



Approved by the Charlotte-  
Mecklenburg Board of Education  
October 14, 2008  
Regular Board Meeting

Charlotte, North Carolina

February 12, 2008

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on February 12, 2008. The meeting began at 6:03 p.m. and was held in the Meeting Chamber of the Government Center. CMS-TV Channel 3 televised the meeting.

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);  
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; Members of Executive and Senior Staffs; Carole Love, Manager of Board Services; and Nancy Daughtridge, Clerk to the Board.

**I. CALL TO ORDER**

Chairperson White called the meeting to order at 6:03 p.m. Chairperson White welcomed everyone to the Board's first Regular monthly business meeting of the month and he noted this would be a lengthy agenda.

**A. Pledge of Allegiance**

Chairperson White introduced Jennifer Espinola, an 8<sup>th</sup> grade student in her first year of the International Baccalaureate Middle Years Program at Albemarle Road Middle School, to lead those present and in the viewing audience in the Pledge of Allegiance and speak to the February character trait "citizenship." Jennifer is described as hard working, helpful, and she stands out as a leader of the International Baccalaureate Program. She is active at Albemarle Road Middle School participating in the student council, the yearbook, and service events. Chairperson White introduced Jennifer's mother, Maria Espinola, and her principal, Thomas Lamb. Jennifer said characteristics of citizenship include being an informed, responsible, and caring participant in your community. Good citizens care about others and share their time and skills with the community to make it better, cleaner, and safer. She said it is also

important to preserve resources by participating in the three Rs: reduce, reuse, and recycle. Jennifer invited everyone to stand and join her in reciting the Pledge of Allegiance.

B. Adoption of Agenda

**Ms. Griffin moved, seconded by Mr. Tate, that the Board adopt the agenda, and a discussion followed.**

Ms. McGarry asked to amend the Agenda to add an alternate version of the proposed new policy for Anti-Bullying. The alternate policy would state as follows: It is the policy of the Charlotte-Mecklenburg Board of Education to maintain learning environments that are free from harassment or bullying. Harassment and bullying are not to be tolerated. Therefore, the Board prohibits any and all forms of harassment or bullying on Board property or at Board-sanctioned events. The policy would refer to the Board policies that are currently in place. Ms. McGarry said this would not be a substitute motion. It would be an alternate version for First Reading for the Board to consider. Chairperson White asked Ms. McGarry to clarify her purpose for amending the Agenda. Ms. McGarry said she wanted to add this item as a Report/Information Item. Chairperson White said by the Board's policy, this would be an Action Item at the next meeting and at that point it would be appropriate to amend and discuss this item. He said there is nothing in Robert's Rules that state you cannot discuss this item tonight as a Report Item. The agenda item cannot be amended tonight because it is not an Action Item. Chairperson White called upon Ms. Bartholomew, General Counsel, to ensure this information was accurate. Ms. Bartholomew said that is correct. Ms. McGarry said she had been advised by the paralegal that this could be added as an alternate on the agenda for consideration but it would not be an Action Item until the March meeting. Ms. Griffin said the Board's policy for policies to come before the Board for First Reading states they must come through the Policy Committee. Ms. Griffin suggested that Ms. McGarry either offer this amendment when the Anti-Bullying Policy comes before the Board for a vote at the next meeting or bring this before the Policy Committee. Ms. McGarry said she wanted to follow the lead of the State Board of Education in which they had two versions of the Anti-Bullying Policy when they discussed it in 2004. She believes it is important that the Board also have two versions because of the previous discussions the Board has had on this item. Mr. Gauvreau said Ms. McGarry is only asking to add an item to the agenda and he would second her request.

**Ms. McGarry moved that the Board approve adding a Report/Information Item (Alternate Version for First Reading regarding the Anti-Bullying Policy) to the agenda, seconded by Mr. Gauvreau, and the Board voted 4-5 and the motion failed. Ms. McGarry, Mr. Gauvreau, Ms. Leake, and Mr. Gjertsen voted in support of the motion. Chairperson White, Ms. Griffin, Mr. Merchant, Mr. Dunlap, and Mr. Tate voted against the motion.**

Chairperson White said this item will be an Action Item at the next meeting and at that time it would be open to be discussed or amended. Ms. McGarry asked that this item be added to the agenda for the next meeting. Chairperson White said the item as stated on the agenda would be on the next agenda. Ms. Bartholomew said, under the Board's policies, in order for this to

be added to the next agenda as an Action Item, the Board would have to either suspend that particular policy that allows for the process to go through the Policy Committee or Ms. McGarry would have to lift it up through the Policy Committee. Chairperson White said this will be decided prior to the next Board meeting and Ms. McGarry will have the option to amend the Action Item at the next Board meeting.

Mr. Gjertsen said he requested V.G. (Report/First Reading on proposed amendment to By-law BEA, Regular Board Meetings) to be on the agenda. He would like to pull this item because the Board has decided to place this item on the agenda for the Policy Committee first.

**Mr. Gjertsen moved that the Board approve deleting Agenda Item V.G. (Report/First Reading on proposed amendment to By-law BEA, Regular Board Meetings, seconded by Ms. Griffin, and the Board voted 9-0 in support of the motion.** Chairperson White said this item would go before the Policy Committee and would eventual come back before the Board through the process.

**Mr. Merchant moved, seconded by Ms. Griffin, that the Board adopt the agenda as amended, and the Board voted 8-1 in support of 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.**

## II. REQUESTS FROM THE PUBLIC

Pamela Murray discussed the Talent Development Program and her concerns that the program is headed for failure. Ms. Murray encouraged the Board to have county-wide zone magnets.

The following people shared their views on the Anti-Bullying Policy:

- Judy Seldin-Cohen discussed the importance of protecting all students.
- Martin Davis expressed concerns regarding homosexuality and the Anti-Bullying Policy.
- John Nance encouraged the Board to protect the rights of all students and provide all students a safe atmosphere.
- Brian Zarbock, senior at Providence High School, discussed the importance of feeling safe at school.

Tony Marciano and Maria Hamlin shared information on Friday Friends Program. This group meets the last Friday of each month and they encourage the community to make new friends.

Louise Woods represented the League of Women Voters. Ms. Woods encouraged the Board to support the Call to Action presented by the League of Women Voters at the Board meeting in December. She encouraged the Board to take action to provide the resources necessary to create success in all schools.

Tracy Hensley represented the Browne's Ferry Homeowners Association. Ms. Hensley encouraged the Board to change the boundary for Hucks Road Elementary School to include the entire Brown's Ferry subdivision. They are opposed to being assigned to David Cox Road Elementary School.

Chairperson White recognized Boy Scout Troop 116 from St. John's Episcopal Church and Scout Master, Gil Middlebrooks. The troop is working on their Citizens In Community Merit Badge.

