

Charlotte, North Carolina
February 13, 2001

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on February 13, 2001. The meeting was held in the Board Room of the Education Center and began at 6:00 p.m. The meeting was televised by CMS TV 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: There were no Board members absent.

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

Call to Order

After Chairperson Griffin led the Board and members of the audience in the Pledge of Allegiance, he called upon Dr. Leake for recognition of the January Building Services Quality Customer Service Maintenance Employee of the Month. Dr. Leake provided the following information:

The Building Services Department has begun recognizing a Quality Customer Service Maintenance Employee each month. A few of the many qualities that employees are judged upon are the following:

- Attendance
- Attitude
- Ability to meet or exceed project/job work schedules
- Ability to make suggestions to improve the work environment
- Coaching/mentoring skills
- Communication skills
- Courteous and respectful to fellow co-workers and supervisors

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- Initiative
- Loyalty
- Management skills
- Promptness
- Promotes CMS in a positive way
- Team builder
- Technical skills/expertise

The recipient of this award for the month of January is Mr. Eugene Debrew. Mr. Debrew is a 30+ year employee in the Roofing and Sheet Metal Department. He has always worked well independently and meets the department's job schedules. Gene has the ability to see the big picture and make suggestions which improve the department's work procedures. He has gained a great deal of knowledge in his tenure with the school system and willingly shares this knowledge with his fellow employees. Gene's supervisor, Mr. Terry Poole, writes, "Gene's greatest assets include mentoring and coaching. He has a genuine concern for others and is very caring, always willing to donate time to those persons in need. Gene is one of the people you can send to check on a problem and he will find a solution."

In addition to the certificate and plaque presented to Mr. Debrew by the Board, he will be given a monetary award.

Mr. Griffin recognized Ms. Griffin for the recognition of the new National Board Certified Teachers. Ms. Griffin provided the following recognition:

Charlotte-Mecklenburg Schools continues to be second in the nation and first in the state of North Carolina when it comes to having the most National Board Certified Teachers in a single district. Tonight we honor our most recently certified teachers. Of those who completed this voluntary process during the 1999-2000 school year, 107 of our finest teachers have achieved the distinction of becoming a National Board Certified Teacher.

To complete this process, teachers voluntarily demonstrate their knowledge and skills through a series of performance-based assessments that include student work samples, videotaped lessons and a rigorous analyses of their own individual level of success of their students for the purpose of improving student learning in their classroom.

The Board recognized the following 1999-2000 newly certified teachers:

Krista Adams, Katy Allen, Bruce Bacon, Darla Barker, Sherry Beatty, Cassandra Black, Becky Blackmon, Jane Blair, Laura Boles, Tom Booker, Lawrence Bosc, Barbara Boyd, Tina Brooks, Stephanie Bruner, Louise Burks, E. Jane Butckovitz, Safronia Caldwell, Keith Camburn, Hilda Chasnoff, Cathey Cooper, Elisa Cox, C. Jeannie Craig, Peggy Crowley, Angie Dickison, Noble Dillard, Jacqueline Durham, Katherine Eaker, Jodi Fields, Vernelle Ford, Fran Fortner, Heather Gassman, Kathryn Gilchrist, Alice Greene, Jack Greene, Timothy Guilfoyle, Karen M. Hall, Vanessa Halling, Marva Hambacher, Mary Hammond, Amy Hatcher, Paula Heath, Susan Heritage, M. Sue Hooks, Tonda

Horne, Evadale Hosaflook, Christine Huff, Amy Huffman, Carol Huss, Leora Itzhaki, Melvin Jaynes, Sherrie Jones, Alice Jordan, Starr King, Randolph Knight, Shirley Kohl, Lee LeDoux, Houghton Lohn, Julia Marshall, Cheryl McFadden, Marty Metius, Teresa Mitchiner, Donna Moody, Jennifer Moore, Donna Morris, F. Genell Moses, Dorothy Ngongang, Juliann Noble, Mary Kathryn Norfleet, Kathy Novak, Cara O'Connor, Ivalynn Oudin, Erika Parker, Joyce Peace, L. Jean Porter, Ann Prenzler, Todd Rackowitz, Sherri Register, Tina Roberts, Linda Robinson, Sarah Robinson, Betty Roseman, Betsy Ross, Dee Runyan, Lisa Schinnagel, Evelyn Schlick, David Schneider, Bruce Schulman, Shelly Shope, Susan Siglar, Michelle Sivy, Debbie Smith, Donna Smith, Pam Spilde, Anita Sturgies, Kathleen Summers, Linda Surratt, May Jane Szyper, Shannon Thompson, Mike Tye, Lisa Valentine, Karol Vaughn, Michelle Vincent, Debbie Weeks, Sandra Whitley, Deborah Williams, Sharon Williamson, and Marlo Wylie.

