

Approved by the Charlotte-
Mecklenburg Board of Education
December 11, 2007
Regular Board Meeting



Charlotte, North Carolina

September 11, 2007

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on September 11, 2007. The meeting began at 4:07 p.m. and was held in Room CH-14 of the Government Center.

Present: Joe I. White, Jr., Chairperson, Member At-Large;
Molly Griffin, Vice-Chairperson, (District 5);
Kaye McGarry, Member At-Large;
Trent Merchant, Member At-Large;
Larry Gauvreau (District 1);
Tom Tate (District 4); and
Ken Gjertsen (District 6)

Absent: Vilma D. Leake (District 2) and
George Dunlap (District 3)

Also present at the request of the Board were Dr. Peter Gorman, Superintendent. Ms. Griffin served as Clerk to the Board.

Upon motion by Ms. Griffin, seconded by Mr. Merchant, the Board voted unanimously of those present for approval to go into Closed Session for the following purpose:

- **To consider the performance of specific employees.**

The motion was made pursuant to Section 143-318.11(a) of the North Carolina General Statutes.

Chairperson White reconvened the Regular Board Meeting at 6:12 p.m. in the Meeting Chamber of the Government Center. CMS TV Channel 3 televised the meeting.

Present: Joe White, Chairperson, Member At-Large;
Molly Griffin, Vice-Chairperson, (District 5);
Kaye McGarry, Member At-Large;
Trent Merchant, Member At-Large;
Larry Gauvreau (District 1);
Vilma D. Leake (District 2);
George Dunlap (District 3);
Tom Tate (District 4); and
Ken Gjertsen (District 6)

Absent: There were no absences

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; Regina H. Bartholomew, General Counsel; Carole Hamrick, Manager of Board Services; Members of Executive and Senior Staffs; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Chairperson White called the meeting to order at 6:12 p.m. He welcomed everyone to the Board's Regular monthly business meeting.

A. Pledge of Allegiance

Chairperson White introduced Cadet Senior Chief Petty Officer Daniel Wooten to lead those present and in the viewing audience in the Pledge of Allegiance and speak to the September character trait "respect." Daniel is a junior at Providence High School; a third-year member of the Navy Junior Reserve Officer Corps (NJROTC) Program; a member of the Future Business Leaders of America and the Key Club; interned two summers with Sue Myrick; and the NJROTC Academic Team Commander. He was appointed NJROTC Operations Chief in his sophomore year and promoted to his present rank of Cadet Senior Chief Petty Officer in his junior year. His dream is to obtain an appointment to the Naval Academy to become an engineer in the United States Navy. Through his goals and numerous achievements, Daniel brings credit to himself, the NJROTC Program, and Providence High School. His younger brother, Cadet Seaman Recruit Wooten, is a first year cadet in the program. Chairperson White introduced Daniel's parents, David and Lisa Wooten; his principal, Dr. Terri Cockerham; his assistant principal, Sharon Poston; and the Naval instructors from Providence High School, Senior Naval Science Instructor Commander Michael Schwenk and Naval Science Instructor First Sergeant James Barksdale. Daniel invited everyone to stand and join him in reciting the Pledge of Allegiance. Following the pledge, Daniel shared the meaning of "respect" and the reasons it is an important attribute in our lives.

B. Adoption of Agenda

Ms. Griffin moved, seconded by Mr. Merchant, that the Board approve the adoption of the agenda, and a discussion followed.

Chairperson White called upon Ms. Griffin to add two Action Items to the agenda.

Ms. Griffin moved that the Board approve adding Action Item IV.B. (Recommend approval of the Superintendent's performance evaluation and discretionary bonus for the 2006-2007 school year) to the agenda, seconded by Mr. Tate, and Board the voted 7-2 to approve the motion. Chairperson White, Ms. Griffin, Mr. Merchant, Ms. Leake, Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Ms. McGarry and Mr. Gauvreau voted against the motion.

Ms. Griffin moved that the Board approve adding Action Item IV.C. (Recommend approval to extend the Superintendent's employment contract for one additional year) to the agenda, seconded by Mr. Dunlap, and the Board voted 7-2 to approve the motion. Chairperson White, Ms. Griffin, Mr. Merchant, Ms. Leake, Mr. Dunlap, Mr. Tate, and

Mr. Gjertsen voted in support of the motion. Ms. McGarry and Mr. Gauvreau voted against the motion.

Mr. Dunlap moved, seconded by Ms. Leake, that the Board adopt the agenda as amended, and the Board voted 8-1 to approve the motion. Chairperson White, Ms. Griffin, Mr. Merchant, Mr. Gauvreau, Ms. Leake, Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Ms. McGarry voted against the motion.

Chairperson White welcomed Regina Bartholomew, the new General Counsel for the Board, to CMS. Ms. Leake asked that the Chair allow a moment of silence to honor the victims and families of 911. Chairperson White invited everyone to join him in a moment of silence.