### III. CONSENT ITEMS

- A. Recommend approval of minutes.
  - January 8, 2008 Closed Session.
  - December 18, 2007 Special Meeting/Closed Session.
  - December 11, 2007 Closed Session.
  - October 9, 2007 Regular Board Meeting.
- B. Construction Items.
  - 1. Recommend approval of “Resolution Approving a Proposed Administrative Agreement and Lease Concerning Certain School Projects, Approving Certain Other Documents and Actions Related Thereto and Authorizing Other Official Action in Connection Herewith.
  - 2. Recommend approval of the purchase of four modular units.
- C. Recommend approval of appointment of administrative personnel.
- D. Recommend approval of licensed/non-licensed hires and promotions for January 2008.
- E. Recommend approval of one citizen appointment to the Equity Committee by an At-Large Representative.
- F. Recommend approval of supplementary funding request for Parent University/Wachovia Partnership.
- G. Recommend approval of the 2008-2009 academic calendar for Cato Middle College High School.

**Mr. Dunlap moved, seconded by Mr. Tate, that the Board adopt Consent Items A. through G., and a discussion followed.**

Ms. McGarry pulled E.  
Ms. Leake pulled C. and G.

**Mr. Dunlap moved, seconded by Mr. Tate, that the Board adopt Consent Items A. through G., excluding C., E., and G., and the Board voted 9-0 in support of the motion.**

The Board discussed Consent Item C. Ms. Leake said CMS is in need of excellent teachers and administrators. She discussed the importance of hiring quality personnel.

**Mr. Tate moved, seconded by Mr. Merchant, that the Board adopt Consent Item C. (Recommend approval of appointment of administrative personnel), and the Board voted 9-0 in support of the motion.**

The Board discussed Consent Item E. Ms. McGarry said her current appointment to the Equity Committee is Julian Wright and he has resigned as of January 31, 2008. Her new appointment would be Sharon Starks and she would fulfill the remainder of the term ending November 30, 2009. Ms. Starks’ qualifications include previously served on the CMS Task Force, former special education teacher, familiar with inner-city and suburban schools, and she is a strong advocate for public education.

**Mr. Tate moved, seconded by Ms. Leake, that the Board adopt Consent Item E. (Appointment of Sharon Starks to the Equity Committee by Ms. McGarry, Member At-Large), and the Board voted 9-0 in support of the motion.**

Ms. Leake wanted to ensure that the Board had properly thanked Julian Wright for his many years of serving on the Equity Committee. Ms. McGarry said she had recognized Mr. Wright at the last Equity Committee meeting and thanked him on behalf of the Board of Education and Mr. Tate, Board liaison to the Equity Committee, has also thanked Mr. Wright. Chairperson White said he, on behalf of the Board, had sent Mr. Wright a letter of appreciation commending him for his service to the children of CMS.

The Board discussed Consent Item G. Ms. Leake commended the Cato Middle College High School Program which is located on the Cato Central Piedmont Community College (CPCC) campus. She noted that the Cato Middle College High School academic calendar follows the calendar of CPCC and not the CMS school calendar because the students attend classes on the campus of CPCC. She thanked CPCC for their partnerships with CMS.

**Ms. Leake moved, seconded by Mr. Tate, that the Board adopt Consent Item G. (Recommend approval of the 2008-2009 academic calendar for Cato Middle College High School), and the Board voted 9-0 in support of the motion.**

Dr. Gorman's personnel recommendations were as follows:

Appointments:

- Karen Green named Director of Human Resources Payroll Customer Service Center. Ms. Green has a Bachelor of Science in Health, Physical Education, and Drivers Education, Radford University, Radford, Virginia. Ms. Green previously served as Claims Call Center Officer with Nationwide Insurance in Gainesville, Florida and Lynchburg, Virginia.
- Edana Lewis named Associate General Counsel. Ms. Lewis previously served with the United States Equal Employment Opportunity Commission in Washington, D.C.

Transfers:

- Lawrance Mayes, Sr. named principal at The Military and Global Leadership Academy at Marie G. Davis. Mr. Mayes previously served as principal at Smithfield Elementary School.

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

##### **A. Recommend approval of proposed 2008-2009 Budget Calendar**

Chairperson White called upon Dr. Gorman to present the recommendation. Dr. Gorman said this is the approval of the proposed 2008-2009 Budget Calendar and it is as presented.

**Mr. Dunlap moved, seconded by Ms. McGarry, that the Board approve the proposed 2008-2009 Budget Calendar, and a discussion followed.**

Mr. Gauvreau expressed concern regarding the process of the yearly budget. He is opposed to the calendar because the Board is in a rubber stamp position with the budget every year. The process begins too late and it should be backed up to the previous year. The Board should drive the budget discussions rather than receiving an increase from senior staff each year.

**The Board voted 7-2 in support of 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.**

B. Recommend approval of amending the boundary for new Hucks Road Elementary School

Chairperson White called upon Mr. Gjertsen to present the recommendation because he requested the item on the agenda.

**Mr. Gjertsen moved that the Board approve changing the elementary school assignment for Browne's Ferry neighborhood from David Cox Road Elementary School to the new Hucks Road Elementary School, seconded by Ms. McGarry, and a discussion followed.**

- Mr. Gjertsen said he hopes this motion also includes Wellington. The Board voted to change this area from new Hucks Road Elementary School to David Cox Road Elementary School at the January 8, 2008 Regular Board meeting but following that vote there was confusion on what the boundaries included. This neighborhood stated they were not properly notified on the proposed reassignment and not provided an opportunity to voice their opinion. Representatives of the neighborhood have stated they want to remain at the new Hucks Road Elementary School and approval of this motion would not overcrowd the school.
- Mr. Dunlap expressed concern regarding the inclusion of Wellington and he wanted to ensure the motion as stated was changing the elementary school assignment for the Browne's Ferry neighborhood from David Cox Road Elementary School to the new Hucks Road Elementary School. He said that is what he expected to vote upon. Chairperson White said at this point that is what is being voted upon. Mr. McCully said the proposed map boundary is correct.