Action Items

Approval of Personnel

Dr. Smith recommended to the Board Mr. Ronnie Cline Green as Purchasing Director. Mr. Green holds a B.S. in Business Management from Gardner Webb University and is a Certified Purchasing Manager. He previously served as the Director of Purchasing for Gaston County Schools; Purchasing and Risk Management Director for the City of Shelby, NC; and Sales Administrator for Gelco Leasing Corporation. **Upon motion by Mr. Lassiter and seconded by Ms. Kakadelis, the Board voted unanimously to approve the appointment of Mr. Ronnie Cline Green as Purchasing Director.**

Approval of 2001-02 Budget Calendar

Upon motion by Dr. Leake and seconded by Ms. Kakadelis, the Board voted unanimously to approve the 2001-02 Budget Calendar.

Approval of Teacher Supplemental Pay Schedule

Upon motion by Dr. Leake and seconded by Dr. Rembert, the Board voted unanimously to approve the Teacher Supplemental Pay Schedule. Mr. Dunlap asked about the eligibility of new teachers for this pay schedule. A representative from the Finance Department indicated that new teachers are entitled to this pay schedule as well.

Approval of Long Range Facilities Master Plan

Mr. Griffin introduced Mr. Ben Aycock, a member of the committee for the Long Range Facilities Master Plan. Mr. Aycock thanked members of the planning staff for their assistance and participation on this committee. He also recognized Mr. Fred Marsh as a member of this committee. Mr. Aycock presented a plan update for the ten-year plan and called upon the Board to re-establish geographic circles on the map for future school sites once the Board of Education receives some clear direction from the Court with regard to school siting. The committee feels, Mr. Aycock said, that this aspect of the plan would more accurately portray the amount of time and effort required to produce and update the

document and would provide the community with the level of information it would need to adequately plan for the future.

Discussion/Questions from Board Members

Dr. Rembert moved and Mr. Simmons seconded to approve the Long Range Facilities Master Plan. Mr. Lassiter asked about the public hearing for the Long Range Facilities Master Plan. Mr. Aycock responded that no members of the public were present to the speak at the public hearing. Ms. Kakadelis asked how the public hearing was publicized. Eric Becoats, Chief Officer for Demographics and Planning, responded that Public Information had advertised the public hearing in both print and electronic notifications. Mr. Lassiter stated it was unclear to him why the circles were not included on the map and said they need to be used to show the growth and projected student population, particularly since the future seat needs for student growth has been projected. He indicated the map, as it is presented at this Board meeting, is very general. He asked if there was a legal basis for not siting schools in this plan. Mr. Green responded that the 4th Circuit decision in November highlighted school siting as a concern for equity issues. There is a strong indication, he stated, of what the *en banc* court will be reviewing based upon the November decision by the three-member panel. He suggested the change from the circles on the map to a diagram is appropriate until further clarification is received from the courts. Mr. Lassiter commented on the plan where it states the required site features, including the degree to which an individual site achieves a balance of the SPUD principles, and said that potential sites must contain all of the required features in order to continue being considered. Mr. Lassiter further stated that the plan says if a site lacks any of the required features, it will be dropped from further consideration. Mr. Lassiter stated that he was trying to figure out what the standard is. Mr. Griffin responded that the SPUD principles were used as a practical matter for the purchase of land. He also cautioned the Board not to delve into legal matters that should be discussed in Closed Session. Mr. Simmons also shared his concern with the line of questioning and suggested the Board should move to Closed Session if further discussions were needed. Mr. Lassiter responded that the Board was not in a court room and that he was merely pointing out to the Board that the plan is missing the diversity piece as a standard. Ms. Woods asked about the stay and Mr. Griffin again reminded the Board to stay away from legal questions. He also stated that the circles would be placed on the maps when the system could do so legally. Ms. Woods stated that it hard for the public to understand what the Board is trying to do. She asked if the master plan would provide enough seats with smaller class sizes in areas where students of poverty are predominantly located. Dr. Smith responded that once a student assignment plan is finalized, that component would be evaluated. Ms. Woods also asked about the use of mobile classrooms to lower the class sizes where needed. Dr. Smith responded that the use of mobile classrooms to ensure smaller class sizes and differentiated staffing would be analyzed. Ms. Woods asked about additional seats for ESL students and the use of differentiated staffing for these children's needs. Dr. Smith responded that an amendment in the plan could be accommodated periodically for this growth need. Ms. Kakadelis expressed her concern with the proposed plan by stating that the overlaying of the Bond package with the plan made sense to her, and that the circles previously submitted contained issues of equity for

