

Approved by the Charlotte-
Mecklenburg Board of Education
May 13, 2008
Regular Board Meeting



Charlotte, North Carolina

February 26, 2008

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on February 26, 2008. The meeting began at 4:41 p.m. and was held in Room CH-14 of the Government Center.

Present: Joe I. White, Jr., Chairperson, Member At-Large;
Kaye McGarry, Member At-Large;
Larry Gauvreau (District 1);
George Dunlap (District 3);
Tom Tate (District 4); and
Ken Gjertsen (District 6)

Absent: Molly Griffin, Vice-Chairperson, (District 5);
Trent Merchant, Member At-Large; and
Wilma D. Leake (District 2)

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; James G. Middlebrooks, attorney with Helms, Mulliss & Wicker, PLLC, representing the Board; Maurice Green, Deputy Superintendent/Chief Operating Officer; and Nancy Daughtridge, Clerk to the Board.

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

- **To consult with the Board's attorneys on matters covered by the attorney-client privilege, including but not limited to the following litigation matters: *Ross Minor v. Charlotte-Mecklenburg Board of Education*, and *Sugar Creek Charter School v. Charlotte-Mecklenburg Board of Education*.**

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 6:06 p.m. in the Meeting Chamber of the Government Center. CMS-TV Channel 3 televised the meeting.

Present: Joe I. White, Jr., Chairperson, Member At-Large;
Kaye McGarry, Member At-Large;
Larry Gauvreau (District 1);

George Dunlap (District 3);
Tom Tate (District 4); and
Ken Gjertsen (District 6)

Absent: Molly Griffin, Vice-Chairperson, (District 5);
Trent Merchant, Member At-Large; and
Vilma D. Leake (District 2)

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; James G. Middlebrooks, attorney with Helms, Mulliss & Wicker, PLLC, representing the Board; 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 6:06p.m. Chairperson White welcomed everyone to the Board's second meeting of the month. He said this meeting is normally held in a Work Session format in Room 267 but tonight the meeting will be held in the Meeting Chamber because there was a scheduling conflict with the Board of County Commissioners. Chairperson White said several Board members would not be attending the meeting tonight. Mr. Merchant and Ms. Leake are not feeling well and Ms. Griffin is visiting family out of town awaiting the birth of her first grandchild. Mr. Gauvreau said he would also need to leave the meeting following the Action Items.

A. Adoption of Agenda

Mr. Dunlap moved, seconded by Mr. Tate, that the Board adopt the agenda as presented, and the Board voted 6-0 in support of the motion. Ms. Griffin, Mr. Merchant, and Ms. Leake were absent.

C. Community Report from the Equity Committee

Chairperson White called upon Mr. Tate, Board Liaison to the Equity Committee, to introduce the report. Mr. Tate said it is a joy to work with the dedicated members of the Equity Committee. This report is based upon the work completed by the Equity Committee in the year 2007 and it continues the honest reporting of the Equity Committee. The Equity Committee was formed to help CMS review equity in our schools. The report includes challenges that CMS is facing in providing all students the best education available. Mr. Tate said he recommends that the Board hear the report tonight and then schedule a Joint Meeting with the Equity Committee in the near future to have a joint discussion with the full committee. Chairperson White said this would require a motion. He and the Superintendent, unless the Board objects, would schedule a meeting in the near future. Mr. Tate introduced Kelley Doherty, chairperson of the CMS Equity Committee, to present the committee's report to the Board. Ms. Doherty said the members of the Equity Committee are nominated by Board members and they are delighted to work on behalf of the Board and CMS. Ms. Doherty introduced the members of the Equity Committee and she noted that there have been some recent changes to the committee. She commended Julian Wright, former chairperson; Dick Helms; and Geneal Gregory for their hard work and contributions in serving on the Equity

Committee. Ms. Doherty introduced the current Equity Committee members as follows:

- Kelley Doherty, Chairperson
- Maria Boral, Vice Chairperson
- Paul R. Haisley
- James H. Henderlite
- Carol Sawyer
- Patsy Burkins
- Richard Helms
- Ellen C. Martin
- Reggie Singleton

