



Charlotte, North Carolina

October 14, 2008

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on October 14, 2008. The meeting began at 4:37 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); and
Tom Tate (District 4)

Absent: Vilma D. Leake (District 2);
George Dunlap (District 3); and
Ken Gjertsen (District 6)

Also present at the request of the Board were Dr. Peter Gorman, Superintendent; Regina H. Bartholomew, General Counsel; André Mayes, Deputy General Counsel; and Nancy Daughtridge, Clerk to the Board.

- **To consult with the Board's attorneys on matters covered by the attorney-client privilege including but not limited to the following:**
 - a) **To consider several real estate matters, and**
 - b) **To consider a litigation matter: *Charlotte-Mecklenburg Board of Education v. B.H., et al. and C. H. v. Charlotte-Mecklenburg Board of Education*, Civil Action Number 3:07-CV-189-MR.**

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

The Board held a Closed Session meeting from 4:37 p.m. to 5:22 p.m.

Chairperson White reconvened the Regular Board Meeting at 6:05 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); and
Tom Tate (District 4)

Absent: Ken Gjertsen (District 6)

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

I. CALL TO ORDER

Chairperson White called the meeting to order at 6:05 p.m. Chairperson White welcomed everyone to the Board's first Regular monthly business meeting of the month.

A. Pledge of Allegiance

Chairperson White welcomed the staff from the Military & Global Leadership Academy at Marie G. Davis to lead those present and in the viewing audience in the Pledge of Allegiance. The academy opened this year with focus on character education, international studies, and technology. The academy places an emphasis on community service and explores military and national organizations that support democracy. Chairperson White recognized Lawrance Mayes, Sr., principal at Marie G. Davis, and his staff who were attending the meeting and invited them to come to the front of the Meeting Chamber. Chairperson White said the Board is proud of their new and innovative school opening at Marie G. Davis and they look forward to it being successful. Chairperson White thanked the staff of the school for working hard to ensure its success. Colonel Michael C. Cloy, ROTC teacher, introduced Cadet Diamond Brown who is a 10th grade student by way of South Mecklenburg High School Navy Jr. ROTC Program. She previously attended the Air Force Jr. ROTC Program at West Mecklenburg High School. Colonel Cloy recognized Diamond's family who were attending the meeting. Cadet Brown invited everyone to stand and join her in reciting the Pledge of Allegiance.

B. Adoption of Agenda

Mr. Merchant moved, seconded by Ms. Griffin, that the Board adopt the agenda as presented, and a discussion followed.

Chairperson asked the Board to add two real estate items to the Consent Agenda as a result of business in Closed Session.

Add Consent Item III. G. (Recommend approval of land acquisition for new Hickory Grove area elementary school). Authorize the purchase of approximately 44 acres on North Sharon Amity Road and Shamrock Drive, tax parcel numbers 099-261-05, 099-253-14, 099-253-15, for a purchase price of +/- \$1,716,000 (exact price to be based on surveyed acreage) and in accordance with terms and conditions of contract with property owners.

Ms. McGarry moved, seconded, by Mr. Tate, that the Board add Consent Item III. G. (Recommend approval of land acquisition for new Hickory Grove area elementary school) to the Consent Agenda, and the Board voted 8-0 in support of the motion. Mr. Gjertsen was absent.

Add Consent Item III. H. (Recommend approval of land acquisition for new McClintock Middle School site expansion). Authorize the purchase of approximately 5.57 acres for site expansion land for the McClintock Middle School on Rama Road, tax parcels 163-061-01, 163-061,02, 163-061-03, 163-061-05, and 163-06S-01 for a purchase price of +/- 592,250.00 (exact price to be based on surveyed acreage) and in accordance with terms and conditions of contract with property owners.

Ms. McGarry moved, seconded by Ms. Leake, that the Board add Consent Item III.H. (Recommend approval of land acquisition for McClintock Middle School site expansion) to the Consent Agenda, and the Board voted 8-0 in support of the motion. Mr. Gjertsen was absent.

Mr. Tate moved that the Board approve adding Action Item IV. C. (Recommend approval that the Board authorize the Superintendent to not conduct an audit of any type beyond what is currently allowed pursuant to regulations, guidance, and mandates issued by the United States Department of Agriculture (USDA) and Department of Public Instruction (DPI) of the Free and Reduced Lunch Applications), seconded by Ms. Leake, and the Board voted 7-1 in support of the motion. Chairperson White, Ms. Griffin, Mr. Merchant, Mr. Gauvreau, Ms. Leake, Mr. Dunlap, and Mr. Tate voted in support of the motion. Ms. McGarry voted against the motion. Mr. Gjertsen was absent.

Mr. Merchant moved, seconded by Ms. Leake, that the Board adopt the agenda as amended, and the Board voted 8-0 in support of the motion. Mr. Gjertsen was absent.

Chairperson White expressed concern that the Board has gotten away from proper protocol of *Robert's Rules of Order* in terms of addressing each other rather than issues. He has asked the attorney to review the rules of *Robert's Rules of Order* so that each Board member has a clear understanding when he tries to keep the meeting within *Robert's Rules of Order*. Regina Bartholomew, General Counsel, said in accordance with Section 4.42 and Section 43 of *Robert's Rules of Order*: Any member wishing to engage in debate on a particular motion and/or topic throughout this business meeting of the Board of Education, must confine his or her remarks to the merits of the pending question. Members must address their remarks to the Chair, maintain a courteous tone, and especially in reference to any divergence of opinion, should avoid injecting a personal note into the debate. To this end, they must never attack or make any illusion to the motives of members. As already noted speakers refer to offices only by title and should avoid the mention of other member's names as much as possible. In debate, a member's remarks must be germane to the question before the assembly, that is her/or statements must have bearing on whether the pending motion should be adopted. If either of the aforementioned rules is not followed, then the Chair will deem the offending member Out of Order and the member's remaining time to speak on the issue will be forfeited. Chairperson White said he would attempt to keep the Board within those rules.