her. She asked if any current schools were included in the 2000 Bond monies. Dr. Smith replied the 2000 Bond monies were for future schools only. Mr. Dunlap suggested that Board members should have had clarifications for their concerns before the regularly scheduled Board meeting. **Mr. Dunlap moved that this issue be tabled until the next Board meeting. There was no second.** Dr. Smith reminded the Board that this information is due to the County on February 14, 2001, in order for CMS to be included in the calculations for financial needs. Ms. Woods asked if there was an amendment that could be provided to the motion that would satisfy Mr. Lassiter and Ms. Kakadelis. Ms. Lassiter replied that the issue to him was still unresolved and that the circles should be included on the map. This is, he stated, a capacity chart and not a master plan. Ms. Kakadelis responded that she could support the original plan submitted to the Board which included the circles, but not the proposed plan submitted tonight. **The motion passed 7-2.**

Approval of proposed Policy IKD, Honor Rolls

Ms. Woods presented for approval the Policy IKD, Honor Rolls. Mr. Dunlap stated that his concerns remain the same as he had previously expressed regarding this policy and felt the last line of the policy which reads, "Principals are encouraged to determine other means of recognizing outstanding improvement and/or exceptional effort by students," creates inequities for students. **Ms. Woods moved and Ms. Griffin seconded the motion for approval of Policy IKD, Honor Rolls. The motion passed 6-3.**

Approval of Capital Improvement Program (CIP)

Mr. Clemmer introduced Guy Chamberlain, Assistant Superintendent for Building Services, for this item. Mr. Chamberlain presented a historical overview of the 1993-1997 Bond Programs which focused on critical needs in the following areas:

- Major renovations at existing facilities
- Major system replacements
- Legal mandates

The 1993-97 Bond Program provided funding for over 100 capital projects at existing sites. The FY 1999 Capital Needs Assessment:

- Continued to address critical needs
- Introduced baseline standards
- Compared existing elementary, middle and high schools to baseline standards
- Developed ten-year capital needs assessment
- Recommended three-year CIP

The FY 1999 Capital Improvement Program:

- Recommended funding for major replacements/renovations at thirty sites to address critical needs and baseline standards
- Addressed other capital needs including legal mandates and instructional technology
- Proposed funding for land banking

Approved Funding:

- \$50 million dollars funded through Certificates of Participation (COPS) which funded two new elementary schools and equity renovations at five schools
- 2000 Bond Program - \$275.5 million which will provide funding for 22 major replacements/renovations and funding for two new elementary schools and two new middle schools

The development of FY 2001 CIP:

- Reviewed 1999 CIP projects not funded and reviewed the project scope and updated costs
- Assessed scope and cost of additional existing facilities capital needs identified since the FY 1999 comprehensive assessment
- Assessed scope and cost in response to enrollment growth

Proposed FY 2001 CIP:

- Response to equity – replacements/renovations (\$335 million)
 - Plumbing replacement (\$5.9 million)
 - Roof replacement (\$3 million)
 - HVAC replacement (\$13.2 million)
 - Expansion/renovation/replacement at schools with inadequate facilities (\$303 million)
 - Paving/site work (\$2 million)
 - Mobile classroom replacement (\$7.8 million)
- Response to other capital needs (\$37.2 million)
 - Legal mandates (\$27.2 million)
 - Instructional technology (\$7.2 million)
 - Improving operational efficiency (\$2.8 million)
- Response to enrollment growth (\$67 million)
 - Land acquisition (\$24 million)
 - New senior high schools (\$43 million)

Dr. Leake moved and Mr. Simmons seconded the motion to approve the Capital Improvement Program. The Board voted unanimously to approve this program.