**The Board voted 9-0 in support of the motion.**

C. Recommend approval of request for the Mecklenburg County Board of Commissioners to issue Certificates of Participation (COPs)

Chairperson White called upon Dr. Gorman to present the recommendation to request the Board of County Commissioners (BOCC) to issue Certificates of Participation (COPs). Dr. Gorman called upon Guy Chamberlain, Associate Superintendent for Auxiliary Services, to present the recommendation. Mr. Chamberlain said it was the original intention of staff to present a recommendation to approve the Public-Private Partnership (PPP) for renovation/replacement projects. In August 2006, the BOCC authorized CMS to explore the use of PPP for six projects and they also authorized the issuance of \$123 million in Certificates of Participation (COPs) for a variety of projects. Staff explored the use of PPP and in March 2007 CMS entered into a Pre-development Agreement with Place Properties of Atlanta, Georgia. Last month, the Board had a Joint Meeting with the BOCC and a number of relevant questions and concerns were brought forward. Mr. Chamberlain said based upon a comparison of the total debt service of the PPP, the 2008 COPs (if issued by the BOCC), and the COPs to be issued in 2009 the PPP had a financial advantage over a 2009 debt issuance. Mr. Chamberlain reviewed the advantages and disadvantages of utilizing PPP in 2008. It was determined that the PPP would cost more than the issuance of COPs in 2008, concerns regarding the reliability of funding in the operational budget, and components of the enabling statute needed to be finalized. Dr. Gorman and staff met County staff to discuss the potential of issuing 2009 COPs for 2008 funding through pay as you to allow CMS to immediately

begin construction and utilize the pricing advantage for this year. The total funding required would be \$65 million and the COPs request would be \$58 million. CMS has realized savings from the issuance of the 2007 COPs for Elon Park Elementary School in the amount of \$2.5 million. This authorization could be brought forward and applied to the \$65 million. CMS also realized \$4.5 million savings from the \$123 million COPs authorized in 2006 and that authorization could also be brought forward. The balance would be \$58 million in COPs. The COPs funding would provide replacement at Long Creek Elementary School, and addition and renovations at South Mecklenburg High School, Idlewild Elementary School, and Harding University High School. The request would also include that the BOCC provide necessary funding for immediate cash flow for these projects to allow construction to commence during the third quarter of 2008. Staff estimates this to be approximately \$15 million.

**Ms. Leake moved, seconded by Mr. Gjertsen, that the Board authorize approval of a request for the Mecklenburg Board of County Commissioners to authorize Certificates of Participation in the amount of \$58 million, and a discussion followed.**

- Mr. Dunlap said when the process was originated the BOCC had agreed that if CMS determined the PPP was not a viable means to move forward they would fund COPs. Mr. Chamberlain said they agreed to either to fund it as projects in the 2007 Bond Referendum or issue COPs. Mr. Dunlap asked if this agreement was documented? Mr. Chamberlain said that resolution is a matter of record. Mr. Dunlap wanted to ensure this request was not conditional on removing other items from the budget and this would be over and above the Bonds and COPs that have already been approved. Mr. Chamberlain said this is the intent of the request.
- Ms. Griffin wants to ensure this will not delay the construction schedule for the projects. She is in favor of this motion. Mr. Chamberlain said the projects will stay on schedule.
- Mr. Merchant asked how did CMS realize the \$2.5 and \$4.5 million in savings? Mr. Chamberlain explained CMS received good bids for Elon Park Elementary School project (\$15.00 below estimated per square foot cost) and four of the 2006 COPs projects were under budget. Mr. Merchant wants to ensure the BOCC honors the intent of the agreement.
- Ms. McGarry expressed concern regarding the process taking two years and the inability for contractors to negotiate contracts because of the CMS requirements. Mr. Chamberlain explained that CMS is one of the first school districts in North Carolina to pursue PPP. The learning process discovered concerns for both CMS and the developer which included the potential of additional costs for CMS. Ms. McGarry encouraged staff to review how community colleges utilize the PPP because they have used that method for years and it has worked for them at a cheaper cost. Mr. Chamberlain said he would explore that information.
- Mr. Gauvreau expressed concern that CMS has dragged their feet in this process and chose the PPP over using good, common sense financial approaches to a facilities plan. He believes this process has accomplished nothing.
- Mr. Dunlap said staff did not drag its feet in pursuing and evaluating the PPP process. He explained the legislation to approve the use of PPP. He said staff has completed its evaluation and has determined that this process may be more expensive.
- Chairperson White said the legislature approved this alternative funding process and the Board agreed to have it evaluated by staff. Staff has worked hard to evaluate the

feasibility of the process and they have determined that it may not be as financially advantageous as we hoped. He said this concept is similar to renting and he was skeptical about it from the beginning.

**The Board voted 9-0 in support of the motion.**

D. Recommend approval of contract amendment for the Chief Operating Officer

Chairperson White called upon Dr. Gorman to present the recommendation for a contract amendment for the Chief Operating Officer, Maurice Green. The request would change the contract in the three areas: title (change to Deputy Superintendent/Chief Operating Officer), length of term (one year extension until June 30, 2011), and compensation (additional retirement contribution of \$10,000 annually).

**Ms. Griffin moved that the Board approve the three contract amendments for Maurice Green, Chief Operating Officer, seconded by Mr. Merchant,** and a discussion followed.

Ms. McGarry requested that the question be divided into three parts. Ms. Leake asked if this new title would be a combined position and would it include additional responsibilities. Dr. Gorman said this would be a combined position that included additional responsibilities.

**Ms. Griffin moved that the Board approve the title change for Maurice Green from Chief Operating Officer to Deputy Superintendent/Chief Operating Officer, seconded by Mr. Tate,** and a discussion followed.

- Mr. Gauvreau said he is concerned regarding the pay increase and the contract extension. He said these are not necessary because this position is already extravagantly compensated. He will approve the title change but oppose the other two items.

**The Board voted 9-0 in support of the motion**

**Ms. Griffin moved, seconded by Ms. Leake, that the Board approve extending the current employment contract for Maurice Green by one year until June 30, 2011,** and a discussion followed.

- Mr. Gauvreau encouraged that senior staff including the Superintendent and his strong lieutenants be placed on a strong performance plan instead of routinely extending their employment contracts. He does not believe staff should have a guaranteed position and a contract that extends out for a number of years. He does not believe this and the additional compensation are in the public's best interest.
- Ms. Griffin said the extension of the contract is in recognition of Mr. Green's extraordinary service and dedication to this district, his long hours, and the incredible contributions he makes to CMS. She said this request is more than justified.
- Ms. McGarry said her objection to this and the compensation increase is not personal because there is no one who works harder than Mr. Green. She objects to this request because it is the wrong timing as contracts should be reviewed in June and July. She will support reviewing this request at that time.
- Ms. Leake commended Mr. Green's service and dedication to CMS. She expressed concern regarding the additional responsibilities because he already works extended hours. She would support extending the contract beyond 2011. Ms. Leake said Mr. Green



sets an excellent example to the students of CMS.

**The Board voted 6-3 in support of extending Mr. Green's current contract by one year until June 30, 2011. 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.**

Dr. Gorman said the next piece is to amend Mr. Green's retirement contribution from \$10,000.00 to \$20,000.00 annually.

