school for any issues.
- Dr. Morrison met with groups from higher education today and topics included how to make students ready for success
- Karen Thomas, Executive Director Student Services, is retiring. Ms. Thomas has been a great advocate for children and she will be missed.

## **VII. REPORTS FROM BOARD MEMBERS**

- Dr. Joyce Waddell reported the Audit Committee met recently with the auditors to discuss the upcoming CMS 2013-2014 audit. Dr. Waddell enjoyed visiting Project L.I.F.T. schools that opened on July 21<sup>st</sup> and attended teacher training seminars. There are many good things happening in CMS. Public education is vital to us all and we must lobby our Legislators to get funding for teachers. Dr. Waddell commended Dr. Morrison for advocating for teachers.
- Thelma Byers-Bailey highlighted meeting Quinn Holmquist, former CMS student in the Magnet program, in Haiti while on a mission trip. The educational experience in CMS Magnet schools provides students a rich academic focus in a diverse population environment and that foundation helps prepare students for a global workforce.
- Ericka Ellis-Stewart reported she sits on the national Steering Committee of the Council of Urban Boards of Education (CUBE) which is a national entity representing over seven million students across the country. She recently attended the CUBE conference in Chicago, Illinois which highlighted important educational topics. Topics focused on academic success of our teachers; what our schools look like on the sixtieth anniversary of *Brown v. Board of Education*; mayoral control of school boards; drop out issues and school to prison pipeline; what role has public education played in the staggering increase in prison population; ensuring English Language Learners receive support; education of African-American males and the link to Latino males and females; and STEM education in urban districts. CUBE is part of the National School Boards Association and they are working together on a national campaign to get people to stand up for public education. Ms. Ellis-Stewart urged everyone to participate on the Stand Up for Public Education

- Ambassador Campaign.
- Chairperson McCray enjoyed reading to students at Quail Hollow Middle School as part of the Freedom School Summer Program, visiting with BELL students at Ranson Middle School, and joining the students at Druid Hills Academy on the first day of school. Ms. McCray also enjoyed speaking with teacher candidates from Davidson College who addressed concerns regarding retention of teachers and teacher raises.

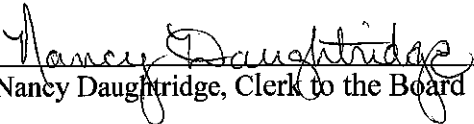
## **ADJOURNMENT**

Chairperson McCray called for a motion to adjourn the meeting.

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

The Regular School Board Meeting adjourned at 7:46 p.m.

  
\_\_\_\_\_  
Mary T. McCray, Chairperson

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