II. REQUESTS FROM THE PUBLIC

Morgan Taylor is a senior at Butler High School. As part of her Senior Exit Project, she discussed the negative impact of Block Scheduling versus the merits of an A/B Day schedule. She encouraged the Board to discard the Block Schedule because students taking upper level

classes have a hard time balancing the work and it creates hardships for teachers.

The following people discussed the successes of the Talent Development (TD) Program at Villa Heights Academic Center and encouraged the Board to keep the program at that school.

- Brandon Kathman, 5th grade student
- Pam Shiel, a teacher at Villa Heights Academic Center
- Shawn Lee

The following people discussed the successes of Lincoln Heights Elementary School and encouraged the Board to support moving the Learning Immersion/Talent Development Program from Villa Heights Academic Center to Lincoln Heights Elementary School because the recommendation would strengthen the academic achievement and success of the school. They expressed concerns regarding the lack of quality staff, leadership, and resources at Lincoln Heights and encouraged the Board to implement a plan of action to improve the performance of the school to restore it to a School of Excellence. They are opposed to sending non-magnet students to Druid Hills Elementary School.

- Theresa Watley
- Tammy Hill
- Mildred McCullough
- Thelma Byers-Bailey, president of the Lincoln Heights Neighborhood Association

Karen Weston-Chein discussed the benefits and successes of the Learning Immersion/Talent Development (LI/TD) Program. Her children attended Baringer Academic Center and received an excellent education. She encouraged the Board to maintain full magnet schools because that would keep the program alive on the long-term and be a viable sustainable approach. It is essential to have full options for everyone in CMS and TD serves a group of student that are often left behind and they are the gifted students. CMS must honor all the children and meet their needs. Retain, strengthen and consolidate magnets.

Nena Andersen discussed the importance of media centers and encouraged the Board to not cut media specialist and media assistant positions.

The following people discussed the benefits of the Magnet Program at Beverly Woods Elementary School (Magnet and non-Magnet students benefit from the Magnet Program) and encouraged the Board to grandfather the current students in the Magnet Program at Beverly Woods Elementary School. This option would allow the Board to keep the promises they made to those families and create stability for the students at the school. This will not result in transportation cost savings.

- Demetra Dunlop
- Elana Rores'Isreal
- Craig Murlless

The following people discussed the importance and benefits of the World Languages Program at West Mecklenburg High School and encouraged the Board to maintain the program at the school. The program creates a diverse, rich cultural environment and is helping the school to remove the low performance status. Removing the program would have a negative impact on the students and school.

- Mark Zagar, president of the PTA at West Mecklenburg High School

- Pat Barker

The following people represented Neighborhood Good Samaritans and discussed the organization's efforts to bring Hispanic and African immigrants together for various educational and cultural experiences. They invited everyone to attend the Africa Latino Cultural Night event and the After School Programs for CMS students. The event will be held October 17th at the Good Shepherd Church on Moores Chapel Road.

- Patrice Ognodo
- Dr. Mel Parker

The following people discussed the benefits of the philosophy of the Montessori Program and support opening a middle school Montessori Program at Sedgfield Middle School.

- Steve Fichter
- Diane Byers
- Molly Carroll, president of the PTA at Chantilly Montessori

The following people discussed the benefits and successes of the Magnet Program (Leadership and Global Economics) at Winding Springs Elementary School and encouraged the Board to keep Winding Springs as a Magnet School and Bright Beginnings site.

- Sophie Gatling
- Lisa Whitley
- Gene Whitley
- Wayne Haney
- Sol Chirigliano
- Sheinita Burns

Carol Sawyer said the greatest CMS challenge is educating high concentrations of students living in poverty. She expressed concern that the Magnet recommendations will widen the achievement gap; increase transportation costs; and high poverty schools will lose resources.

Sherry Waters represented the parents with children in the Accelerated Learning Program at First Ward Elementary School. She discussed the successes of the program, the rich cultural environment of the school, and encouraged the Board to keep the program at the school.

Malyn Pratt represented the League of Women's Voters. She discussed the importance of supporting a quality education for all students; offering parental choice for all children; and supporting diversity as a necessity. She encouraged the Board to adopt only those recommendations that benefit CMS as a whole and reject those that create have and have not schools, racial and poverty imbalance, and increased transportation costs. She expressed concern regarding the underachievers and that many of the magnets slated for relocation are those that are high poverty schools and those schools cannot afford to lose resources.

Sandy Kerman discussed the benefits and success of Magnets Programs and encouraged the Board to maintain the Traditional Program. Magnet Programs are more than just numbers. They are about families and providing a successful educational experience. She encouraged the Board to make Villa Heights Academic Center a larger school but keep the program small and to keep the legacy of Myers Park Traditional Elementary School.

Donna Jenkins-Dawson discussed the importance of parental involvement and encouraged the

Board to listen to the parents (even though their comments may be critical) and allow them to help with the problems. She expressed concern that the intent of the Board is to educate students through segregation.

III. CONSENT ITEMS

- A. Recommend approval of minutes.
 - February 12, 2008 Regular Board Meeting.
 - April 22, 2008 Regular Board Meeting.
 - August 12, 2008 Regular Board Meeting.
 - September 4, 2008 Work Session.
 - September 9, 2008 Closed Session.
 - September 23, 2008 Closed Session.
- B. Construction Items.
 1. Recommend approval of five-year reimbursable water and sewer contract with Charlotte-Mecklenburg Utilities Department for E07-01 Dixie River Road elementary school.
 2. Recommend approval of easements and right-of-ways for E07-06 Youngblood/Steele Creek Road elementary school.
- C. Recommend approval of licensed/non-licensed hires and promotions for September 2008.
- D. Recommend approval of requests for release of students to other school districts.
- E. Recommend approval of depositories/signature authorizations.
- F. Recommend approval of appointment of administrative personnel.