II. REQUESTS FROM THE PUBLIC

Karen Evans-Norten believes she has just cause for her child to be transferred out of the current school she is attending. She expressed concerns about the difficult process for student transfers and she encouraged the Board to develop a better method for immediately handling requests for transfers that have just cause.

Kim Weaver represented the Berewick Neighborhood Community Schools Committee which is a new planned development in the Steele Creek area. This community currently has 350 homes but will grow to 2,500 homes. Currently, the students are assigned to schools that are four to eight miles away and located outside the Steele Creek community. She encouraged the Board to reassign the area to the schools within the Steele Creek community.

III. CONSENT ITEMS

- A. Recommend approval of minutes.
 - August 16, 2007 Closed Session (2 sets).
 - August 15, 2007 Closed Session.
 - August 14, 2007 Work Session.
 - August 9, 2007 Closed Session.
 - August 2, 2007 Closed Session.
 - July 31, 2007 Closed Session.
 - April 10, 2007 Regular Board Meeting.
- B. Construction Items.
 - 1. Recommend approval of construction contract for HVAC renovations at Steele Creek Elementary School.
- C. Recommend approval of appointment of administrative personnel.
- D. Recommend approval of licensed/non-licensed hires and promotions for August 2007.

Ms. Griffin moved, seconded by Mr. Dunlap, that the Board approve Consent Items A. thru D., and a discussion followed.

Ms. Leake pulled Consent Item C.

Mr. Tate moved, seconded by Ms. Griffin, that the Board approve Consent Items A., B. and D., and the Board voted 9-0 to approve the motion.

Ms. Leake thanked Maurice Ambler, Chief Human Resources Officer, for his hiring efforts to

ensure the schools and classrooms are staffed with quality personnel. She expressed concern regarding the shortages of bus drivers. She said staff is working hard to recruit bus drivers as well as other positions for CMS. She encouraged the public to apply for those positions. She stressed the importance of hiring personnel that are well-qualified and experienced.

Ms. Leake moved, seconded by Ms. Griffin, that the Board approve Consent Item C., and the Board voted 9-0 to approve the motion.

Dr. Gorman reviewed his personnel recommendations as follow:

- Tara Lynn Sullivan named principal at Quail Hollow Middle School. Ms. Sullivan previously served as assistant principal at Jay M. Robinson Middle School.
- Lisa M. Cantrell named principal at Reedy Creek Elementary School. Ms. Cantrell previously served as assistant principal at Cochrane Middle School.
- Jacqueline H. Barone named assistant principal at Piedmont Open Middle School. Ms. Barone previously served as a teacher at East Mecklenburg High School.
- Dayna Sanders named assistant principal at Greenway Park Elementary School. Ms. Sanders previously served as literary facilitator at Windsor Park Elementary School.
- Cassandra Gregory named assistant principal at Ranson Middle School. Ms. Gregory previously served as principal intern and teacher at Merry Oaks Elementary School.
- Veronica Scott named assistant principal at Vance High School. Ms. Scott has an Education Specialist in Administration/Leadership, a Master of Education in Counselor Education, and a Bachelor of Science in Health Education from South Carolina State University in Orangeburg, South Carolina. Ms. Scott previously served as assistant principal at C.E. Murray High School in Kingtree, S.C.
- Cynthia A. Matson named director of telecommunications. Ms. Matson previously served as information systems coordinator for CMS.

IV. ACTION ITEMS

A. Recommend approval of 2007-2008 Charlotte-Mecklenburg Board of Education Budget

Chairperson White called upon Dr. Gorman to present the recommendation. Dr. Gorman said we are in the last stages of the 2007-2008 Budget process. Dr. Gorman said in March, he presented his budget recommendations to the Board. The three main goals of the budget were to align the budget with Strategic Plan 2010; finance Strategic Plan 2010 initiatives with existing resources; and request new funds for growth, new schools, personnel costs, and other sustaining operations. In April, the Board approved the 2007-2008 Budget recommendation for submission to the County. Since that time, the Board of County Commissioners (BOCC) and the State have adopted their budgets and CMS has received estimated allotments from the State for the federal budget. The budget was adjusted to include the impact from the County appropriation being approximately \$5.2 million less than the Board's original request and the State approved increases to salaries and benefits. The State approved an average 5.0% salary increase for teachers and 4.44% for principals, and a 4.0% increase for licensed non-school based personnel and non-certified staff. Sheila Shirley, Chief Finance Officer, reviewed the revised 2007-2008 Budget which included reductions and redirections as a result of the final

numbers from local, state, and federal budgets. The proposed budget is as follows:

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Current Expenses	
County Current Expenses	341,366,785
State Current Expenses	702,939,862
Federal Current Expenses	96,083,458
Other Local Current Expenses	32,740,286
Total Current Expenses	1,173,130,391
Capital Replacement	5,200,000
Child Nutrition	59,218,910
After School Enrichment	15,227,000
Total	\$1,252,776,301

Board members were invited to ask questions and make comments.

