

Charlotte, North Carolina
January 23, 2001

**REGULAR MEETING OF THE
CHARLOTTE-MECKLENBURG BOARD OF EDUCATION**

The Charlotte-Mecklenburg Board of Education held a Regular Meeting on January 23, 2001, in the Board Room of the Education Center beginning at 6:05 p.m. The meeting was televised by CMS Channel 21.

Present: Arthur Griffin, Jr., Chairperson;
John Lassiter, Vice Chairperson;
Wilhelmenia Rembert, Member At Large;
Bob Simmons, District 1; Vilma Leake, District 2;
George Dunlap, District 3; Louise Woods, District 4;
Molly Griffin, District 5; Lindalyn Kakadelis, District 6.

Absent: No Board member was absent.

Also present at the request of the Board were Eric J. Smith, Superintendent; James L. Pughsley, Deputy Superintendent; Frances Haithcock, Associate Superintendent for Education Services; Greg Clemmer, Associate Superintendent for Operations; other members of the Executive and Senior Staffs; Maurice Green, General Counsel; James L. Clark, Executive Director of Administration; and Carole Hamrick, Manager of Board Services, serving as Clerk.

Call to Order

Chairperson Griffin called the meeting to order and asked that the Board and members of the audience join in reciting the Pledge of Allegiance. Following the pledge, Mr. Griffin welcomed a group of Russian educators who are on a two-week visit to the school district.

Ms. Griffin recognized the Myers Park High School athletic team as recipient of the 2000-01 Wachovia Cup State 4A Award. This award is sponsored by the North Carolina High School Athletic Association and Wachovia Bank. Myers Park won this award for having the best overall athletic program in the state at the 4A classification. The Wachovia Cup competition is based on a point system for all sports and awards points for the top first through eighth positions in an North Carolina High School Athletic Association State Championship event. The following represented Myers Park at the Board meeting:

MINUTES APPROVED 2-13-01

- Greg Clewis, Athletic Director
- Charlotte Harris, 12th grader, who participated in tennis, basketball and soccer
- Alex Correll, 12th grader, who participated in football and baseball

Ms. Griffin also commented on the academic excellence as well as the athletic excellence at Myers Park High School.

Mr. Simmons provided recognition for the North Mecklenburg High School athletic team as recipient of the 2000-01 Boy's Cross Country 4A Championship Award. North Mecklenburg won both the team and individual championship titles for the second time in school history. They first received this award in 1965. The team ended the 2000-01 season being ranked fifth in the nation. Four team members placed in the top eight at the state meeting, including Stephen Haas, who was the Individual 4A State Champion. The following represented North Mecklenburg at the Board meeting:

- Jimmy Poole, Principal
- Leroy Holden, Athletic Director
- Brad Herbster, Head Coach
- Zach Eyler, 12th grade student
- Stephen Haas, 12th grade student

Dr. Leake recognized the West Charlotte High School athletic team as recipient of the 2000-01 Volleyball State 4A Championship Award. West Charlotte won the state title for the second time in school history, previously winning in 1997. The team finished the season with a 26-7 record. West Charlotte has won both the Conference and District Championships for four consecutive years from 1997-2000. Representing West Charlotte at the Board meeting were the following:

- Delores Lee, Principal
- Larry Byers, Athletic Director
- Howard Barnhill, Head Coach
- Deanna Carvalho, 12th grade student
- Ashley Cook, 12th grade student
- Ashley Fails, 12th grade student

Mr. Lassiter provided recognition for the Providence High School athletic team as recipient of the 2000-01 Soccer State 4A Championship Award. Providence won the state title for the third time in school history, also winning in 1992 and 1995. The team completed their winning season with a 21-1-3 record. The team was ranked 12th in the nation in the final poll. The team defeated their opponent 6-0 breaking the state record for largest margin of victory in a state final match. Matt Simcox scored three goals in the state finals and was named the Most Valuable Player. Representing Providence at the Board meeting were the following:

- Mike Matthews, Principal

- Bob Bowen, Head Coach
- L.G. Sadler, 12th grade student
- Ryan Scutt, 12th grade student
- Matt Simcox, 12th grade student

Ms. Kakadelis recognized the Independence High School athletic team as recipient of the 2000-01 Football State 4A Championship Award. Independence won the state title for the first time in school history. The team finished the season 15-1 with a state record of 4,529 passing yards thrown by sophomore quarterback, Chris Leak, who was named the State Finals Most Valuable Player. Associated Press named head coach, Tom Knotts, as "Co-coach of the Year", and team quarterback, Chris Leak, "Player of the Year."