Appointments:

 - *Ronald Greene named Executive Director of Procurement Services. Mr. Green previously served as Director of Supply Services from 2001 to present and Director of Purchasing from 1998 to 2001.*
 - *Hugh Hattabaugh named Chief Operating Officer. Mr. Hattabaugh previously served as Area Superintendent in the North Learning Community.*
 - *Monique Gardner-Witherspoon named Area Superintendent of the North Learning Community. Ms. Gardner-Witherspoon previously served as Executive Area Director for the North Learning Community.*

Approval also included a contract extension for Ann Clark, Associate Superintendent for Pre-K-12 Curriculum and Instruction, for a term commencing October 14, 2008 and continuing through July 30, 2011.
- G. Recommend approval of land acquisition for new Hickory Grove area elementary school.
- H. Recommend approval of land acquisition for McClintock Middle School site expansion.

Ms. Griffin moved, seconded by Ms. McGarry, that the Board adopt Consent Items A. through H., and a discussion followed

Ms. Leake pulled Consent Items B.1, B.2., and F.

Mr. Dunlap moved, seconded Mr. Merchant that the Board adopt Consent Items A.

through H. excluding B.1., B.2., and F., and the Board voted 8-0 in support of the motion. Mr. Gjertsen was absent.

The Board discussed Consent Item B.1. and B.2. Ms. Leake requested information on the costs to CMS for the repairs and the process, and will they provide sidewalks. Guy Chamberlain, Associate Superintendent of Auxiliary Services, said this question involves two different agenda items. One agenda item is to provide sewer and water lines to the new Dixie River/Berewick elementary school. CMS typically works with Charlotte-Mecklenburg Utilities Department (CMUD) on this process and they capitalize their program over a number of years. CMS will pay the funds upfront (approximately \$949,000) to bring water and sewer to the school site and CMUD will reimburse CMS over a period of five years. The other agenda item is an easement agreement on Hamilton-Smith Roads provides right-of-way to widen the highway as well as sidewalk easements. CMS will build the sidewalks along our property line and ultimately Charlotte Department of Transportation (CDOT) will extend those sidewalks to adjacent neighborhoods. Ms. Leake expressed concern that Wilson Middle, West Mecklenburg High, and Kennedy Middle schools do not have sidewalks. Ms. Leake would like CMS to provide safety and equity for those schools as well. Mr. Chamberlain said typically CMS will ask CDOT to put sidewalks to the schools on their list of sidewalk projects but if there are no adjacent subdivisions that process could be delayed. Ms. Leake encouraged CMS to take action to ensure safety at those schools because the lack of sidewalks has been an ongoing problem over the years.

Ms. Leake moved, seconded by Ms. Griffin, that the Board approve Consent Items B.1. and B.2., and the Board voted 8-0 in support of the motion. Mr. Gjertsen was absent.

The Board discussed Consent Item F. Ms. Leake discussed her concerns regarding the personnel appointment process, qualifications of given individuals, and the CMS employment process. Her concerns included the major decision makers in the district do not look the majority of students in the district; individuals with a higher degree are being promoted to a lesser position; parents want to ensure that CMS has quality staff in all our buildings including the custodian staff, cafeteria workers, secretaries, administrative team, and those who work in the Learning Communities; employment in the district and the recommended appointments; some people who have not been successful in the district are promoted and those with impressive credentials are placed in lesser positions; and discrepancies of salary for qualified individuals being promoted to like positions. Ms. Leake asked clarifying questions regarding the appointments and salaries, and Dr. Gorman responded. Ms. Leake believes the process must be fair, legal, and consistent and she will fight for equity in salary for everybody in the district. Dr. Gorman said the appointments were reviewed by the Chief Human Resources Officer to ensure the recommendations were in alignment with the CMS Human Resources processes. CMS is in the process of reviewing methods to cut costs and these recommendations result in a savings of over \$108,000 over the previous years. Dr. Gorman said this process was an effort to redirect funds and staff strives to review all issues in the hiring process.

Mr. Gauvreau asked that the Chief Operating Officer appointment be voted upon separately from the remainder of the items in Consent Item F., seconded by Ms. Leake, and a discussion followed.

- Ms. Leake discussed concerns regarding the equity and advancement of people in the district who do not look like the majority of students in the district.

Dr. Gorman expressed concern regarding the division of the question because the two appointments are contingent upon each other. Chairperson White said the Board would first discuss and vote upon the Chief Operating Officer appointment.

- Mr. Gauvreau said he is opposed to this recommendation because it is an unnecessary position. Dr. Gorman created this position when he was hired and he should be performing the responsibilities of this job. The Board of County Commissioners (BOCC) is considering a hiring freeze and CMS should do the same. He encouraged the Board to tell the Superintendent no because these are taxpayers' dollars. This will create a mess that will get worse because the CMS organization is not flat enough.

Mr. Dunlap moved that the Board adopt the recommendation to appoint Hugh Hattabaugh as Chief Operating Officer, seconded by Mr. Tate, and a discussion followed.

- Mr. Dunlap said he typically does not get into personnel debates about who is most qualified, who should or should not be appointed, and what positions should or should not be created because when the Board hires a Superintendent the Board gives that individual a charge that includes hiring staff. Mr. Dunlap said taking away the fabric for the Superintendent to carryout his job is unjust. He would challenge anyone to be responsible for running an organization after all the people that support him have been taken away and then expect him to be effective. This position gives the Superintendent the ability to carryout the additional responsibilities that the Board has assigned to him. Mr. Dunlap said each year the Board evaluates the Superintendent based upon certain criteria and expected accomplishments and this will take away the necessary resources that will help the Superintendent achieve those goals. He encouraged the Board to support the efforts of the Superintendent to achieve his goals because if he achieves the goals the children of the district will benefit. Mr. Dunlap believes it is unfair and unwise that the Board strip the Superintendent the positions that the Board has allotted him to assist him in carrying out his duties and responsibilities to ensure every child in the district receives a high quality education.
- Ms. McGarry believes the Superintendent should be closer to the schoolhouse level meaning the principals as leaders in those schools. She also wants the Superintendent to have the staff that he chooses and if he believes he needs a Chief Operating Officer she wants to afford him that opportunity. She will support this recommendation.
- Ms. Griffin thanked the Superintendent for finding the cost savings of \$108,000 over last year.
- Mr. Gauvreau does not believe this is finding savings when there are added costs to the school district. Mr. Gauvreau expressed concern that costs have increased and there have been no major performance changes in the district. He encouraged the Board to save the taxpayers' money and streamlining staff would help the operations of CMS.