**Ms. Griffin moved, seconded by Ms. Leake, that the Board approve increasing Mr. Green's annual retirement contribution from \$10,000.00 to \$20,000.00, and a discussion followed.**

- Ms. McGarry said contract changes should be discussed in June or July and putting extraordinary salary considerations before the Board is not the right thing to do for the taxpayers in Mecklenburg County at this time.
- Mr. Gjertsen asked if the salary increase would start this year or next year? Dr. Gorman said this year.
- Mr. Dunlap explained that the Superintendent has a four year contract and the contracts of his executive staff cannot extend beyond the Superintendent's contract. Mr. Green's contract extension would coincide with the Superintendent's current contract. The contract extension does not preclude them from leaving employment with CMS or being terminated for just cause.
- Mr. Gauvreau expressed concern regarding the increase because Mr. Green is already paid a generous salary, bonus, state retirement, and an additional retirement package. Dr. Gorman said this is on par with other school districts and it is commensurate with the responsibilities of the position.
- Ms. Leake clarified that the \$10,000.00 would not be added to his salary. The amount would be added to a retirement package. She said CMS has done this previously and the salary is just compensation for this position.

**The Board voted 6-3 in support of the motion. 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.**

E. Recommend approval of changes to class scheduling methodology

Chairperson White called upon Mr. Gjertsen to present the recommendation because he requested the item on the agenda.

**Mr. Gjertsen moved that the Board approve beginning with the 2008-2009 school year, the principal of each high school, in consultation with the Area Superintendent for that high school, has the authority to select 4x4 block scheduling, A-B Day scheduling, period scheduling, or any other scheduling method that would both meet the needs of the student body and comply with state requirements, seconded by Ms. McGarry, and a discussion followed.**

- Mr. Gjertsen said two years ago the Board adopted its Theory of Action. That reform

effort included freedom and flexibility with accountability and pushing authority to the schools and the principals. He said it is time to put that concept into operation. He encouraged the Board to put its definition of that reform into policy and that should include giving principals decision-making authority. He said if the Board is serious about its reform effort of creating freedom and flexibility with autonomy for principals, this would be a first step.

- Mr. Merchant said he is opposed to the motion. He is not a fan of the 4x4 block schedule. He believes the motion is misguided because the Board has discussed freedom and flexibility with accountability and it is the Superintendent's responsibility to measure that accountability. This motion takes responsibility away from the Superintendent. He said there are some components of the block schedule that make it a good delivery method for certain students. The Board is discussing reducing the graduation requirements from twenty-eight credits to be more closely aligned with the state requirement of twenty. That coupled with the block schedule could help students who could be potential dropouts to graduate and succeed. He believes the Board should avoid this motion because it steps below the line and takes away operational responsibility from the Superintendent.
- Mr. Dunlap expressed concern regarding the motion because it could create seventeen high schools with different schedules. He expressed concern that the Board members who would support this motion are also the ones who say we spend too much money on busing. Based on the current scheduling, a bus driver can run three routes in the morning. He said he was proud of the Board when they demonstrated their courage to provide for the homeless and create stability for the students who must move from school to school. Most schools were on the same schedule and should a student move they would be on the same schedule and not behind or ahead of the students at a different school.
- Mr. Gauvreau said he would support the motion because it provides opportunity to put freedom, flexibility, and power in the hands of principals. Mr. Gauvreau said the Board has talked about change and should this motion fail it will be clear that we have not changed much.
- Ms. McGarry said she has stated that she would support Dr. Gorman's initiatives to acquire and maintain effective educators. She said this speaks partly to that and putting leaders in our schools puts this in the context of decentralization which the Board has discussed for the last two years. The Board has stated they want more flexibility and freedom, and to decentralize by giving more power to make decisions at the schoolhouse level. This is opportunity to put that into place. Ms. McGarry discussed the importance of having effective leaders in the school who know the needs of their school. Ms. McGarry encouraged the Board to support the motion.

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

F. Recommend approval of a request from Mr. Gjertsen regarding creation of citizen committees by the Superintendent to assist the Superintendent in performing his managerial duties

Chairperson White called upon Mr. Gjertsen to present the recommendation because he requested the item to be added to the agenda. Mr. Gjertsen said this motion would allow the Superintendent to create citizen advisory committees to provide participation of community

members with performing management duties.

**Mr. Gjertsen moved that the Board authorize the creation of citizen committees by the Superintendent to assist the Superintendent in performing his management duties, seconded by Mr. Gauvreau, and a discussion followed.**

- Mr. Gjertsen said the Board has Policy BDF, Board Advisory Committees/Board-Approved Groups, in place. Policy BDF includes how the Board would appoint Advisory Committees, attendance rules, nominations, and who can serve. There is no such policy in place for the Superintendent. He said this may be an item that should be referred to the Policy Committee but he is attempting to update the Board's policy to also allow the Superintendent the ability to create advisory committees to help him in performing management duties.
- Mr. Dunlap said over the years the Board has worked hard to ensure the Board understood their area of responsibility. The Board of Education is responsible for governance or setting policy and the Superintendent is responsible for management or the day-to-day operations of the school system. The Board hired the Superintendent to manage. Once the Superintendent has that responsibility, the Board should not tell him how to manage. The Board will evaluate the Superintendent on his effectiveness to manage. The Board has a line of responsibility and they should not go below that line.
- Ms. Leake asked Mr. Gjertsen clarifying questions and he responded.
- Mr. Gauvreau said this would create a policy change and he would not support the motion. He believes there are already too many committees with the Board and under the Superintendent, and that results in the bureaucracy within CMS. He would support eliminating some of the existing committees because they are not educationally focused.

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

Chairperson White recognized the latest group of Youth Civics 101, accompanied by Dr. Chris Folk.

## **V. REPORTS/INFORMATION ITEMS**

### **A. Report on Budget Amendments for December 2007**

Chairperson White called upon Dr. Gorman to present the report. Dr. Gorman said agenda Items A. and B. are the monthly reports and they are as presented.

### **B. Report on Financial Statements for December 2007**

Presented with V.A.

### **C. Report/First Reading on proposed Policy JICK, Anti-Bullying**

Chairperson White called upon Ms. Griffin, Chairperson of the Policy Committee, to present the report. Ms. Griffin said before the Board for first reading is proposed Policy JICK, Anti-Bullying. This comes before the Board by a vote of 3-1 of the Policy Committee. Under the Board's policy, the proposed policy will be posted on the CMS Website and citizens are

encouraged to provide feedback on the policy. The Board is scheduled to hold a Public Hearing on the policy and a Board vote to approve, amend, or reject the policy at the March 11, 2008 Regular Board meeting.