Ms. Doherty said positive steps have been made at CMS that include the passage of the School Bonds in November 2007 which can be used to support key equity issues relative to overcrowding and renovations. The committee has observed that CMS is using an equity lens with regard to data, the dashboard, and management of the numbers in running the business of CMS. Ms. Doherty thanked Mr. Tate for his leadership and valuable input to the committee. She also thanked the Board members for scheduling the Joint Meeting last year because it provided great direction and for attending the committee's monthly meetings. She said the Board of Education and Dr. Gorman are showing great leadership to ensure a clear message and vision are sent to the community, employees, parent and the students of CMS. That leadership is going a long way to also create progress in terms of equity. The Equity Committee is now beginning to consider new opportunities and issues regarding equity that include the impact of the weighted student staffing formula; the Anti-Bullying Policy; school safety issues; and programs versus fundamentals in running a school district. Ms. Doherty reviewed the accomplishments of the Equity Committee for last year. She said the committee is still concerned as to whether the district has the resources and approaches to meet the equity goals. Student achievement is still the committee's greatest concern and other focus areas include lack of social workers, school security and nursing staff, and teacher retention. Ms. Doherty said the Equity Committee's recommendation include the following:

- Conduct Cost-Benefit Analysis on programs versus staffing, teacher training, student tutoring, co-curriculars, etc.
- Attracting/Retraining Teachers.
- Adopt Anti-Bullying Policy.
- Continue putting an equity lens on data and dashboards.

Ms. Doherty said the Equity Committee's 2008 approach will be focused on reviewing three to four core issues with depth of study and goal of driving actionable recommendations to the Board. The issues include student achievement, teacher assignment, Talent Development and Exceptional Children Programs, and improved math and computer literacy. The Equity Committee will form sub-committees to address these topics and will use the monthly meetings to provide updates to those topics. The committee will focus on meaningful discussion and direction to determine the next steps to achieve end results that will help the Equity Committee to bring opportunity for actionable recommendations to the Board. Ms. Doherty said the committee is looking forward to the upcoming Joint Meeting with the Board members. She thanked the Board members, Dr. Gorman, Mr. Tate, and José Hernández-Paris, CMS Diversity Specialist, for helping to make the Equity Committee successful.

Chairperson White thanked the Equity Committee for the report. He said he would schedule the Joint Meeting and he looks forward to having a full discussion with the committee soon. Mr. Dunlap said he has encouraged CMS staff to work with the Equity Committee as it relates to facilities because they tour facilities and often have a better perspective. He would like staff, the Equity Committee, and the Bond Oversight Committee to work together to ensure that the schools with the greatest facility needs are a priority. Ms. McGarry asked for clarification on why improved math and computer literacy would fall under the advisory of the Equity Committee. Ms. Doherty said the Equity Committee felt closing the student achievement gap in math and computer literacy was important to the future success of these students as they matriculated out of CMS. The Equity Committee will review the data and consider concerns from an equity perspective. If the results do not present an equity issue, this item will be eliminated from the core issues.

II. CONSENT ITEMS

- A. Recommend approval of appointment of administrative personnel.
- B. Recommend approval by the Charlotte-Mecklenburg Board of Education to grant the new Hucks Road Elementary School voluntary annexation into the City of Charlotte.

Mr. Dunlap moved that the Board approve the adoption of Consent Items A. and B., seconded by Mr. Tate, and the Board voted 6-0 in support of the motion. Ms. Griffin, Mr. Merchant, and Ms. Leake were absent.

The Charlotte-Mecklenburg Board of Education approved one transfer and three appointments as follows:

Transfer:

- Patricia A. Riska named principal at the new Flat Branch Elementary School. Ms. Riska currently serves as principal at University Meadows Elementary School. She has also been an assistant principal at McKee Road Elementary School and a teacher at Huntingtowne Farms Elementary School and Carmel Middle school.

Appointments:

- Shelia Jackson Gorham named principal at the new Belmeade Elementary School. Ms. Gorham has a Doctorate in Educational Administration from Virginia Polytechnic Institute and State University, Blacksburg, Virginia; a Master of Arts in Educational Administration, North Carolina Agricultural and Technical State University, Greensboro, North Carolina; a Master of Science in Health and Physical Education, University of North Carolina, Chapel Hill, North Carolina; and a Bachelor of Science in Elementary Education, Fayetteville State University, Fayetteville, North Carolina. Ms. Gorham previously served as principal at Kimberley Park Elementary in Winston-Salem, North Carolina. She has also been a principal and assistant principal for schools in Durham, Greensboro and Danville, Virginia.
- Allison Plunkett Harris named principal at Smithfield Elementary School. Ms. Harris previously served as assistant principal at Alexander Graham Middle School. She has also been an assistant principal at Hawk Ridge, Hickory Grove and Lebanon Road

elementary schools.