The Board voted 6-2 to approve Hugh Hattabaugh as Chief Operating Officer. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Mr. Dunlap, and Mr. Tate voted in support of the motion. Mr. Gauvreau and Ms. Leake voted against the

motion. Mr. Gjertsen was absent.

Ms. Griffin moved that the Board adopt the personnel recommendations regarding Ronald Greene, Monique Gardner-Witherspoon, and Ann Clark, seconded by Mr. Merchant, and the Board voted 7-1 in support of the motion. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Mr. Gauvreau, Mr. Dunlap, and Mr. Tate voted in support of the motion. Ms. Leake voted against the motion. Mr. Gjertsen was absent.

IV. ACTION ITEMS

- A. Recommend approval of request by Ms. McGarry, Member At-Large, to conduct an audit of self-verified Free and Reduced Lunch Applications using a random sample methodology

Chairperson White said as a result of Board discussion on this topic at the last two Board meetings, the Board directed the Superintendent to bring this topic back before the Board only when he had new and relevant information that something had changed. Chairperson White called upon Dr. Gorman to make comments prior to calling upon Ms. McGarry to introduce her recommendation. Dr. Gorman called upon Regina Bartholomew, General Counsel, to provide an update to her recent inquiries to the general counsel of the United States Department of Agriculture (USDA) regarding Meal Programs. Ms. Bartholomew said as a result of the Board discussion at the last Board meeting she contacted the general counsel of the USDA and he provided clarification on auditing. The USDA prohibits auditing outside of the error prone guidelines of the lesser of three percent or 3,000 applications. The statutory limitations on sample size would not prohibit verification by an LEA (Local Education Agency) when officials have sufficient knowledge of a family circumstance to question the information provided on the application; however, such verification must be done on an individual family-by-family basis and cannot be done on a global basis and good cause in that instance would not permit a sample size beyond what is statutorily allowed of the lesser of three percent or 3,000 applicants of an error prone application. In addition, CMS should refer to the North Carolina Department of Instruction's (NCDPI) Child Nutrition Office for further guidance. The response from NCDPI indicated that to willfully violate the verification sample size and conduct additional verification would have serious consequences for the district's Child Nutrition Program and should the district proceed to over-verify according to USDA guidelines, the district's actions will leave the state agency with no option but to withhold federal Child Nutrition funds and to conduct a USDA assisted administrative review every year to ensure the district is in compliance to ensure CMS is not overly verifying what has not been mandated by the USDA. The USDA will also request letters from the Board of Education and school administrators stating they are not over-verifying and are in compliance with all federal regulations before they would consider allowing the state agency to release the funds. Ms. Bartholomew said according to the USDA and to the NCDPI should CMS "over-verify" beyond the lesser of three percent or 3,000 applications then CMS would jeopardize its Child Nutrition fund for the entire Child Nutrition Program which feeds our students. Chairperson White called upon Ms. McGarry to present her recommendation. Ms. McGarry said her employers are the taxpayers of Mecklenburg County and she must be accountable to them. Chairperson White informed Ms. McGarry that she would have to put a motion on the floor and have it seconded prior to having a discussion.

Ms. McGarry moved that the Board authorize the Superintendent to conduct a full audit

of all self-verified Free and Reduced Lunch Applications, seconded by Mr. Gauvreau, and a discussion followed.

- Ms. McGarry said she has spoken to the state auditor and his general counsel. It is well documented that nationwide there is 20% to 27% fraud in the Free and Reduced Lunch Program. She has reviewed the correspondence conducted by CMS and it is disheartening that the USDA would have us believe that the position of the US government is to ignore fraud, waste, and mismanagement. She expressed concern that this lacks accountability and questioned why the statute was designed in such a manner. She said this is the epitome of government bureaucracy and she has an obligation to the taxpayers. She encouraged the Board to make a full disclosure because the free and reduced lunch numbers are used to allocate millions of dollars throughout the school system. The Board has discussed this item at five different Board meetings and the integrity of that number is a real concern. She believes if children come to school hungry they should be fed and that is not the problem. This is a two-prong problem that must be addressed by the Board. The number has no integrity and the Board should direct the Superintendent to conduct a full audit and should he refuse the Board should have the government conduct a full audit. She said the fiscal implications are huge, this is a serious matter, and the Board must conduct a vote for the record.
- Mr. Gauvreau said he would support the motion. Technically, this is for a full audit and the Board previously voted on that motion and it failed by a 2-7 vote. He would be glad to continue to vote on this until the Board gets it right. He discussed his previous legal actions in 1998 against the Board to have CMS declare its own unitary status. This is the same situation and CMS should stop hiding behind the legalities. He has contacted the Office of the Inspector General and he does not believe the responses from the people that Ms. Bartholomew has contacted will stand because they are a set of excuses for this Board to not take action. He encouraged the Board to direct the Superintendent to conduct an audit because that is his responsibility as part of the proper management and operations of the school district. Should he refuse he should resign. This is fraud and it should be obvious to everyone. He has a special agent and if they take this case they will subpoena the data. He will be the whistle blower to clear up what is clearly mismanagement in the Free and Reduce Lunch Program. He expressed concern regarding policy decisions that this Board wraps around the free and reduced lunch data. He believes CMS encourages the children being labeled as free and reduced lunch status because it provides huge amounts of funding from USDA.
- Mr. Dunlap asked how much funding does CMS receive from the USDA for the Free and Reduce Lunch Program? Dr. Gorman said it is approximately \$30 million. Mr. Dunlap expressed concern that this request is asking CMS to violate the federal law at the risk of losing \$30 million in funding to support CMS. He believes the information from the federal government is easy to understand. It specifically states that if you violate this guideline you stand the risk of losing funding for the school district and for CMS that equates to \$30 million. Mr. Dunlap expressed concern that some Board members are encouraging the Board to force the Superintendent to violate the law. Mr. Gauvreau requested a Point of Information and Mr. Dunlap declined. Mr. Dunlap expressed concern that action could result in a lawsuit in which Dr. Gorman must defend why he violated the law and those legal fees could be costly to the taxpayers of Mecklenburg County. He would encourage CMS and the Superintendent to obey the law. He said no one supports

fraud or condones cheating but one of the main concerns is children and they should not have to go to school hungry.