Ms. McGarry moved, seconded by Ms. Griffin, that the Board approve the proposed 2007-2008 Budget as presented, and a discussion followed. Chairperson White said he would enforce the three, two, and one minute discussion rule because Board members have had several opportunities to discuss the budget at length during the budget process.

- Ms. McGarry asked what is an appropriate dollar amount to maintain in the fund balance? Ms. Shirley said there is not a strict guidance for a school district. She prefers to maintain \$5 to \$10 million in the fund balance because counties must have certain fund balance levels in order to issue debt and to maintain their rating but school districts in North Carolina do not issue debt so that is not a guideline that CMS can use. Ms. McGarry said regarding teacher assistants, CMS received monies back because positions were not filled. She understands the state has a different formula for assigning teacher assistants that is more generous than the formula used by CMS. She asked why are the state and CMS formula different? Ms. Shirley said historically, there were a couple of years in which CMS had to take a discretionary reduction from the state formula which amounted to a deduction from the budget of approximately \$4 million each year. CMS elected to make that cut throughout those years and adjusted its formula at that time, and it has not changed. Ms. McGarry encouraged staff and the Board to review that formula.
- Ms. Leake said she has always voted to approve the budget because she supports children. She wants to ensure the Board and CMS are accountable for the expenditures of the budget. She expressed concerns regarding funding programs that are not working; the CMS bus driver salary scale is among the lowest in the state; CMS eliminating teacher assistant positions but continues to employ tutors; and the first year salary for teachers. She believes it is important to provide adequate salaries to be able to recruit good people to the district; programs should be evaluated for their success in enhancing the education of children and, should they not prove successful, they should be eliminated; and the district must provide adequate salaries for bus drivers, cafeteria workers, and secretaries.
- Mr. Gauvreau said this is not a tweaking of the budget. It is another increase. The

approval of this budget will actually add another \$10 million to the budget. This budget is \$112 million over last year's budget. The CMS budget process is a yearly dance with the BOCC. The CMS budget presented to the BOCC purposely undercuts the dollars provided from state and federal funding. He expressed concerns that this budget is spending good money after bad; adds new programs and initiatives; includes \$9.7 million to move and acquire new mobiles; adds thirty-three buses; and squanders the public's resources. He encouraged the Board to say no to the budget and to have it revised to make it live within the means. Mr. Gauvreau's discussion time ended and he asked to be allowed to continue. Chairperson White said he would follow the procedure agreed upon and he would return to Mr. Gauvreau after the other Board members had spoken.

- Mr. Dunlap expressed concern that these were the same opinions and discussion items that were shared at the previous meetings. The preliminary budget recommendation passed by an 8-1 vote. Most of the Board did not agree with everything in the budget but they agreed that it would be a budget that the Superintendent could use to help educate the students. The budget was adjusted because CMS received less money from the County. The Board previously approved everything in the budget and this process is to approve the adjustments based on the final numbers from local, state, and federal budgets. He would be concerned if the same Board members did not approve this budget. The Board charged the Superintendent with the responsibility of carrying out our policies. He has stated that he wants to protect the classroom and the new initiatives. The Board holds the Superintendent accountable to do that regardless of what the ultimate dollar amount is because that is his job and that is what he is going to do. Mr. Dunlap believes continuing to debate this is delaying the inevitable because the Board will pass a budget, the Superintendent will have that responsibility, and the Board will judge the Superintendent on the effectiveness of his performance. He encouraged the Board members to move forward with the process.
- Mr. Merchant said no budget is perfect and this one is not. He also is concerned about the number of programs that are lingering and have limited effectiveness. He said many of the programs are not new and have been around for a long time such as the block schedule which was originally implemented in 1921. At the last meeting, staff reported that the programs would be evaluated and the programs that are not proving successful would be cut. He commended the budget because it includes pay increases and adds more teachers in the classrooms. He will support the budget because he believes in the direction that CMS is going and the leadership of Dr. Gorman and his team.
- Ms. McGarry expressed concern that a \$1.2 billion budget is huge and there are no academic results. She understands these are adjustments to the previous budget approved by the Board based upon the final numbers from the state but that leads her to believe that CMS was asking for too much money in the beginning. She will support the adjustments to the budget but she believes it is a huge budget.
- Ms. Leake expressed concern about the salary increases and the increases to health benefits for non-certified workers such as custodians, bus drivers, and cafeteria workers. The salary increases are not adequate to cover the increase to the cost of family health insurance. She wants the public to know that CMS provides facilities and resources to organizations throughout the community to be used to support

children throughout the community.