- Charles I. Nusinov named principal at David Cox Road Elementary School. Mr. Nusinov previously served as assistant principal at David Cox Road Elementary School. He was formerly an assistant principal at Northwest Cabarrus Middle School in Cabarrus County.

III. ACTION ITEMS

- A. Recommend approval of a request from Mr. Gjertsen to approve restoring the Olde Providence Southwest Neighborhoods' high school assignment to Providence High School

Chairperson White called upon Mr. Gjertsen to present the recommendation.

Mr. Gjertsen moved that the Board approve restoring the Old Providence southwest neighborhoods' high school boundary from South Mecklenburg High School to Providence High School, seconded by Ms. McGarry, and a discussion followed.

- Mr. Gjertsen said this area consists of small neighborhoods that are close to Providence High School and they were reassigned to South Mecklenburg High School over two years ago. This recommendation impacts approximately nine students. Mr. Gjertsen said this is a timely request because the Board is in the process of making changes and the lottery is in progress. This will allow planning prior to the start of school in August. The Board approved reassigning approximately fifty students last week. This area is only two miles from Providence High School but seven miles from South Mecklenburg High School. Mr. Gjertsen said there are student assignment issues throughout the district and he encouraged the Board to open discussion on student assignment in the near future. He encouraged the Board to approve this item because it makes good sense.
- Mr. Tate said he would not support this item because the Board approved Guiding Principles for student assignment that the Board should follow. The principles provide that home school boundaries would be changed only in accordance with a predetermined schedule or when necessary because of opening of new schools. The Board worked hard to establish those guidelines and school boundaries, and this area should be left alone at this time.
- Ms. McGarry would support the motion because the Board should listen to some of the families and accommodate their needs. This was an unintended consequence that should be corrected. This area is contiguous to the proposed school and it impacts only nine students. She encouraged the Board to take action on this request.
- Chairperson White said the Board adopted its Guiding Principles on March 22, 2005 and it states that the Board would not pick and choose student assignment. Student assignment would be addressed when dealing with the opening of new schools.

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

Mr. Gauvreau left the Regular Board Meeting at 6:32 pm. and Mr. Gjertsen left at 6:33 p.m.

IV. REPORTS/INFORMATION ITEMS

A. Management Oversight Report on Technology

Chairperson White called upon Dr. Gorman to introduce the report. Dr. Gorman said this report is part of the Management Oversight structure implemented to review the operations of the school system that are non-academic and not part of the delivery of the Curriculum and Instruction formalized program. Dr. Gorman said at this time some Board members have left the meeting and the Board does not have a quorum. Dr. Gorman called upon James Middlebrooks, legal counsel representing the Board, to explain why the meeting could continue. Mr. Middlebrooks said when a Board loses its quorum it can no longer take action but can receive information since the meeting began with a quorum. Dr. Gorman introduced Susan Johnson, Chief Information Officer, to present the Management Oversight Report on Technology. Ms. Johnson provided the Board an overview of the CMS Technology operation, current challenges, and future goals. The report reviewed current federal, state, and local regulations which govern the department's operations which included the child Internet Protection Act, Family Educational Rights and Privacy Act (FERPA), and state public records laws. The services structure includes the following:

- School Educational Services
 - Registration
 - Scheduling
 - Grading
 - Instruction
- Shared Business Services
 - Human Resources
 - Billing
 - Financials
 - Work Management
 - Connect-Ed
- Common Technology Services
 - E-mail, Inter/Intranet, CMS Website, Shared Workspace, Teleconferencing, Help Desk, Business Continuity, and Security
- Infrastructure

Ms. Johnson said department challenges include infrastructure, staffing, shared business processes, and student educational processes. Future goals include the following:

- Infrastructure Management and Protection
 - Replace the current non-standard E-mail system
 - Support CMS Internet rebuild
 - Upgrade CMS Internet speed to support growth in web-based testing and curriculum
 - Maintain equity in access to technology
 - Move school-based servers to Data Center
- Management and Protection of Student Records
 - Provide Parent Assistant to all schools
 - Integrate NC Wise with a single state student number
 - Provide CMS student records to Department of Public Instruction (DPI) repository

- Pilot distribution of CMS transcripts through College Foundation of North Carolina
- Management and Protection of CMS Business Systems
 - Implementation of Lawson Human Resources/Payroll Suite

Chairperson White interrupted the report to welcome a Civics 101 Class to the meeting. This group also has the opportunity to attend meetings with the City Council and Board of County Commissioners, attend court proceedings, and meet with the press as part of its study of local government. The class is sponsored by the League of Women Voters in partnership with Kids Voting. Chairperson White recognized Mary Klentz, past president of the League of Women Voters, and Dr. Chris Folk, the facilitator of the class.