Representing Independence at the Board meeting were the following:

- Rick Hinson, Principal
- Bill Rogers, Athletic Director
- Tom Knotts, Head Coach
- Justin Bennett, 12th grade student
- Justin Lemmond, 12th grade student
- Chris Leak, 10th grade student

Action Items

Dr. Smith recommended to the Board John T. Middleton for the position of Chief Information Officer. Mr. Middleton holds a B.S. in Math from Furman University. He is currently the General Manager IT at Duke Energy. He has worked for Duke Energy since 1969 in various capacities. **Upon motion by Dr. Leake, and seconded by Ms. Kakadelis, the Board voted unanimously to approve the appointment of John T. Middleton as Chief Information Officer.** Dr. Smith reported to the Board that Rick Rozzelle would continue his services to the school district until the transition period is completed.

Dr. Smith called upon Dr. Haithcock, Associate Superintendent for Education Services, for the presentation on a joint agreement between CMS and Queens College. He commented on the high interest of both the Board and the school district in this project. Dr. Haithcock commented on the team effort and importance of this initiative. She stated this project first took shape after conversations between representatives of Queens College and CMS regarding the proximity of the two campuses of Queens College and Myers Park Traditional Elementary School in terms of facility sharing and professional development possibilities. Dr. Haithcock introduced Dr. Billy Wireman, president of Queens College, and Lois Lee, principal of Myers Park Traditional Elementary School. Dr. Wireman stated the goals for collaboration were:

- Increase student academics at both locations
- Strengthen the teaching practices at both locations
- Shared use of facilities
- Promote professional development

The proximity of both locations will promote learning opportunities for both Queens College and Myers Park Traditional Elementary School. The staff at Myers Park Traditional will be able to take free classes at Queens College on a space-available basis, Dr. Wireman stated, and other teachers in CMS will be able to take classes at Queens College for a reduced tuition fee. In addition, he stated that Queens College has committed \$1 million for the construction of a theatre and small stage within the multipurpose room at Myers Park Traditional. Ms. Lee commented on the excitement and commitment of staff, parents and students for this partnership. Myers Park Traditional has had a long-standing partnership with Queens College, she stated, but this formal agreement would extend that partnership.

Dr. Rembert commented on the excitement this partnership would generate and how it would help to promote and support excellent teaching and learning. She asked the Superintendent to share how the educational piece, evaluation process, and budget piece would fit together. Dr. Smith said that information would be provided for the Board. Dr. Rembert also asked about expanding this same kind of opportunity to other schools in CMS, particularly to those schools that are categorized as low-performing. Ms. Griffin thanked staff, Debbie Antshel in particular, for their hard work on this project. She also expressed her excitement for this project. Ms. Kakadelis also expressed her excitement for this project. Dr. Leake asked about the cost to CMS for the theatre and small stage construction; Dr. Smith replied this would be accomplished using Bond monies already designated for Myers Park Traditional. Dr. Leake also commented on using this partnership as a means of recruitment of teachers for CMS. Dr. Smith said this was a golden opportunity for recruitment of Queens College students for the system. Dr. Wireman stated that 90% of those students who graduate from Queens College with a teaching degree do teach in the school district. He also commented on the program that Queens College has supporting lateral entry teachers. Ms. Woods stated that this partnership would create a model that connects with what works. She suggested this partnership could serve those students who are transitional and mobile in nature and suggested that A Child's Place could possibly be located at Myers Park Traditional in order for these students to take advantage of this wonderful opportunity. Mr. Dunlap echoed the sentiments of other Board members. Mr. Griffin thanked staff and representatives from Queens College for the presentation, and stated this partnership would strengthen the relationship between CMS and Queens College, providing a linkage between research and what actually happens in the classroom. **Upon a motion by Mr. Lassiter, and seconded by Ms. Griffin, the Board voted unanimously to approve the resolution for educational agreement and joint use agreement with Queens College.**

The next agenda item for action was the temporary pay increases for temporary instructors or long-term substitutes. Dr. Smith called upon Dr. Jenkins, Assistant Superintendent for Human Resources, for this presentation. Dr. Jenkins stated this was a continuation of a project begun the year before which would cover the last five weeks of the school year. She commented on the positive outcomes from this project, thus repeating it for all schools this year. The project would provide for one additional instructor in each elementary school, two additional instructors in each middle school,

three additional instructors in each high school, and, in addition, provide an extra instructional person in each EquityPlus school. Those persons selected for these temporary positions must commit to working every day during this period, she stated.