Consent Agenda

Upon motion by Mr. Lassiter and seconded by Dr. Rembert, the Board voted unanimously to approve the following consent agenda:

Approval of Minutes

The following minutes were approved:

- January 23, 2001 Closed Session
- January 23, 2001 Regular Meeting
- January 19, 2001 Closed Session
- January 18, 2001 Special Meeting
- January 18, 2001 Closed Session
- January 18, 2001 Closed Session
- January 17, 2001 Closed Session
- January 17, 2001 Special Meeting

Approval of Construction Items

Approval of roofing contracts for Coulwood Middle School. These contracts include removal of approximately 78,100 square feet of existing 19-year old roofing system on the administration and classroom wings (A) and (B). A new 4-ply tapered 1/4" per foot slope insulated ballast roofing system will be installed. Total use of funds is \$710,980 and total source of funds is Capital Replacement (\$405,200) and 1997 Bond Roof Program (\$305,780).

Approval of electrical wiring contract for McAlpine Elementary School. This contract will provide electrical wiring to accommodate technology. The total use of funds is \$62,000 and the total source of funding is 1996 Bond – Electrical Wiring.

Approval of electrical wiring contract for Coulwood Middle School. This contract will provide electrical wiring to accommodate technology. The total use of funds is \$112,800 and the total source of funding is 1996 Bond – Electrical Wiring.

Approval of requests for student reassignment and release of students to other school districts

The Board approved 36 requests for reassignment in Category I; denied 21 requests for reassignment in Category II. There were no requests for reassignment in Category III.

Approval of Board Travel

The Board approved funding for travel expenses for Board members to attend the Court proceedings in Richmond, VA, on February 26-27, 2001.

Reports/Information Items

Report on the State of Public Education

Mr. Tom Bradbury, President of the Charlotte-Mecklenburg Education Foundation (CMEF), presented a brief overview of the annual report from the CMEF on the State of Public Education. He said the report was actually a tale of two systems, or three or four. In order to assess CMS, he said, you have to look school by school and group by group. There are the children at the very top in IB and AP numbers, the children at the very bottom that show up in the dropout statistics, and the wide band in between which includes a number of groups, he stated. The CMEF made the following recommendations:

- Complete the expansion of the Bright Beginnings 4-year old program so that it reaches all eligible children, not just half of them. Use local funds if necessary, but also take advantage of the ruling by a state court in October that the state ought to provide funding for preschool education for at-risk students. It offers Mecklenburg County a way to stabilize funding for an expanded Bright Beginnings program before the preschool effort sputters and confidence is lost in the entire reform effort.
- Change the relationship between the school board and the county commissioners by completely redoing the way budgets are prepared and presented. The effort to stabilize Bright Beginnings and get state funding could be a model.
- Expand reporting of academic achievement so that all groups are measured individually. The pilot ABC program is one step in the right direction. Look at including special programs, of which language immersion is only one example.
- Undertake a full study of the teaching crisis here, looking at everything from pay to school-by-school turnover, from teacher absenteeism to the substitute shortage, from professional development to the mentoring program, from all the steps being taken to strengthen pre-service teacher education to the desperate need for preparing principals.
- Report school-by-school student mobility, examine its impact on learning and change schools as necessary to handle the student instability that is often a fact of life.
- Institutionalize an equity report so that no school is neglected and so success can be defined and celebrated.
- Face signs of a political split that goes far beyond the court case. Race is part of it, but not all of it.