- Mr. Merchant said this is interesting and somewhere behind the anger and passion there is some logic regarding both sides. As a citizen, he is concerned that the federal government is willing to pay billions on corporate bailouts because of poor decisions or lack of accountability from corporate Boards and executives but would not demand that same accountability in the funds they distribute in the national school lunch program. He does not believe the federal government would deny children breakfast and lunch because the Board wanted to ensure accountability but finding out if that would happen is not worth the potential short-term pain that those children would have to go through while this is sorted out. He thinks it would be great if the Office of Inspector General wanted to investigate a federal program but it would be a mistake for the Board to force the taxpayers of the state and Mecklenburg County to potentially have to pay for both sides of a lawsuit to settle an issue that should be handled in an administrative manner. He will not support the motion. He is concerned about accountability and the use of this number to serve as a framework for a large portion of the Board of Education budget because its accuracy is in question. He believes there are methods to reach the correct answers and Dr. Gorman is reviewing alternative options for a funding framework. He encouraged the Board to avoid a lawsuit.
- Ms. Leake said she wants to ensure equity in the district. She has listened to parents and they want diversity of staff and student in their schools. The children are the recipients of the free and reduced lunch and this district is greater minority than majority. She expressed concern that this is directed towards those parents and indicating they are committing fraud. No one has proven that any parent has committed fraud in this process. She expressed concern that this is a smoke screen for another agenda. Ms. Leake believes the district and the government should provide means for food for those who need it the most and every child should be provided the right to a breakfast or lunch. She expressed concern that this is attacking poor and homeless people and she encouraged Dr. Gorman to uphold the law.
- Mr. Tate said the responsibility of the Board of Education is education. He expressed concern that continuing to discuss this topic is actually wasting the time of the Board and CMS as well as taking away resources toward the actual work of education. Some people may believe that auditing should be the primary function of CMS rather than education. He encouraged the Board to focus on education. CMS and school districts throughout the country have been using free and reduced lunch statistics for a variety of reasons for years and they have served as a remarkable predictor of success and failure in the education system. He would support finding an even better predictor and method to expend the funds necessary for education. CMS does not have a better method at this time and Dr. Gorman is reviewing other options. Mr. Tate would not support additional auditing or litigation. He encouraged the Board to focus on their chief task which is education.

Chairperson White said he would allow Board members a second round of discussion but all Board members know how they will vote and regardless of additional comments those votes will not change.

- Ms. McGarry said what is important to her is the integrity of the number because that number allocates millions of dollars of resources into the system. This is wrong and the public should be informed. There is potential of fraud, waste, and mismanagement, and

there should be a higher moral law. She expressed concern that CMS is using a dramatically incorrect number to allocate resources and teachers into the schools versus getting a number that is verified which would provide the Board a sense of confidence.

The Board voted 2-6 and the motion failed. Ms. McGarry and Mr. Gauvreau voted in support of the motion. Chairperson White, Ms. Griffin, Mr. Merchant, Ms. Leake, Mr. Dunlap, and Mr. Tate voted against the motion. Mr. Gjertsen was absent.

B. Recommend adoption of the 2008-2009 Proposed CMS Goals and 2008-2009 Individual Goals of the Superintendent

Chairperson White called upon Dr. Gorman to present the recommendation for the adoption of the 2008-2009 Proposed CMS Goals and 2008-2009 Individual Goals of the Superintendent. Dr. Gorman said this is the adoption of the district goals and the Superintendent's personal goals. The Board has been provided two documents. One document includes the personal goals related to individual performance issues such as relations with the Board, administration of the school district, community relations, etc. The second document includes the goals related to the *Strategic Plan 2010*. The goals related to academic achievement are in alignment with progress or steps that CMS must make to reach the target goals for 2013-2014 in which CMS must be at 100% on grade-level to be in compliance with *No Child Left Behind* (NCLB) Legislation. The targets related to NCLB are set to meet steps of progress for that period of time. The areas that do not relate to NCLB are targets that were initially set in the fall of 2006 for the Strategic Plan. Individual schools align the goals of their School Improvement Plans to these goals and they strive to reach those targets as well. CMS monitors achievement of those areas on the school district's Data Dashboard.

Mr. Merchant moved, seconded by Mr. Tate, that the Board adopt the 2008-2009 proposed CMS Goals and the 2008-2009 Individual Goals of the Superintendent, and a discussion followed.

- Ms. Leake wants to ensure the goals are posted in the schools so that teachers and administrators are informed of the expectations. Regarding effective educators, she wants to ensure teacher and principal positions are filled with qualified staff (certified teachers) because that has been a concern at many schools in the district. Regarding the Superintendent's Individual Goals, she wants to ensure principals are properly trained. She has major concerns regarding staffing and the process for action plans. She expressed concern regarding the fairness of a principal who is on an Action Plan placing a teacher on an Action Plan. She is not sure if that principal can effectively and equitably evaluate a staff member. Regarding safe and orderly schools, she hears from parents who are concerned that students are still fighting in the schools and the inequity of disciplinary procedures throughout the Learning Communities. She wants to ensure there is equity and fairness in the process for dealing with behavior issues throughout the district. Dr. Gorman said individual schools have copies of the *Strategic Plan 2010* and the goals are listed. Regarding teacher certification, these are clear licensed individuals teaching in positions and they are legal in the process of licensure. Dr. Gorman said he has provided the Board a Discipline Report that included data by area. The discipline areas are audited and cases are reviewed to ensure equity and that staff is following the guidelines in the Student Discipline Handbook. Dr. Gorman said the Goals and the Strategic Plan are also

posted on the CMS Website.