Dr. Rembert asked where the money for this project was coming from; Dr. Pughsley replied monies would be utilized from unused funds in the substitute account, professional development account, and from the Master Teacher account. Ms. Kakadelis commented on the excellent survey questions and responses from this project for last year. Ms. Woods stated this was an exciting project. She expressed concern about the schools with high free/reduced lunch students who might not qualify as an EquityPlus school but still have the need for the additional instructional person. Dr. Pughsley stated these instructors could be added as funding becomes available. Ms. Woods asked about the reasons for teacher absenteeism and what the system can do to help this problem. Dr. Jenkins stated that CMS has a lower absenteeism rate than the state average but the system still struggles with this problem. Dr. Leake commented on incentives for reducing teacher absenteeism. Upon motion by Ms. Kakadelis, and seconded by Dr. Leake, the Board voted unanimously to approve the temporary pay increases for temporary instructors (long-term substitutes).

Upon motion by Dr. Leake, and seconded by Dr. Rembert, the Board voted unanimously to approve the magnet lottery process for the 2001-02 school year. This process would conduct a race neutral lottery for all magnet students and guarantee siblings of current magnet students admission into the magnet program at the same grade level.

Consent Items

Upon motion by Mr. Dunlap, and seconded by Dr. Leake, the Board voted unanimously to approve the following consent items:

Approval of Minutes

The following minutes were approved:

- January 11, 2001 Special Meeting
- January 9, 2001 Closed Session
- January 9, 2001 Regular Meeting
- January 4, 2001 Special Meeting

Approval of Construction Items

- Approval of design/build contract for New Middle School – Steele Creek Road site. This contract will provide design and construction of a new middle school and associated site development using the Design/Build delivery system. The total use of funds is \$19,750,666 and source of funds is 1997 Bond monies.
- Approval of design/build contract for New Elementary School – Old Plank Road site. This contract will provide design and construction of a new elementary school and

associated site development using the Design/Build delivery system. The total use of funds is \$10,307,000 and source of funds is 1997 Bond monies.

- Approval of mechanical contract for Professional Development Center. This contract will provide for replacement of the HVAC system serving the administration offices and the Media Center at Professional Development. The total use of funds is \$18,400 and source of funds is Capital Replacement.

Student Reassignment Requests

The Board approved 13 student reassignment requests in Category I; denied 9 student reassignment requests in Category II; there were no student reassignment requests in Category III.

The Board also approved the following consent items:

- Monthly Personnel Reports for November and December 2000
- Budget Amendments for November and December 2000
- Monthly Financial Statements for November and December 2000

Mr. Dunlap asked about the design/build process as opposed to the design/bid/build process. Dr. Smith indicated the Board would receive a report that would compare the two processes. Mr. Dunlap also asked about the magnet funding for Devonshire. Dr. Smith replied that Devonshire would receive the third year of magnet funding. Dr. Leake asked about the HVAC for the Professional Development Center. Dr. Smith replied that the system does not currently have the funding to consider a replacement building for this center and the school district will be using this building for professional development needs for the foreseeable future. All funding that is available to the school district is being used in the schools, he stated. Dr. Rembert asked about the reallocation of monies for TANF students. Ms. Shirley, Chief Financial Officer, replied that this is a reallocation of salary and will be used for special instructional programs.

Reports/Information Items

Report on 2001-02 Budget Calendar

The proposed 2001-02 budget calendar was presented. Mr. Griffin stated that if Board members had any questions or concerns regarding the proposed budget calendar, they should bring those back to the next Board meeting (2/13/01) when the proposed calendar will be presented for approval. Mr. Griffin also stated that each committee chairperson should work with the Superintendent about the budget priorities for their committee.

Report on the ThinkCOLLEGE™ and Career Center

Barb Pellin, Assistant Superintendent for Student, Family & Community Services stated that the vision for the ThinkCOLLEGE™ and Career Center has become a reality. This is a partnership between CMS, the public library and Communities In Schools, and

involves the five colleges/universities in the Charlotte area. It will be located in the main branch of the public library and will provide college advising and financial aid services to any CMS student during after school and weekend hours. Representatives from Communities In Schools were present and will act as the lead agency in operating and sustaining the Center. The Center's opening is planned for February 14, 2001 at 4:00 p.m.