- Mr. Gauvreau expressed concerns regarding the \$10 million dollar increase; the spending has not been scrutinized; the salary increases for teachers, principals, and the Board; and the continued spending is fiscally irresponsible which will dilute the program. Mr. Gauvreau believes the increases are not necessary because CMS will lose 2,000 students after the 20th day count which also happened last year. This equates to approximately \$18 million and that funding should be given back to the taxpayers. He encouraged the Board to authorize Dr. Gorman to manage to that and to rethink what they are doing. He believes this budget is wrong.

Mr. Gauvreau made a substitution motion that the Board authorize Dr. Gorman to cut the proposed 2007-2008 Budget by \$10.2 million prior to the final Board vote, seconded by Mr. Gjertsen, and the Board voted 3-6 and the motion failed. Ms. McGarry, Mr. Gauvreau, and Mr. Gjertsen voted in support of the substitute motion. Chairperson White, Ms. Griffin, Mr. Merchant, Ms. Leake, Mr. Dunlap, and Mr. Tate voted against the substitute motion.

The Board voted 8-1 to approve the proposed 2007-2008 Budget as presented. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Ms. Leake, Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted in support of the motion. Mr. Gauvreau voted against the motion.

B. Recommend approval of the Superintendent's performance evaluation and discretionary bonus

Chairperson White called upon Ms. Griffin to present the recommendation to approve the performance evaluation and discretionary bonus for the Superintendent.

Ms. Griffin moved that the Board approve a discretionary performance bonus for Dr. Gorman for the 2006-2007 school year (pursuant to his contract the bonus can be a maximum of ten percent of his base salary or \$25,000.00) in the amount of eighty-five percent of his allowable bonus or \$21,250.00, seconded by Mr. Dunlap, and a discussion followed.

- Mr. Gauvreau said he would not support a bonus because Dr. Gorman has been employed for one year and there has been no change in the district. He expressed concern that Dr. Gorman's contract is a non-performance based contract that already provides a huge salary.

Ms. McGarry made a substitute motion that the Board approve a discretionary performance bonus for Dr. Gorman for the 2006-2007 school year in the amount of seventy-five percent of his allowable bonus, seconded by Mr. Gauvreau, and the Board voted 1-8 and the motion failed. Ms. McGarry voted in support of the substitute motion. Chairperson White, Ms. Griffin, Mr. Merchant, Mr. Gauvreau, Ms. Leake, Mr. Dunlap, Mr. Tate, and Mr. Gjertsen voted against the substitute motion.

- Ms. Leake noted that Dr. Gorman has been employed with CMS for over one year and has projected a zest of energy. CMS is paying him for his energy and what he is doing for the betterment of the students in the district. She encouraged the public to realize

that a discretionary bonus is being provided to a man that the Board respects and the leader of the district. The Board has provided every Superintendent an annual bonus for their accomplishments. This process tells the community that the Board values; respects; believes in his leadership; and his ability to impact the educational process for the students throughout the district. Ms. Leake said she supports this process, children, and the school district.

- Ms. McGarry said she fully supports the Superintendent, Dr. Gorman. She said the bonus is based upon the criteria of the original contract and that is where she has based her decision.

The Board voted 7-2 to approve the original motion. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Ms. Leake, Mr. Dunlap, and Mr. Tate voted in support of the motion. Mr. Gauvreau and Mr. Gjertsen voted against the motion.

C. Recommend approval of the Superintendent's contract extension

Chairperson White called upon Ms. Griffin to present the recommendation to extend Dr. Gorman's employment contract for one additional year.

Ms. Griffin moved that the Board approve extending the Superintendent's employment contract for one additional year, seconded by Mr. Dunlap, and a discussion followed.

Chairperson White said Dr. Gorman's original contract was a four-year contract, he has been employed with CMS for one year, and this motion will provide him a contract for four more years.

- Ms. Leake said this provides continuity to the process because the Board has provided this for other Superintendents. Continuity and longevity are important to the district and the children because turnover of a Superintendent could also result in turnover of staff which can cause disruption to the district. This will provide the Superintendent the opportunity to remain with CMS for another four years and hopefully the staff that he has employed will stay in place which will help CMS to move forward. She supports the contract extension because it will provide continuity and be good for CMS, the students, and district.
- Mr. Gauvreau will not support the contract extension because it is not in the public's interest for the Board to tie itself to an additional year because the contract already provides an additional three years for the Superintendent. Should the Board want to change this contract for any reason it would cost more than \$1 million. The bigger issue would be what purpose does this serve. Mr. Gauvreau said Dr. Gorman is a fine man. There is no reason to add another year to a contract that does not expire until 2010. He does not support binding the public into an agreement with a debt that is unnecessary.
- Mr. Dunlap said he travels throughout the country and a year's contract means different things to different people. It sends a message locally and nationally that we are satisfied with the direction that CMS is moving. If a Superintendent fails to gain an extension to his/her contract, it sends a message nationally of what is happening in the district. Superintendents come and go, and not providing a contract extension may give the feeling that they are no longer wanted. Mr. Dunlap said while a

Superintendent can leave whenever he chooses, he believes it is important that the Board send the message that we like having Dr. Gorman here and we want him to stay. Another implication of a contract extension regards staff. When the Superintendent hires executive staff, executive staff cannot serve beyond the extension of the Superintendent's contract. Most staff receive a two-year contract. A contract extension for the Superintendent will allow him to reappoint staff so that they will also have an additional two years. Mr. Dunlap said the majority of the Board believes that the Superintendent is moving us in the right direction and likes having him here.