- Ms. Griffin said she would support the goals. She thanked Dr. Gorman for providing broad and inclusive goals. She believes the goals paint a picture of what a successful school system or a successful CMS would look like. She expressed concern that many of the goals were stretched goals. For example, Number 2 under High Academic Achievement in which ninety-five percent of students will achieve at or above standard on reading End of Grade (EOG) tests. She said this would be a real challenge given what has happened with the re-norming of the Reading test and the prediction for results. She commended Dr. Gorman for not stepping back from the challenges of the goals because they represent the direction in which CMS must go as a school system. She knows Dr. Gorman, staff, and the Board will rededicate their efforts to achieve these goals because they move CMS to where it needs to be as a school system.
- Mr. Merchant expressed concern that the two documents include ninety-three goals. He appreciates the importance of the goals being broad, inclusive, and ambitious but he is concerned that there is not a clear prioritization. He believes Dr. Gorman has prioritized them in a fashion for his personal use but he would like a top five list because some are more important in the immediate term than others. He encouraged Dr. Gorman to cross the gap between NCLB and reality. The goals should be legitimate and focus on where are we now; what are we dealing with; what are the challenges; and what do we think we can really do. This type of information as well what we are funding and what the Board should be focused on helps him make decisions. He puts a lot of stock in the idea that all students will be on grade level by 2014 but that will not happen. He wants to know what is obtainable and the next steps to be taken to reach that point. He is concerned that CMS may be criticized for trying to do too many things at one time. Dr. Gorman said the academic targets are stretched goals but a major portion of them include the requirements of NCLB and are aligned with state and federal standards. The Board initially established some of the goals at a Broad Consultation Work Session regarding the important items that the Board wanted to track and monitor. These are the majority of those items but they are not prioritized. He could make a blanket statement that high academic achievement is the most important and that would include many of the goals. A list of the top five goals would be more general and include topics such as district-wide growth in math will be a certain percentage or the district-wide growth in reading would be a certain percentage. He would be glad to prioritize a list if the Board wishes. There would also be sub goals by departments as well as other areas that CMS would continue to track and monitor on an ongoing basis. Mr. Merchant said he appreciates the difficulty of asking for a top five list when there are nine Board members who have their own top five lists. He encouraged Dr. Gorman to develop a top five list because that would be helpful to the Board, the community, and establish a focus on the main items.
- Mr. Dunlap expressed concern that there are ninety-three goals because when you try to be good at everything you tend to not be good at anything. He is not sure these are the right set of goals. Mr. Dunlap said while the goals are a part of the 2010 Plan many of the goals are unrealistic. He believes all children can learn but he does not believe that 95% of all students will be on grade level by 2014. The historical data has indicated that CMS only progresses a few percentage points each year in closing the gap and to set a goal that CMS will progress twenty to thirty points in three years is unrealistic. He loves the idea of having stretched goals but he wants the stretched goals to go beyond the realistic goals. He

would like to have a set of realistic goals and a set of stretched goals. Realistically, CMS should progress at closing the gap three to four points per year. Ideally, CMS could progress towards closing the achievement gap at five or six points per year. The Board has discussed closing the achievement gap for over thirteen years and realistically CMS has not progressed very far. Mr. Dunlap said this is one of the areas that bring about a contentious Board debate each time a Superintendent is evaluated on his performance. The results clearly show how the Superintendent did not meet his goals but the Superintendent is unable to reach his goals because they are unrealistic. He encouraged the Board to develop realistic goals for the district rather than set goals based upon NCLB or the 2010 Plan. The goals set by the Board would be the goals that the Board would hold the Superintendent accountable to achieve and those would be the goals to determine bonus and compensation eligibility. Mr. Dunlap encouraged the Board to take the time to discuss realistic goals that include a top five or a top ten because ninety-three goals are too many and unrealistic.

Mr. Dunlap made a substitute motion that the Board pull/table this agenda item and the Board work to develop realistic goals for the district, seconded by Mr. Gauvreau, and a discussion followed.

- Mr. Dunlap does not believe the ninety-three goals communicate how CMS is doing and the community has the right to know how well we have or have not done regarding the educational obtainment of students. He does not believe the ninety-three goals and the evaluation process of the Superintendent adequately reflects what this community expects. He encouraged the Board to take the time to do this right.

Dr. Gorman said he would be happy to work with the Board to develop realistic goals. The goals that are the greatest stretched goals are the academic goals and they are in alignment with NCLB. Having a highly qualified teacher in every classroom is also the goals related to NCLB. He would be happy to discuss this with the Board and target specific areas. Staff would continue to track many of these items should the Board decide to establish different goals. Dr. Gorman said he would support the idea of a top five or ten goals, the Data Dashboard can be modified, and staff can review options for aligning more resources to the areas that have the greatest emphasis.

- Mr. Gauvreau encouraged the Board to stop this and do it right. This is mostly about Dr. Gorman's performance and his yearly bonus. Mr. Gauvreau said the majority of the Board has voted to support the Strategic Plan but he is adamantly opposed to the Strategic Plan because it is not a plan and not substantive enough. He expressed concern that the individual goals include the Superintendent's attire, grooming, and writing ability. Mr. Tate requested a Point of Information and Mr. Gauvreau accepted. Mr. Tate said this is not what the Board is discussing. The Board should be discussing the substitute motion which is establishing realistic goals. Mr. Gauvreau said the goals should be coming from the Board and he expressed concern that the Board has allowed these types of goals to be a part of the process.

Chairperson White asked the Board to focus the discussion on the substitute motion.

Dr. Gorman said he would assume this would impact his employment contract which requires him to present goals to the Board by the end of October and that this would take precedent over that from the Board. He would like Board action to ensure he is in compliance with his employment contract.