- Ms. McGarry said any manner of bullying is not acceptable and CMS already has a Student Discipline Policy in place. That policy is clear and provides the Superintendent authority to create guidelines for student behavior, and he has detailed that in the Student Code of Conduct. Rule 8 on page 12 of the Student Code of Conduct lists the different classifications of bullying and that includes sexual orientation. The infractions in Rule 27 on page 17 lists sexual behavior and details the items included in that category. Ms. McGarry said the components of the proposed policy are currently included in CMS documents. Each student must sign that they have received the Student Handbook and that information includes a form to report any type of bullying or harassment. Ms. McGarry encouraged the Board to enforce their existing policies and guidelines, and not generate additional policies. She said when the North Carolina State Board of Education discussed this policy they presented two versions of a bullying policy because there was much discussion on this item and it was important to get an unanimous decision on a form of a bullying policy. Ms. McGarry encouraged the Board to develop a broad policy that does not detail the operational end. She believes the proposed policy details the operational end and goes below the line of Board responsibility. She would support an overall bullying policy that would refer to the Student Discipline Policy currently in place and the Student Code of Conduct. She said the State Board of Education voted unanimously to have a bullying policy that did not include a listing of different categories which indicates it applies to all students. Ms. McGarry urged people to speak at the March 11<sup>th</sup> Board meeting to support an alternative version of the Anti-Bullying Policy.
- Mr. Merchant said the reasons the policy is before the Board are important. There are rules in the Student Rights and Responsibilities Handbook but many of them are ignored. The handbook includes rules and not policy, and those rules could be subject to change from year-to-year depending on the Superintendent and senior staff. This year for the first time, Rule 8 of the handbook does include sexual orientation as a protected class. Mr. Merchant said he would like to have a unanimous Board vote on an Anti-Bullying Policy but he is more interested in getting the correct policy passed. Policies such as this protect people who could be the minority of their particular situation and for whatever reason they are being picked-on by another group. This type of policy protects people and protects rights of all people. Mr. Merchant said he does not look to the State Board of Education to be leaders in the operation of a school district, curriculum, or policies. Mr. Merchant read parts of the proposed policy. Mr. Gjertsen called for a Point of Order and stated that it was improper to read from the policy. Mr. Merchant refused the Point of Order and Chairperson White agreed. Ms. McGarry requested that the attorney address the call for a Point of Order. Chairperson White again ruled that it was proper for Mr. Merchant to read the proposed policy. Mr. Gjertsen said *Robert's Rules of Order* prevents the reading of documents without the approval of the Board and Ms. Griffin deferred the reading of the policy. Ms. Bartholomew said this was the first reading of the particular policy and that is allowed. Chairperson White again ruled that it is not out of order for Mr. Merchant to read the policy and the Board could appeal the opinion of the Chair. Ms. McGarry stated she wished to appeal the opinion of the Chair. Mr. Merchant said he would not continue reading the policy. Chairperson White ruled that the appeal would

have no impact and he invited Mr. Merchant to continue his discussion. Mr. Merchant said only six of the classes in the proposed policy are included in the current CMS documents that address harassment. The proposed policy is not limited to the specific classes listed and by listing those specific classes it allows everyone to know that the policy also includes those people. The policy is important because it makes it a violation to tolerate knowledge of bullying and directs the Superintendent to establish training, education, enforcement, and measurement of the policy. The policy helps to establish a safe environment and an environment with strong discipline. This policy would also bring CMS in line with policies of corporations and would protect CMS from future liabilities.

- Mr. Gauvreau said the proposed policy is ridiculous, unnecessary, misses the mark, and bureaucratic. The Fourteenth Amendment of the United States and state statutes provide equal protection, and this is a waste of time.
- Mr. Tate said the proposed policy is intentionally broad in scope to ensure students, teachers, administrators, school administrators, parents, and members of the community understand what bullying can include. Bullying is a much bigger problem that must be addressed in policy and not just by rules. He thanked Dr. Gorman for revising Rule 8 in the Student Rights and Responsibilities Handbook. It is important to reinforce this in policy because rules could be changed. The agenda that should be pushed here is anti-bullying. He wants to ensure that the Anti-Bullying Policy sends a clear message that bullying is not to be tolerated at Charlotte-Mecklenburg Schools or at any of the sponsored events. The Board's Vision statement includes that CMS provide all students the best education available anywhere. CMS cannot do this if students do not feel safe. Mr. Tate encouraged the Board to support a policy that would support all students.
- Ms. Leake spoke in support of the proposed Anti-Bullying Policy. She has spoken with many parents whose children have been bullied in school. She expressed concern regarding the various kinds of bullying that occurs in schools as well as any adult who ignores the concerns of students regarding harassment within the confines of CMS. She said it is important to not discriminate against children or target certain groups. It is important that the Board provide a safe environment for every student and teacher.

D. Report/Update on the Strategic Plan Project Charter: Limited English Proficiency

Chairperson White called upon Dr. Gorman to introduce the report. Dr. Gorman said this item is a report on the Strategic Plan Project Charter on Limited English Proficiency. Dr. Gorman called upon Ann Clark, Associate Superintendent for Pre-K-12 Curriculum and Instruction to present the report. Ms. Clark said this would be an update on the Limited English Proficiency (LEP) Project Charter and Title III to include the demographics and profile of the LEP population; update on AYP performance of the LEP students; proposed improvement plan; and the challenges and successes of the LEP Program. Ms. Clark introduced Jennifer Pearsall, Director of English as a Second Language Student Education; Regina Boyd, Specialist for English as a Second Language Student Education; Dr. Chris Cobitz, Director of Assessment; Dr. Katherine Meads, Executive Director of English as a Second Language Student Education; Leah Davis, principal at Montclair Elementary School; Tony Dula, Specialist for English as a Second Language Student Education; and Nadja Trez, Coordinating Teacher of LEP Committee. Ms. Pearsall said the purpose of the program is to ensure that LEP students attain English proficiency and achieve at high levels in core academic subjects. The LEP Charter is aligned with Title III requirements. Title III under *No Child Left Behind* outlines instructional,

professional development, and assessment programs for LEP learners. To ensure students are learning English, CMS has an English Language Development Standard Course of Study which focuses on the progressive development in English on the four domains of language: Listening, Speaking, Reading, and Writing. Ms. Pearsall reviewed Title III requirements which included English language development standards; annual English language proficiency testing on the Idea Proficiency Test (IPT); participating in regular math and reading End-of-Grade and End-of-Course tests; and utilizing highly-qualified teachers in content areas. Teachers are trained in the Sheltered Instruction Observation Protocol (SIOP) model which provides teachers effective instructional strategies and tools to create and integrate language objectives that support the academic content. Acknowledging that all CMS staff will have LEP students, the district plans to expand the SIOP initiative to enable more teachers and administrators to be prepared to meet the needs of English Language Learners (ELL). Quality Language Instructional Programs are the key to serve ELL students and all CMS schools, K-12, provide English as a Second Language services. Ms. Boyd reviewed the CMS student demographics. CMS has 23,019 language minority students. Language minority students are students who enter CMS and have a language other than English as indicated on the home language survey. Each of these students are administered the IPT. Of the 23,019 students as of October 1, 2007, 17,035 were designated as LEP students. LEP students are students who score below superior in any of the four domains as assessed on the IPT. The remaining 5,984 language minority students are not LEP as these students have scored superior on the IPT. CMS has 12,443 students who are LEP and receive ESL Program services. In the past ten years, the CMS LEP population has increased more than 600%. Of the current Pre-K-12 CMS students, twelve percent are LEP. Seven years ago, CMS had eighty-one home languages reported. As of October 2007, CMS had 119 different home languages. The ESL Student Education Program receives local, state, and federal funds. Dr. Cobitz said Title III accountability is outlined by the federal government. LEP students must become English proficient within five years of entering a United States school and they must meet the Adequate Yearly Progress (AYP) targets that are the same for all student groups. He reviewed the target goals, CMS performance, and Title III improvement. Over the past four years, CMS has met the majority of its targets but has consistently missed the target for 10<sup>th</sup> grade reading. Ms. Meads said the ESL Student Education Department is developing an Improvement Plan that will be due to North Carolina Department of Instruction in April. Staff is in the process of analyzing achievement data to pinpoint areas of need. Based upon those results, staff will collaborate across departments to develop goals for improvement. The plan will include expanding professional development for classroom teachers and content areas such as math, science, and English Language Arts using the SIOP model. Implementation of SIOP is now required of schools districts in North Carolina receiving Title III funds. CMS has established LEP Committees at each school. The school based committees will ensure that LEP students receive appropriate testing accommodations and program placements. The CMS improvement plan will focus on middle and high school Language Arts for ELL students addressing both reading and writing. CMS must equip teachers with the right staff development and materials to be effective because many of the ELL students come to CMS with severely limited educational backgrounds. The populations of ELL students have grown but the availability of specially trained ESL teachers have not met that increase. In April 2007, the Plan Management Oversight Committee (PMOC) approved an LEP Charter. The Charter provides staff an opportunity to present challenges and to elicit recommendations for solutions. To