- Mr. Gjertsen will not support the contract extension because the message the Board should send is that they want results. While we are going in the right direction, we do not have those results yet. The Board provided Dr. Gorman a four-year contract and it has three years left so the contracts of executive staff will not be impacted. He said the contract can be extended at any time once those results start rolling in. Mr. Gjertsen believes in the direction that CMS is moving and has high hopes that results will happen. The Board has said the most important issue is accountability and they should be focused on results rather than how someone is going to feel. He encouraged the Board to hold the Superintendent accountable for results and extend his contract after the results are delivered.
- Ms. McGarry said the contract criteria for the second, third, and fourth year were different from the first year and that was dependent upon the accountability system that will be in place. She would support extending a contract when that is in place and the results are in.
- Mr. Merchant expressed concern regarding holding the Superintendent accountable with a vote here or there. The Board should be holding Dr. Gorman accountable every day. He said Dr. Gorman is doing an outstanding job. People should not be alarmed at not seeing the results of decentralization because school has only been open for three weeks. Decentralization is a process and the results will take time. Mr. Merchant believes CMS is at a good point in the process. He commended the structures that have been implemented because they are leading CMS down the right path. He will support the contract extension. He will continue to be a strategic partner with the Superintendent and one of his bosses that hold him accountable every day.
- Chairperson White said the message the Board sends with the extension of the contract is stronger than the bonus contract. Chairperson White said he represents the Board across the country. It will become national news if a Superintendent with the status of Dr. Gorman does not have his contract extended. He will support the motion.

The Board voted 6-3 and the motion passed. Chairperson White, Ms. Griffin, Mr. Merchant, Ms. Leake, Mr. Dunlap, and Mr. Tate voted in support of the motion. Ms. McGarry, Mr. Gauvreau, and Mr. Gjertsen voted against the motion.

V. REPORTS/INFORMATION ITEMS

A. Report/Update on North Carolina Legislative Session 2007

Chairperson White called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Maurice Green, Chief Operating Officer, to provide the report on the North Carolina Legislative Session for 2007. Mr. Green commended Payton Maynard, Legislative Liaison for

Charlotte-Mecklenburg Board of Education, for his excellent efforts in pushing forward the Board of Education's 2007 Legislative Agenda. Mr. Green said the Board approved ten Legislative Agenda items for this past year. Some of the items had positive results and others need more work. Mr. Green reviewed the positive results of the Legislative Agenda adopted by the Board and highlighted the educational legislation that was passed by the General Assembly.

CMS Key Initiatives and Positive Results:

- Teacher compensation.
 - Average 5% increase.
 - 31st step added to the state salary schedule.
 - Bonus for new teachers (\$250 upon completion of their first year).
- Flexibility with funds allocated for teacher salaries.
 - Alternative salary plan legislation - approved.
- Retired teachers return to work.
 - Legislation renewed.
 - New definition for "retired teachers"- adopted.
- Disadvantaged Student Supplemental fund.
 - Additional \$17.6 million.
 - Weighted Student Staffing Formula.
 - High School Reform Initiatives.
- More school nurses.
 - Additional \$2.7 million for 2007-2008.
 - Additional \$3.3 million for 2008-2009.
- School construction funding.
 - Transfer tax and local option sales tax.
 - Alternative Methods.
 - Capital Leases (public/private partnerships).

Mr. Green said it is important to note that there were significant positive results and there will always be "more work to be done." The Board has had several items approved and they took several years to progress forward. He encouraged the Board to begin its work on next year's Legislative Agenda. Mr. Green said staff will be working internally, with the Policy Committee, and with the Board to get the items that impact public education and need Board approval brought forward.

A discussion with Board members followed.

- Ms. Griffin said regarding House Bill 966 which allows the pilot for alternative pay systems, what is the procedure for being a part of that pilot and its time table? Mr. Green said the state is developing those procedures and determining the deadline to file an application. Mr. Green said he would assume they would like pilot programs presented to them during this school year so that they will be ready for the next school year. Staff will be aggressive in moving this forward but they will be working on the federal dollars that have just been received first. Staff will incorporate this into that program.