Board members were invited to ask questions and make comments.

- Mr. Dunlap asked if CMS had considered the use of Smartboards? Ms. Johnson said Smartboard is a brand of the Interactive Whiteboard and they are great tools. CMS has received grant funding and state technology funding to begin to place these boards in the schools. They cost \$2,000 to \$9,000 and research has shown that they make a real difference in the classroom. It would cost CMS approximately \$10 million to place an Interactive Whiteboard in every classroom. Ms. Johnson explained the process for implementation and training. Mr. Dunlap said these resources are limited and they should be used to help those who need it the most.
- Ms. McGarry expressed concern that some school's websites are out-of-date. She asked if the PBIS log was used frequently and has it proven helpful? Ms. Johnson said she would review this and provide that information at a later time. Ms. McGarry expressed concern regarding the implementation of the Lawson Program and hopes precautions will be implemented to ensure it is done right. Ms. Johnson reviewed the process for updating the internet materials and managing the web pages. She said staff has reviewed the process very carefully. Ms. Johnson said if there are any problems, they will be addressed.
- Mr. Tate expressed concern regarding the application process because he experienced a number of error messages when he attempted to go on-line to provide an employee reference for a recent applicant. He is concerned that applicants may not be getting their references appropriately. He also said the reference questionnaire was geared to teachers only. Ms. Johnson said she would review these concerns. Mr. Tate asked what is the plan for refreshing the technology equipment? Ms. Johnson said CMS has approximately \$42 million assets in technology equipment. The most active plan for refresh is for the school computers which are valued at approximately \$22.3 million. There is a Refresh Program funded by the state and school districts plan to refresh desk top computers about every three to four years. Ms. Johnson said what is not in place and should be considered is a Refresh Program for the network electronics, storage, and the server farms. These items are normally refreshed every five years and network electronics are refreshed every seven years. Mr. Tate asked if CMS needed a complete backup system? Ms. Johnson said she recommends that CMS have a business continuity strategy and should consider what is needed to support a major outage in the main center. Staff is developing a strategy with funding needs that will be reviewed by Dr. Gorman. Mr. Tate asked if the Board should address any of the Board policies regarding technology? Ms. Johnson said staff is reviewing the need for an internet usage policy for adults within the organization. A team of technology, legal, and security staff are reviewing policies for consideration. Mr. Tate

said CMS is moving more towards technology and it is important to have policies that are up-to-date as this process moves forward.

- Mr. Dunlap said he also had concerns regarding the on-line application process and ensuring the system is backed up. He said last year, CMS had difficulties with NC Wise. He asked have those issues been resolved? Ms. Johnson said from an application perspective, NC Wise is stable. NC Wise is a comprehensive system which requires an extensive training process that includes teachers, administrative secretaries, principals, and counselors. Ms. Johnson said the process should be smoother for students scheduling for the new academic year. Mr. Dunlap said as the state considers Distance Learning, is CMS technology prepared for Distance Learning? Ms. Johnson said CMS is currently using Distance Learning. The Performance Learning Center uses NovaNet (an on-line application) to teach its students. CMS also provides students' access to the North Carolina Virtual High School. Ms. Johnson said CMS has an internal Task Force that is reviewing Distance Learning as it is gaining a foot hold in schools. Mr. Dunlap said previously CMS outsourced contracts for maintenance of computers and they were extended for four years. He said in considering the fast paced changes regarding technology, is that still the process? Ms. Johnson said she was not sure the current term for contracts and she would provide that information at a later time. Mr. Dunlap commended the staff in the Technology Department because there have been times when he was technologically challenged and they provide great assistance.
- Chairperson White said he understands technology but it is important to have an alternative for those who do not have access or understand computers.

ADJOURNMENT

There was not a quorum and Dr. Gorman called the meeting adjourned. Chairperson White called the meeting adjourned.

The Regular School Board Meeting adjourned at 7:45 p.m.

Joe I. White, Jr., Chairperson

Nancy Daughtridge, Clerk to the Board