- Ms. Griffin wants to ensure the Board is in compliance with Dr. Gorman's employment contract and should this not be completed by October 31st the Board is in essence amending his contract. She supports the goals because they paint a picture of a school district that she wants. She does not believe the Superintendent is going to step away from his responsibility of meeting the goals for 2010 and operating the school system on a daily basis. She would support developing a shorter list for the purpose of evaluating the Superintendent on his performance but that would take time to develop. She is concerned that they will be developed later in the year which will reduce the time the Superintendent has to achieve the goals. She encouraged the Superintendent and CMS to continue to strive to reach the established goals because they would help to move CMS to where it needs to be as a school system.
- Ms. McGarry said the Board has only set concrete goals to be used as criteria for the Superintendent's performance evaluation process in past two years. She expressed concerns regarding the Superintendent evaluation process and the obtainment of goals because some Board members choose to not follow the guidelines of the evaluation tool established by the Board. She said if the Board is going to establish goals for the Superintendent they should be adhered to by the Board. She understands that some goals may not be met in the immediate future because CMS is in the process of working toward those goals and the results will be finalized in different years. She encouraged the Board to follow through on the goals they establish. Ms. McGarry asked if the Board appointed a sub-committee to develop goals for the Superintendent. Ms. Griffin said that was to establish goals for the general counsel position.
- Mr. Tate said the Board has been working under these goals for the past couple of years. There are many goals and many are stretched goals but all of them are the areas that CMS should be working towards. He said if the Board is going to support the substitute motion this must be completed within the next month. He expressed concern that delaying this item would not provide the Superintendent adequate time to implement measures that would help him achieve the goals and that would not be fair to the Superintendent. He believes this may be changing the rules midway through the game. The Superintendent's employment contract directs the Superintendent to provide goals and these are the ones that he developed and agreed upon. He would agree to this if it can be completed swiftly.
- Ms. Leake said many of these goals are the same goals the Board established through the Broad Foundation several years ago. She would agree to the Board pulling these goals and developing obtainable goals but that process must be completed swiftly. She is not sure what goals Dr. Gorman will be evaluated on for the 2007-2008 school year? She would support having a list of the top five goals or three major goals (reading, writing, and arithmetic). Ms. Leake said she and the parents are concerned because home schools are continuing to fail and they are a part of the evaluation process. Parents are leaving home schools to go to Magnet Schools because the home schools are not providing an adequate education because they do not have quality staff. This is particularly true on the west side of the district. She expressed concern that the goals do not help CMS improve in the areas of reading writing, and arithmetic.

- Chairperson White agreed that the Board should address this concern but it should be completed a year out. He does not believe it should be started when they are due within thirty days. The goals have not changed and they are basically not going to change because the Board's goal is to educate each and every child. Like it or not, the Board and CMS cannot ignore the goals set by NCLB and they must be included even though we recognize that many of those goals are not going to be achieved. The Board talks about the importance of alignment and consistency as well as the importance of the Board's Vision, Mission, Core Beliefs and Commitments, and Theory of Action. Ninety-three goals may be too many but they are all aligned and consistent with the Board's Vision, Mission, Core Beliefs, Theory of Action, and what the Board has stated CMS should be doing. Chairperson White has a great appreciation for Mr. Dunlap's substitute motion and he believes it should be completed but he is not sure he will support that motion at this late date.
- Mr. Dunlap discussed the importance of the Board addressing this concern and doing it right. He expressed concern regarding the challenges of the economic climate and the goals for facilities to meet base line standards. Those goals will not be achieved because funding will be reduced and projects will be delayed. This is out of Dr. Gorman's control but that will negatively impact the goals. He encouraged the Board to develop obtainable goals for the Superintendent's evaluation process.
- Ms. Leake said the Board's Vision, Mission, and Core Beliefs and Commitments talk about embracing the community's diversity and using it to enhance the education of students but CMS is not adhering to that throughout the district. She expressed concern that some students are getting it but some are not and the goals do not make it equitable for every child in the district. She encouraged the Board to ensure fairness; to adhere to the Board's Vision, Mission, and Core Beliefs and Commitments; and to act swiftly to develop goals that will enhance the whole district and not a selected few. She said it is better to pay to educate children now rather than pay to incarcerate at a later time. CMS and the nation are facing increased dropout rates and the Board must set measures to reduce the dropout rate by enhancing reading, writing, and arithmetic.

Dr. Gorman said he would be grateful for the Board to work together to develop a set of specific goals that would provide more direction. It would be a great help to him and staff to have a list of items. He looks forward to that process and outcome. Once the goals are outlined, staff will follow a process to align criteria to the goals. Staff will use the same method used in creating the Strategic Plan which was developed in alignment with Board discussions that began with his interview process. Staff put forward concrete goals overtime that were measurable and the Board asked staff to track certain items. Staff did as requested and would be happy to adapt the process to meet the current needs of the Board. He encouraged the Board to set a date for a Board Work Session as soon as possible. He would like the Board to establish a priority of goals because that would allow him the ability to direct staff on what the Board considers the most important items. He looks forward to working with the Board on this initiative if that is the direction the Board chooses.

- Mr. Merchant said the Board has a six-hour Work Session scheduled on October 31, 2008 to discuss the Sustainability Program with the Broad Foundation. He believes this is a part of the Sustainability Program and more important than some of the items discussed at Board Work Sessions. He asked the Board to add this item to the agenda for that Work

Session. Dr. Gorman said this would fit with the timing and the topics for that Work Session and he would contact the facilitator for that meeting if the Board wishes.

- Chairperson White said based upon the information from the Superintendent, he will support this motion.

The Board voted 7-1 in support of the substitute motion. Chairperson White, Ms. Griffin, Ms. McGarry, Mr. Merchant, Mr. Gauvreau, Ms. Leake, and Mr. Dunlap voted in support of the substitute motion. Mr. Tate voted against the substitute motion. Mr. Gjertsen was absent.