- Ms. Leake said the proposed House budget includes \$7 million for a Dropout Prevention Program. She asked will CMS apply for any of those funds? Mr. Green said staff will be reviewing that legislation as well as the \$4.7 million for Gang Prevention. Ms. Leake had other questions regarding legislature information that she would share with Mr. Green at a later time.
- Ms. McGarry expressed concern that the Board did not include raising the cap for charter schools on the Legislative Agenda. She encouraged the Board to discuss this item for inclusion on the next Legislative Agenda. She also expressed concerns regarding facility construction and the road blocks that exist for building schools cheaper, quicker, and where students live. She believes it would be better for the Board to have authority to not go through the public bidding process and to be able to negotiate contracts with third parties to build schools. She asked what would we need to do to work this out with legislation? Mr. Green said this past session provided the ability to do capital leases which allows us to negotiate with a developer who would develop the property and they would not need to follow a more traditional process. Ms. McGarry would like more information on the process to present this to the legislators.
- Ms. Leake expressed concern that the state does not monitor city governing bodies that approve zoning for huge housing complexes where the schools are not located versus developers building complexes where the schools are located. This process contributes to overcrowding. The district must be responsible for building new schools but the problem originates with the city approving zoning for realtors. Mr. Green said he would be glad to discuss this further with Ms. Leake. This past session provided for a Transfer Tax. Counties that put this in place could allow for that money to be used for school construction. The Board of County Commissioners would decide if they would want to participate in that option.
- Chairperson White commended Mr. Maynard for the admirable manner in which he represents the Board in Raleigh.

B. Report/Update on the Strategic Plan Project Charter: NC Wise

Chairperson White called upon Dr. Gorman to introduce the report. Dr. Gorman called upon Terry Middleton, Chief Information Officer, and Jay Parker, Director of Student Applications, to present the Strategic Plan Project Charter on NC Wise. Mr. Middleton said in 1999, the State contracted with Price Waterhousecooper to create a system that would provide single student identification and replace the current student information system for the entire state. All but three districts were using this system and CMS was one of the three. The system is called North Carolina Window of Information and Student Education (NC WISE). The districts that were not using the state system were required to fund and convert without the assistance of the State Team. CMS began the planning for the state implementation four years ago. CMS created a Project Charter for development and execution of a conversion plan. The purpose of the project was to comply with state board policy that states all districts would be using the NC WISE software by the end of the 2006-2007 school year. Staff was also receiving many requests that the existing eighteen-year old mainframe application could not perform. This included scheduling a 4x4 class; the integration with other systems was becoming more difficult; and managing data and key measures for the Strategic Plan 2010 and state reporting. The state wanted to have one system that would eventually provide state

student identification with an automatic provision for transcriptions to state colleges and electronic transfer of student's data across the state. To comply with this, CMS converted to the state purchased student information system (ESIS). Mr. Middleton reviewed the plan, implementation, and training process. This will be rolled out to all high schools in October. Mr. Parker reviewed frequently asked questions. He reported this is a better system because it is a web/internet-based system that can be assessed at any hour. A parent assistant module allows parents to review student information, scores, grades, and attendance at any hour of the day. Parents are able to communicate with the school and the teachers. This program will be integrated with the state, and CMS is working with the North Carolina College Foundation on the transcript piece and the Department of Public Information on the best integration with them. The system allows only limited changes because it is an out-of-the-box application but functional changes are allowed. Major changes can be made to the company that developed the program but it could take up to six weeks.

Board members were invited to ask questions:

- Ms. Griffin congratulated Mr. Middleton on his upcoming retirement. She thanked him for his service over the years. Ms. Griffin said high schools had trouble in scheduling with NC WISE and part of the problem was the implementation of the hybrid schedule. Mr. Middleton said the only reason we were able to use a hybrid schedule was because we moved to NC WISE. The old system would not allow us to use a 4x4 schedule. There were advantages to using both the 4x4 and the A Day/B Day schedule. This system will allow us to use both schedules but it is a complicated process. The difficulties incurred were a function of scheduling not of the software or the system. Ms. Griffin asked if the new system included improvements to the report cards because they were difficult to understand last year? Mr. Parker said there were changes to the legend of the report card and they are much easier to read. Ms. Griffin said the parent assistant module is a wonderful tool for parents and she encouraged everyone to use it.
- Mr. Merchant asked if teachers were receptive of the new program and entering data on a regular basis? Mr. Middleton said the system is coming of age and it is almost there. Public Information has worked with teachers in rolling out the parent assistant module. It is a matter of getting some basic standards in place for the teachers. The timeliness of entering data is improving everyday. The interface system is not user-friendly but it is significantly better than our previous systems and it simplifies the process of entering data for students.
- Mr. Dunlap congratulated Mr. Middleton on his upcoming retirement. Mr. Dunlap said CMS was one of the districts in the state not using this system. Mr. Middleton clarified that CMS was one of the districts that was not using the old SIMS application which was the old DOSS system that the other districts were reverting from. Mr. Dunlap asked whose decision was it for us to not be a part of the old system; what did it cost to convert; was the other system more convenient for parents; and what is the better system? Mr. Middleton said CMS did its own conversion which was significantly less expensive than hiring a consultant company. CMS did not have to pay for the software and only paid for the conversion. The state bought the license and paid for the software for every district in the state. Some systems are better than the one that we are using but the objective of the state was to have a single system so that all districts

can share common student identification and records throughout the state and the College Foundation.