respond to the needs of the ELL teachers, the department has formed an ESL Praxis Cohort in which teachers meet to focus on all areas of the ESL Praxis needed to pass the test. The new law allows teachers to add certification in ESL to an already existing certification. Ms. Davis shared with the Board how the LEP Charter has impacted Montclair Elementary School which is a Title I Focus School. Board members asked clarifying questions and staff responded.

- Mr. Merchant asked clarifying questions regarding state targets, problems with the state tests, and whether other school districts met targets in 10<sup>th</sup> grade reading. Dr. Cobitz responded and noted that many districts are having difficulty meeting the targets for 10<sup>th</sup> grade reading.
- Ms. Griffin asked clarifying questions regarding the ESL teacher shortage and the ESL Praxis Cohort.
- Mr. Dunlap expressed concern that a requirement is that LEP students must become English proficient within five years but many of those students may not remain with CMS for five years. Mr. Dunlap commended the program and the successes happening in the classrooms. He encouraged that every classroom teacher have in-service training to provide them ability to be able to help ESL students.
- Mr. Tate asked clarifying questions regarding the assignment of coaches and ESL teachers to the high enrollment areas. Ms. Meads said the teacher allotments are based upon ESL served students at each school. Mr. Tate said high quality teachers make a difference as exemplified by the successes at Montclair Elementary School. He encouraged that CMS focus on placing high-quality teachers at all Focus Schools.
- Ms. Leake commended the successes of Montclair Elementary School which is located in District 2. She encouraged CMS to also focus on helping the parents who have not mastered English because they must also provide support to their children. Ms. Davis said Montclair Elementary School has Wednesday Night English classes, a grant with CPCC for a Family Literacy Program, and parents can attend classes with their students to build that process. Ms. Leake encouraged parental involvement in the teaching process at all schools.
- Ms. McGarry said the number of ELL students will continually increase. She asked what measures is CMS taking to prepare for those increases in the future? Ms. Clark said the ELL students are eligible for the Bright Beginnings and that is an opportunity to immerse them in the language early and potentially put them on a more successful platform. More and more LEP students are enrolling in the Bright Beginnings Program. The Praxis Cohort is another opportunity but CMS must first catch up with the number of highly-qualified teachers needed. Ms. Clark said getting ahead of the staffing curve and creating more opportunities for the students to get involved early in a structured educational environment.

#### E. Report/Update on the Strategic Plan Project Charter: Advanced Studies

Chairperson White called upon Dr. Gorman to introduce the report. Dr. Gorman said this item is a report on the Strategic Plan Project Charter on Advanced Studies. Dr. Gorman called upon Ann Clark, Associate Superintendent for Pre-K-12 Curriculum and Instruction to present the report. Ms. Clark said the report on the Advanced Studies Project Charter will include an overview of the programs associated with the Advanced Studies/Talent Development

Programs; recommended changes to the Gifted Education Plan; the strengths and weaknesses of the program; and the linkage and progress of the charter to the Strategic Plan 2010. Ms. Clark introduced Stephanie Range, Director of Advanced Studies; Marilyn Osborne, principal at Tuckaseegee Elementary School; Angela Boyce-Thornton and Nekeyah Davis, teachers at Ashley Park Elementary School; and representatives of the Advanced Studies Department who were attending the meeting in the audience. Ms. Range said the goal of the CMS Advanced Studies Program is to support the development of a content-rich educational experience that provides opportunities and resources for K-12 learners from all cultural and socio-economic backgrounds. These opportunities allow students to obtain levels of achievement consistent with their high abilities; engage in abstract, creative and effective reasoning; and become active participants in a global community. Students with high abilities and talent should be nurtured and encouraged throughout their educational careers. The education of gifted and high achieving students must be part of an overall program that supports opportunities to develop and realize their potential for exemplary thought and action. Programs in the CMS Gifted Education Plan include Frasier Fellows Program, Learning Immersion (LI), Talent Development (TD), Honors, Advancement Via Individual Determination (AVID), SpringBoard, Horizons, International Baccalaureate (IB), and Advanced Placement (AP). Program options for grades K-5 include Catalyst Model, LI/TD Magnet Schools, Frasier Fellows Program, Staffing, Professional Development, and Data Collection and Analysis. Ms. Osborne shared the positive impact the LI/TD Program has had on teachers and students at Tuckaseegee Elementary School. Ms. Boyce-Thornton and Davis shared the positive impact the Frasier Fellows Program has had on teachers and students at Ashley Park Elementary School. Ms. Range reviewed the program options for grades 6-8 which include Standard Plus, Honors, SpringBoard, Staffing, Professional Development, and Data Collection and Analysis. The 9-12 program options include Honors, SpringBoard, Advanced Placement, International Baccalaureate, Professional Development, and Data Collection and Analysis. Ms. Range highlighted the components of the AVID, International Baccalaureate, and Horizons programs. Ms. Range said success is measured by multiple assessments and evaluation tools which are used to identify critical issues that might influence program services and identify strengths and weaknesses of the curriculum and instruction used with gifted and high achieving students. Constant feedback from teachers allows CMS to provide professional development that meets their needs and the needs of their students. This semester the Advanced Studies Department will also reach out to all stakeholders including teachers, students, and parents through surveys and focus groups. An Advisory or Evaluation Committee will be formed to monitor progress, problem solve, and make recommendations for further improvement. It is the department's responsibility to ensure that gifted and high achieving students receive a K-12 continuum of educational opportunities and experiences beyond but connected to the regular instructional program. These students learning experiences must not only be rigorous but also relevant to their lives and to the global community. Current research related to the best practices for the education of gifted and high achieving students will be determining factors in the identification, curriculum, and assessment used within the program. North Carolina legislation for gifted students is dictated by Article 9B and it outlines that each school district must develop a plan of action for the education of their gifted students. This plan is reviewed by the state every three years and must be approved by the local Board of Education. In June 2007, CMS adopted a three-year plan for gifted education entitled *Reach Further 2010*. This plan details the services provided to gifted and advanced students K-12. Any changes made to this