Dr. Leake expressed concern that the Center would take away from the duties and responsibilities of guidance counselors in the schools. This is, Ms. Pellin responded, an extra resource for students and will not take away from the role of guidance counselors. Ms. Griffin commented that the Center would offer additional hours for families to explore college possibilities for their children. She also stated that it has been her honor to serve as an advisor for this group.

Report on Proposal for Teacher Supplemental Pay Schedule

Ms. Shirley introduced Mike Martin from the Finance Department who stated the objective for the above proposal is to provide options of payment timing for CMS teaching professionals currently receiving a local supplement. This would be effective at the beginning of the 2001-02 school year. Teaching professionals currently receiving a local supplement will be eligible. Mr. Martin stated that each eligible participant must elect a pay frequency at the beginning of each school year. Their choices include the following:

- One time payment on July 10th
- Two equal payments paid on the 10th of July and August
- Proposed monthly (12) equal payments paid on the 10th of each month. September of August of the current school year

Dr. Smith shared with the Board the exciting prospect of the above supplemental pay proposal. It will, he stated, put more money in the pockets of the classroom teachers every month. Teachers have been informed of this proposed option and will still have the opportunity to elect the option they desire as indicated above. Mr. Lassiter asked about the supplemental pay options available for coaches and other folks who receive supplemental pay and are heavily taxed. Ms. Shirley responded that this could not be done at this time because of timing issues. Dr. Smith indicated that finance is trying to resolve this issue and a report will come back to the Board regarding this issue.

Reports from Board Members

Mr. Griffin asked that Mr. Lassiter's Finance Committee look at current renovations to be sure they comply with educational specifications. Mr. Griffin appointed Dr. Rembert to work with Becky Carney as the Board liaison with the County Commissioners.

Ms. Kakadelis congratulated the Best Friends organization for their participation at the Inaugural Ceremonies in Washington, DC. She also congratulated the 11 CMS marching

band graduates who currently attend UNC who marched at the Inaugural Ceremonies in Washington, DC.

Ms. Woods asked about renovation issues at Olympic HS and Eastway Middle School. She suggested that the Board should ask the Bond Oversight Committee to look into these issues as well and confirm that funding and efforts are being carried out as the Board intends for them to be. She also informed the Board that the Personnel/Policy Committee is looking at issues pertaining to effective teachers. She attended a Partners for School Reform Meeting and stressed the importance of the city and county working together to educate children.

Dr. Rembert commented on the Martin Luther King, Jr., celebration that was held at Covenant Presbyterian Church. She stated the student winners were outstanding.

Mr. Lassiter commented on the beautiful new facilities at Devonshire Elementary School but asked about the repair of the façade. Dr. Smith replied that there are issues at both Devonshire and Carmel Middle School pertaining to the façade of these two schools. Building Services will come back to the Board with their recommendations for correcting these problems.

Mr. Dunlap thanked the Board, staff and the community at large for the kindness expressed to his family during the passing of his brother, Michael.

Dr. Leake attended a meeting at the Renaissance Suites for Partners in Education. She also informed the Board that she had recruited a science teacher for Olympic High School. Dr. Leake visited Winding Springs Elementary School and commented on the West Charlotte High School clean-up day that was held on the previous Saturday and would continue for two additional Saturdays. She thanked the community and the David 2 police officers for their assistance. She reminded Dr. Smith that there are retired principals and teachers who want to come back to work. Dr. Smith stated staff is working on this.

Report from Superintendent

Dr. Smith stated the situation that had occurred earlier in the day in the area adjacent to Cochrane Middle School had been resolved. He expressed his appreciation to staff for their assistance and also thanked Chief Stephens and the police department for their assistance and sensitivity during this situation.

Adjournment

Upon motion by Mr. Dunlap, and seconded by Dr. Rembert, the Board voted unanimously to go into Closed Session for the purpose of discussing a personnel matter pursuant to Section 143-318.11(a)(6) of the North Carolina General Statutes.

The Regular Board meeting was adjourned at 8:05 p.m.

Arthur Huff

Chairperson

Carole Hamrick

Clerk