Discussion/Questions from Board Members

Ms. Woods commented on the issue of student turnover and asked if it would be possible to provide transportation for these students. Dr. Smith stated that this could perhaps be addressed in the 2002-03 school year as plans for the 2001-02 school year are already well underway. Dr. Leake commented that she is concerned about teacher turnover and working conditions for teachers, and the ability of the system to retain teachers. She stated the system is moving in the right direction with new programs for teachers and the system's efforts for recruiting. Mr. Lassiter requested a copy of Dr. Molly Broad's

comments from the breakfast sponsored by the CMEF. Mr. Bradbury stated he would provide a copy for all Board members. Ms. Griffin commented on the ribbons that a number of the Board members were wearing and stated they were from the breakfast sponsored by the CMEF in support of public education and teachers.

Report/first reading on proposed Policy ICAA, Tests and Examinations

Ms. Woods read the above policy: Tests and examinations are important tools with which to monitor and assess student progress and achievement. The essential purposes of the district's testing and examination program are: To guide the teaching and learning process on an ongoing basis; to evaluate student achievement in terms of local, state and national objectives; and to assess the effectiveness of programs and instructional strategies. The Board expects the Superintendent to develop and implement a testing and examination program consistent with sound theory and practice. The kinds and numbers of tests and examinations shall focus on the best interests of students and must satisfy the district's needs and state requirements. No standardized tests outside the approved program of the Superintendent may be administered without prior approval.

Mr. Griffin suggested to Board members that they should get their comments to Ms. Woods or members of the Personnel/Policy Committee.

Reports from Board Members

Ms. Kakadelis thanked First Union for their support of the Ben Craig awards. She also thanked the students and culinary arts teacher at Myers Park High School for providing breakfast for the joint meeting between the Board of Education and the Mecklenburg Legislative Delegation.

Ms. Woods reminded Board members that the Personnel/Policy Committee is looking at policies related to equity and student success. She encouraged Board members to get their recommendations to the committee as soon as possible. She also asked them to respond to the committee with their concerns regarding teacher retention/working conditions/incentives for teachers.

Mr. Lassiter recognized Dr. Reta Phifer, music teacher at Elizabeth Traditional Elementary School, for being the Arts and Science Council's "poster child."

Dr. Leake stated that teachers in District II have shared their concerns with her regarding student behavior.

Mr. Griffin asked the Board members for feedback on the document he passed out to them at this time in the Board meeting. He would like to discuss this proposed resolution with each Board member and will be in contact with each member individually. Mr. Griffin also recognized the Civics 101 Class, sponsored by the League of Women Voters, who were present at the Board meeting.

Requests from the Public

- Charles Held – spoke on school board and system negatively impacting property sales
- Patsy White – spoke on Black History Month and the removal of Ken Simmons as principal at Wilson Middle School
- Terry Belk – spoke on the mistreatment of teachers in low performing schools and the removal of Ken Simmons as principal at Wilson Middle School
- Debra Brannon – spoke on issues at Wilson Middle School, West Mecklenburg High School, and the removal of Ken Simmons as principal at Wilson Middle School
- Wayne Brannon – spoke on expectations that the public has of the Board of Education and the removal of Ken Simmons as principal at Wilson Middle School
- Marie Macon – spoke on an alternative education program she has proposed to the school district
- Nathaniel Cassell – spoke on his attendance at Wilson Middle School, westside students, and the removal of Ken Simmons as principal at Wilson Middle School
- Jessie Green – spoke on alternative education programs that target Wilson and Coulwood Middle Schools
- Thomas McGee, Jr. – spoke on the removal of Ken Simmons as principal at Wilson Middle School
- Dr. Gysai Foluke – spoke on the removal of Ken Simmons as principal at Wilson Middle School and the need to reform the public school system
- Fred Marsh – spoke on the need to test incoming 9th graders from private/church schools for proper placement in the school district
- Stanley Faulkner – spoke on the removal of Ken Simmons as principal at Wilson Middle School
- Sandra Smith – spoke on concerns with testing of children and the removal of Ken Simmons as principal at Wilson Middle School
- Delorese Hill – spoke on conditions with the construction program at Devonshire Elementary School


Adjournment

Upon motion by Dr. Rembert and seconded by Mr. Simmons, the Board voted unanimously to go into Closed Session for the purpose of consulting with counsel regarding the case of *Belk v. Charlotte-Mecklenburg Board of Education*, pursuant to Section 143-318.11(a)(3) of the North Carolina General Statutes.

The Regular Meeting was adjourned at 8:25 p.m.



Chairperson



Clerk