plan must be approved by the Board of Education. Ms. Range said under the new plan changes were made to the identification process for second graders. The new process implemented includes four gateways of qualifications for identification. As a result of the new process, CMS has currently identified 722 second graders. The breakout of these students are 55 Asian, 18 Hispanic, 556 white, 67 African-American, 38 multi-racial, and 2 American-Indian. Currently, there are 321 students (20 Asian, 40 Hispanic, 137 white, 115 African-American, and 11 multi-racial) working on a portfolio for identification, and these students will not be finalized for qualification until early March. These numbers are lower than previous years. Last year, CMS identified 1,730 students. This process and feedback from teachers has been closely monitored. The GRS score of 70 was based upon research that found students scoring at this level had a very high probability of being gifted. However, after the initial data was collected only 425 students were eligible for Gateways 3 and 4. The Advanced Studies Office would like to change the T-score to a 65 which would cast a wider net of potentially gifted students. Students scoring in this range were found to have a high probability of being gifted. This would change criteria for entering into the program through Gateway 3 (a combination of testing in the GRS). In terms of Gateway 4, the actual criteria for qualifying for the TD Program through the portfolio would not change. However, by using a T-score of 65 CMS would be able to increase its pool of potentially gifted students through the identification process by adding 634 students of which 309 are from our under represented groups. The LI/TD Program Magnet Schools provide a full-day intensive gifted curriculum for students. In previous years, the term self-contained has been used to describe the program. However, as CMS continues to build its LI/TD Magnet Program, CMS cannot guarantee that the classes will fill with only TD students. Therefore, staff is asking the Board to consider allowing the language in the plan to be changed from “self-contained” to “full-day” program. To ensure the program maintains its rigorous and accelerated pace, the Advanced Studies Office will schedule instructional visits to make certain the content objectives and the pace of the class will remain designed for the gifted learner. If high achieving students are included in the classes as a result of school allotments, the principal and the TD Committee will select students based upon their academic performance. In addition, staff would ask the Board to consider approving a timeline (within 3 years) for classroom teachers in the LI/TD Program to obtain AIG licensure. In the meantime, these teachers will be targeted for continuing training and professional development provided by the Advanced Studies Office. Criteria for the Horizons Program is not changing, however, staff would ask the Board to approve the use of a rubric to evaluate a student’s overall placement in the application process. Previously, test scores were highly weighted in the process. By using a rubric the entire student, test scores, teacher input, and work samples are equally weighted. The process provides a better picture of the student’s abilities and potential. In an effort to be more inclusive by providing opportunities for all students to qualify for the TD program, staff is asking the Board to consider approving a change in the wording that describes students that can be tested for the program. Although, the current plan refers to alternative testing, it does explicitly describe the eligibility requirements. The new language would allow students who cannot take the CogAT with or without accommodations or modifications or whose necessary accommodations or modifications are not available with or appropriate for the CogAt would be eligible to qualify for the gifted program through Alternative Assessments such as the portfolio. Strengths of the Advanced Studies Program include the extent of services offered, researched-based practices, and the professional development available for teachers. Challenges of the Advanced Studies

Program include state licensure requirements and instructional flexibility. In 2006, North Carolina changed the requirements to obtain gifted licensure. Starting in July 2006, teachers working towards gifted licensure must take the required courses through university course work and this has contributed to the difficulties of increasing our pool of licensed teachers. CMS currently supports a cohort of teachers working towards licensure but this is costly and it is a two year commitment. It is also difficult to ensure that all regular classroom instruction is modified for differentiated to meet the needs of gifted learners. With the continued emphasis on state testing, teachers and administrators are hesitant to divert their focus from the North Carolina Standard Course of Study and pacing guides. Much of the planned training for the upcoming CMS Teacher Conference will focus on helping teachers better understand how to incorporate best practices in gifted education within their curriculum framework. Ms. Range said the budget for the 2007-2008 school year includes state and local funds for a total of \$1.2 million. The state budget supports the Advanced Studies programming and items included are the cost for the identification process; advanced placement alliances; additional International Baccalaureate fees; and professional development costs for AP training, UNC-Charlotte Licensure Cohort, and teacher training; and instructional materials. The local budget is developed to fund the IB Program in the schools and the funds are allocated for testing, membership feeds, training, postage, and other miscellaneous costs. The Advanced Studies Office fully supports the Strategic Plan 2010. The two primary goals for this year are to further develop and expand the High School Horizon Program and to increase communication to all CMS stakeholders of the opportunities available to our gifted and high achieving students. Also important is a commitment to extremely high academic standards for all students through the continued development of advanced curricular that enables students to maximize their potential and to become leading citizens of tomorrow. Board members were invited to make comments and ask questions, and staff responded to those questions.

- Mr. Dunlap expressed concern regarding the length of the presentation and noted that the Board previously agreed that the length of the presentations would be limited. He said the community has expressed concerns regarding changes to the TD Program and he would ask additional questions off line. He also expressed concerns regarding the testing methodology to determine eligibility and the cut scores because he believes there is under representation of certain groups in the community. Ms. Range said the cut scores changed because CMS is now using different tests, and she explained the testing. She said previously CMS had been over identifying the number of gifted students. The focus now is to get the right students into the program because, to a certain extent, CMS was experiencing students who were not being successful in the program.
- Ms. Leake expressed concern regarding the evaluation process and the low numbers of ethnic students who qualify for the program. This has also been a great concern to the minority parents. Ms. Leake would like the recommendations presented to the Board in an itemized format so that the Board can make those decisions. Ms. Leake expressed concerns regarding the AVID Program because she understood the tutors in the schools would be hired from the surrounding colleges but some of them are not high school graduates. She expressed concern that the people supporting the students are not performing well with the students. Ms. Leake would like a listing of the tutors and their qualifications. She would like the AVID Program in every middle and elementary school because it is important that students be able to read by 3<sup>rd</sup> grade.
- Ms. Griffin said she has two clear desires for Advanced and Gifted Education. She wants

to ensure the rigor is increased and that students are pushed into more rigorous classes. She also wants to ensure gifted students are given the challenge, content, and camaraderie that they need to learn. She has some concerns regarding changing the scores and the under representation of certain groups of students in the program. She has specific concerns regarding the recommended changes to the TD Magnet Schools and the heterogeneous grouping within those Magnet Schools. She is worried about the success of those Magnet Programs because parents are struggling with that recommendation. There are several schools that have a majority of gifted students and it will be hard for parents to leave a program where the majority of the students in their child's class are gifted to go to a TD Magnet where there will be a smaller percentage of gifted students in the class. She understands the necessity of this recommendation when there are not enough students to fill the classroom. She would meet with staff to discuss this further.