C. Report/Update on Minority, Women, and Small Business Enterprise Program (MWSBE)

Chairperson White called upon Dr. Gorman to present the report. Dr. Gorman called upon Guy Chamberlain, Associate Superintendent for Auxiliary Services, to present the report on Minority, Women, and Small Business Enterprise (MWSBE) Program.

Mr. Gauvreau left the Regular Board meeting at 8:19 p.m.

Mr. Chamberlain said three years ago, CMS in conjunction with the City of Charlotte and Mecklenburg County entered into a Disparity Study with MGT of America. The primary reason for completing the study was CMS had a MWSBE Policy but had not gone through the scrutiny of a disparity study to determine the level of disparity. The study resulted in a new Board policy and attendant regulations on how CMS would operate the new MWSBE Program. Part of that policy requires that, at the end of each fiscal year, the Superintendent provide a report to the Board summarizing the results of participation and how the participation stands against the goals. Last year's report showed significant improvement and this year's report reflects tremendous improvement. In all categories, CMS is well above last year's reporting, and some categories have exceeded the requirement. Mr. Chamberlain commended the Board MWSBE policy and its strong regulations and noted that the CMS program is one of the best models in the state. Mr. Chamberlain introduced Chiquitha Lloyd, the MWSBE Administrator, to review the aspirational goals and expenditures of each category.

Aspirational Goals Compared to Actuals:

Category	MBE Goal / Actual	WBE Goal / Actual	M/W/SBE Goal / Actual
Construction	10% / 5.06%	6% / 11.8%	21% / 22.91%
Architecture, Engineering, and Surveying	4% / 11.11%	7% / 6.42%	16% / 17.74%
Contracted Services (other than construction)	5% / 5.46%	4% / 12.5%	14% / 21.9%
Goods	3% / 1.63%	3% / 7.01%	11% / 10.66%

Total Eligible Expenditures:

Category	Analyzed	M/W/SBE Firms
Total eligible expenditures	\$270M	\$48M (11M-MBE \$27M-WBE \$10M-SBE)
Construction	\$92M	\$21M
Architecture, Engineering, and Surveying	\$10M	\$2M

Contracted Services (other than construction)	\$62M	\$14M
Goods	\$106M	\$11M

Ms. Lloyd said the numbers represented an increase of the total dollars spent with minority firms from last year. Last year, the total spent was \$44 million compared to \$48 million this year. Goals included awarding more contracts to minority-owned business (\$11 million), women-owned businesses (\$27 million), and small businesses (\$10 million). Ms. Lloyd said several measures were implemented last year in an effort to achieve the goals, and the results proved successful. There are areas of opportunities and, this year, CMS will continue its action plan to improve the numbers even more. Staff will focus on leveraging relationships with the city, county, state, and other enterprises; enhancing marketing and outreach; expanding technical assistance; and streamlining monitoring and reporting.

A discussion with Board members followed:

- Mr. Dunlap thanked staff for their outstanding efforts and educating the community on the program. He encouraged CMS to celebrate its accomplishments. He asked does CMS have the staff to support the action plan? Ms. Lloyd said, yes, we are fully staffed for the second full year. Mr. Dunlap asked what constitutes a small business? Ms. Lloyd said CMS uses the City of Charlotte’s definition for a small business. It is based on the income of the owners of the company and they go through the certification of the City of Charlotte. Mr. Dunlap asked are African-American women included in WBE? Ms. Lloyd said, no, African-American women are in the minority category and WBE is for white women only. Mr. Dunlap said this and the low percentages spent in the categories cause him concern. He believes CMS can improve its numbers for MBE, WBE, and SBE and he hopes for an even better report next year.
- Ms. Leake said each report includes success but also non-success. She is not seeing the mobility in the process especially for the minority-owned businesses. If the policy allows, she would like to see the goals set higher. She requested a copy of the policy so that she can ensure we are adequately providing opportunities for firms. She is disappointed that minority firms only received contracts valued at \$48 million out of \$270 million. Ms. Lloyd said this is not much but prior to the Disparity Study it was closer to \$5 million and the program is showing improvement. Ms. Leake believes the low aspirational goals speak poorly for us as a community and a school district. Ms. Leake asked if CMS is paying sub-contractors on time? Ms. Lloyd said, yes, our payments are net thirty-days and late payments are no longer an issue. Ms. Leake encouraged CMS to generate a spread of the economic growth throughout the district and beyond given segments of the community.
- Ms. Griffin thanked staff for the great, easy to understand report. She was pleased to see growth in all categories except one. She said the improvement speaks highly of the work that staff has accomplished.