- Mr. Tate would meet with staff to discuss this further. Mr. Tate asked when would the recommendations be before the Board for a Board vote? Dr. Gorman said it is scheduled for the March 11, 2008 Regular Board meeting.
- Mr. Gauvreau expressed concerns that changing the scores would lower the bar. Ms. Range explained that it is not lowering the bar but casting a wider net to consider students for eligibility.
- Ms. Griffin asked if the College Board had completed the review of AP courses? She expressed concern that the passing scores were not as high as she would like and that goes back to the balance of pushing students to more rigorous classes while ensuring the class work remains at the level needed for gifted students. She said the passing rates for the IB Program are much higher and that is contributed to the fact that the rigor of IB classes can be lowered. Ms. Range said the audit process is ongoing and every AP teacher must submit a syllabus to the College Board for authorization, and every AP teacher in CMS has undergone that process. There are eight teachers who are still in the process of review by the College Board but all other CMS teachers have been authorized.
- Mr. Dunlap suggested that the Board hold a Work Session that would be open to the public because they also have many questions.

#### F. Report/Update on the Ten-Year Facility Master Plan

Chairperson White called upon Dr. Gorman to introduce the report. Mr. Gauvreau suggested that the Board take this report off the agenda because everyone had heard it before. Chairperson White said to do this the Board would need to amend the agenda and it would take a two-thirds Board vote. Mr. Gauvreau suggested that the report be tabled unto the next agenda. Chairperson White said this would also take a motion and a second.

**Mr. Gauvreau moved that the Board table the report on the Ten-Year Facility Master Plan to the next Board meeting scheduled for February 26, 2008, seconded by Ms. McGarry,** and a discussion followed. Ms. Griffin asked if the information was time sensitive. Dr. Gorman said the information is not time sensitive and the report will provide an update on the status of the Ten-Year Facility Plan. Mr. Dunlap encouraged the Board to be careful how they dismiss agenda items because it may not be important to certain individuals.

**The Board voted 1-8 and the motion failed. Mr. Gauvreau voted in support of the motion. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Ms. Leake, Mr.**

**Dunlap, Mr. Tate, and Mr. Gjertsen voted against the motion.**

Mr. Gauvreau left the Regular Board meeting at 10:05 p.m.

Dr. Gorman called upon Guy Chamberlain, Associate Superintendent for Auxiliary Services, and Mike Raible, Executive Director for Facilities Planning, to present the report. Mr. Raible reported that it had been three months since the successful 2007 Bond Referendum. Mr. Raible provided the Board with a status of the capital needs based upon the assumptions of weighted staffing, projected enrollments, 100% utilization of facilities, and using the previous formula to prioritize projects. The current list of 206 projects is based upon that calculation and prioritization. The focus to be successful is to relieve the most overcrowded schools, renovate the schools in the worse condition that need renovations, comply with legal mandates, and the high priority initiatives. Mr. Raible reviewed the enrollment projections for the next ten years. Enrollment for the 2017-2018 school year is projected at 188,071 students. The information also reflected the number of mobile and critical needs classrooms required. The number of projected mobile classrooms needed has declined as a result of the 2007 Bond Referendum. The targeted areas for elementary, middle, and high school are to relieve overcrowding. The forty projects that were funded through the 2007 Bond Referendum have been removed from the revised list. The new Elon Park Elementary School which was funded through 2006 COPs was also removed from the list. The Public-Private Partnership projects and the 2006 COPs projects were never on the ten-year list. The list has also been updated to accommodate the new school year and includes schools that have become more overcrowded; new elementary, middle, and high schools have been added; and older schools have become older and require new renovation projects. The revised list includes 59 new schools; 103 major renovations; site acquisitions for new schools; and 34 legal mandates and initiatives for a total cost of \$2.4 billion in current dollars. Board members asked clarifying questions and Mr. Raible responded.

- Mr. Tate wanted to ensure the new priority list included the weighted-student staffing agreed upon for certain schools in the past budget cycle. Dr. Gorman said the schools that were approved for a 16:1 ratio staffing are calculated in this formula. Should the Board wish to change that ratio, the list would need to be recalculated.
- Mr. Dunlap asked clarifying questions regarding removing schools and renovation projects from the priority list. He noted as a result of those changes the next school scheduled for renovations is J. M. Alexander Middle School. Mr. Raible said, yes, and he explained the need to relieve the overcrowding conditions at the school first before it was eligible for renovations. J. M. Alexander Middle School will receive relief from the new Ridge Road Middle School which was in the 2007 Bond Referendum and as a result J. M. Alexander now has the space to be able to complete the renovations. Mr. Dunlap said the Equity Committee does on-site inspections/visits at schools. He encouraged that staff and the Equity Committee coordinate their efforts to ensure both are finding the same results.

G. Report/First Reading on proposed amendment to By-law BEA, Regular Board Meetings

Item deleted with the adoption of the Agenda.

## **VI. REPORT FROM SUPERINTENDENT**

Dr. Gorman said due to the lateness of the hour he would not present a report.

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

Kaye McGarry said she takes a form of a bullying policy very seriously because she feels she has been bullied as a Board member. She discussed the importance of adults being role models. She will support a bullying policy for all students and enforcing the current CMS policies and rules of conduct.

Ken Gjertsen thanked Nancy Bartles and Robert Avossa, Area Superintendents, for attending the recent PTA meeting in District 6.

Vilma Leake discussed the importance of February as Black History Month. She enjoyed her visits to West Charlotte and the North Learning Community. She thanked CMS administrators and parents for participating in several community meetings in District 2. The next Parent Meeting is scheduled for March 15 (site to be determined).

Chairperson White announced the Board would have a reception on February 20<sup>th</sup> in the Board Room of the Education Center Board Room from 3:00 to 5:00 p.m. to honor Carole Hamrick Love, Manager of Board Services, who is retiring from CMS. He said last week he attended a National School Boards Association Conference in Washington, D.C. to represent CMS and the North Carolina School Boards Association to discuss important matters and that included changes to the No Child Left Behind legislation. He will be glad to share the information with Board members.

## **ADJOURNMENT**

**Mr. Merchant moved that the Board adjourn the meeting, seconded by Ms. Griffin, and by consensus, the Board agreed to adjourn the meeting.**

The Regular School Board Meeting adjourned at 10:25 p.m.

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Joe I. White, Jr., Chairperson

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Nancy Daughtridge, Clerk to the Board