VI. REPORT FROM SUPERINTENDENT

Dr. Gorman thanked the Board members for their action on the agenda items, his performance evaluation, and contract extension. He thanked his outstanding staff for a great job. He

appreciates the opportunity to continue to work with such a great team. He welcomed Regina Bartholomew to the staff and he looks forward to working with her for a long time. Dr. Gorman highlighted the progress CMS has made in recruiting bus drivers. He said prior to the start of school, he reported that CMS needed approximately 1,250 bus drivers but were short fifty-eight in the morning and eighty-six in the afternoon. Bus driver shortages have been a trend in CMS and the numbers this year were comparable to the shortages in past years. The vacancies were covered in several ways including using lead bus drivers, substitute bus drivers, and consolidating and backing-up bus runs. CMS expected delays and informed the families in advance to expect delays. Two weeks into the school year, the issue is not completely resolved but progress is being made. Currently, there are twenty-five vacancies in the morning and forty-eight in the afternoon. The good news is we have thirty candidates scheduled to do their road work and another thirty-five candidates scheduled to start the next DMV class on September 12th. DMV has provided an additional trainer/tester which has helped get more bus drivers on board quickly. There are no buses in the morning or afternoon running more than thirty minutes late and we are striving for punctuality on every bus. As we work to fill our remaining vacancies, we are also reviewing methods to improve finding and hiring bus drivers. Changes have been made in the Human Resources Department to help in hiring bus drivers more quickly that include hiring temporary workers to handle bus driver applications; an added Human Resources representative to handle applicants who apply at the Education Center which allows immediate screening and processing; added personnel to scan applications; and applicants with current CDL are being moved forward in the process. Dr. Gorman reviewed steps to improve the process for next year which include designing new recruitment advertisement; designing a new applicant recruitment process; hiring temporary representatives to work May thru October; Job Fairs for bus drivers; and driver compensation and rewards. Dr. Gorman said we will change the procedure to be faster and more efficient but we will also maintain safeguards such as background checks.

VII. REPORTS FROM BOARD MEMBERS

Kaye McGarry said she would like to note for the record that the Board received an 8.23% salary increase in 2006-2007 because that was questioned at the last meeting. She encouraged the Board to re-evaluate the uniform policy to make it easier for parents. Many parents have stated to her that they would like uniforms in their schools. She expressed concern that policy requires 80% support of parents and that can be difficult because of their busy schedules. She visited Collinswood Language Academy and enjoyed the excitement of the staff and students on the first day of school. Ms. McGarry acknowledged the anniversary of 911.

Ken Gjertsen reported there would be a District 6 PTA Leaders meeting on September 29th at the South County Regional Library.

Vilma Leake said she visited several schools including Berryhill Elementary, Irwin Avenue Elementary, Cochrane Middle, Lincoln Heights Elementary, Bruns Avenue Elementary, Tuckaseegee Elementary, West Mecklenburg High, and Allenbrook Elementary. She also visited the West Learning Community office and commended the professionalism of staff of that office. She thanked those in the community who contribute to the children of the district. She offered a special thank you to the Shriners for donating 1,000 backpacks to Piedmont Open Middle School and Walter G. Byers Elementary School.

George Dunlap thanked staff for their excellent efforts in the opening school.

Trent Merchant thanked staff for the opening of schools. He noted that his daughter's favorite part of school was riding the bus. He reported the fourth in a series of Community Forums that he has been hosting throughout the county will be held on Monday, September 17th from 6:30 p.m. to 8:30 p.m. at Little Rock AME Zion Church. He said many parents are concerned about proposed boundary changes that may affect several schools. The Board is in the early stages of that process and nothing has been decided. CMS will hold a series of public meetings and that information can be found on the CMS Website.

Molly Griffin said the Policy Committee has reviewed the Uniform Policy and staff will be providing recommendations to make that process easier in the near future. She thanked Dr. Gorman for the excellent manner in which the Learning Communities have been rolled out. Her district has schools in three of the Learning Communities and she has seen them in action and was very impressed. She has heard positive reports from parents that they are responsive. She believes this transition has been a great success and she looks forward to working with all the Learning Communities.

Joe White Coach thanked singer Josh Groban for his donation of \$150,000 to fund music education in three CMS schools and for inviting twenty-one students from the Northwest School of the Arts to join him on the stage. Mr. White commended Josh Groban's talent and performance. He noted that his heart is even bigger than his talent because he cares about students. He thanked Steve Crump for the Dorothy Counts documentary. He hopes every family in the district sees that documentary and learns from it. He thanked and congratulated staff on the excellent job in opening school.

ADJOURNMENT

Ms. Griffin moved, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 8:55 p.m.

Chairperson, Joe. I. White, Jr.

Clerk to the Board, Nancy Daughtridge