Chairperson White said this would eliminate the original motion as the Board adopted the substitute motion.

- C. Recommend approval that the Board authorize the Superintendent to not conduct an audit of any type beyond what is currently allowed pursuant to regulations, guidance, and mandates issued by the United States Department of Agriculture (USDA) and Department of Public Instruction (DPI) of the Free and Reduced Lunch Applications

Chairperson White said this item was added to the agenda with the adoption of the agenda. He called upon Mr. Tate to present the recommendation.

Mr. Tate moved that the Board authorize the Superintendent to not conduct an audit of any type beyond what is currently allowed pursuant to regulations, guidance, and mandates issued by the United States Department of Agriculture (USDA) and Department of Public Instruction (DPI) of the Free and Reduced Lunch Applications, seconded by Ms. Leake, and a discussion followed.

- Mr. Tate said he would recommend that this motion involve no discussion because the Board has previously discussed this issue and the Board's legal counsel has reviewed the guidelines of what we can and cannot do. He encouraged the Board to proceed to the vote.
- Mr. Gauvreau said this motion is incredible and an attempt to close this issue forever and that is not going to happen. He expressed concern that the Board did not support the previous motion that directed the Superintendent to review the validation of an operational aspect of the school district and to verify its authenticity. He has warned the Inspector General that this Board is incorrigible and staff has operated in this manner for decades. He will not support this motion because the idea of putting a negative motion on the table following an affirmative motion that directed the Superintendent to take a positive step for CMS is unthinkable.
- Ms. McGarry said the Board voted previously on her motion and she is not sure why this is necessary. She offered the following amendment to the motion.

Ms. McGarry made an amendment to the motion to add that CMS refrain from using the questionable free and reduced lunch numbers in determining teacher and other resource allocations for schools within CMS., seconded by Mr. Gauvreau, and a discussion followed.

Chairperson White said Ms. McGarry would have to make a substitute motion. Mr. Dunlap said this should be a friendly amendment. Ms. Griffin said this could not be an amendment

because it was a different topic. Chairperson White called upon general counsel to provide clarification for the Board. Ms. Bartholomew said an amendment to the motion that is on the floor must be germane to the motion that is on the floor. The motion on the floor is to direct the Superintendent to not conduct an audit of the free and reduce lunch applications in accordance to current guidance and/or regulations and laws by the federal government (USDA) and NCDPI. The amendment by Ms. McGarry is requesting to not utilize the free and reduced lunch numbers and that is totally different from the motion that is on the floor. The motion by Ms. McGarry would need to be a new motion brought forward and adopted in accordance with *Robert's Rules of Order*. Ms. Bartholomew said Ms. McGarry's motion would have to be a separate motion and not an amendment or a substitute motion.

- Ms. McGarry said her amendment was germane to the motion because there are two parts to the free and reduced lunch numbers. There is an audit piece and using the numbers, and they both come together. Ms. Bartholomew explained the intent of Mr. Tate's motion and why Ms. McGarry's amendment would not be germane to the motion on the floor.

Chairperson White ruled that based upon the advice of general counsel the motion could not be amended in that manner. Ms. McGarry requested that her recommendation be on the agenda for the next scheduled Regular Board meeting.

- Mr. Dunlap expressed concern that the motion seems finite and should the federal government rescind its current ruling CMS may be bound by this motion. He offered a friendly amendment to the motion.

Mr. Dunlap offered a friendly amendment to the motion to add until such time the rules change, Mr. Tate accepted the friendly amendment to the motion, and a discussion followed.

Chairperson White asked Mr. Tate to clarify his motion for the Board vote. Mr. Tate said he would not be sure how to phrase the friendly amendment piece of the motion. Ms. Bartholomew recommended that the original motion include however, should the USDA recall its previous position or the regulation should change.

- Mr. Merchant said he was concerned that this motion would invite more discussion and that is what has happened. The previous motion failed and in that failure it essentially said for the Superintendent to follow the law. Now this motion directs the Superintendent to follow the law until the law changes. He encouraged the Board to table this discussion.
- Mr. Dunlap expressed concern that this topic has been discussed by the Board on five Board meetings.
- Mr. Gauvreau expressed concern this is trying to stop the district from validating what is obviously bad numbers. He said the Board wants to avoid this because we will lose money.

Chairperson White said he is awaiting Ms. Bartholomew to rewrite the motion and then the Board will move forward.

- Mr. Tate said this is a finite motion and using the terminology "currently" in the motion suggests that if the ruling were to change in the future we would have to deal with it again

and it would not need an amendment.

Mr. Dunlap withdrew his friendly amendment and Mr. Tate accepted.

The Board voted 5-3 on the original motion. Chairperson White, Ms. Griffin, Ms. Leake, Mr. Dunlap, and Mr. Dunlap voted in support of the motion. Ms. McGarry, Mr. Gauvreau, and Mr. Merchant voted against the motion. Mr. Gjertsen was absent.

V. REPORTS/INFORMATION ITEMS

A. Report on Budget Amendments for July – August 2008

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

B. Report on Capital Project Ordinances for July - August 2008

Report Item B. was presented with Report Item A.

C. Report/First Reading on Proposed Amendments to Policy JIE, Pregnant Students

Chairperson White called upon Ms. Griffin, Chairperson of the Policy Committee, to present the recommendation. Ms. Griffin said before the Board for First Reading is a revision to Policy JIE, Pregnant Students. The revision changes the name of the policy to Pregnant and Parenting Students. The language tracks almost verbatim the required language under North Carolina General Statutes §115C-375.5 which was changed two years ago. The policy provides that CMS will give all pregnant and parenting students the same educational instruction or its equivalent as other students. The proposed amendments come from the Policy Committee by unanimous recommendation from the members present at the time. The proposed policy will be posted on the CMS Website and there will be a Public Hearing and Board vote at the November 12, 2008 Regular Board meeting.

- Ms. Leake expressed concern regarding student absenteeism and ensuring the policy includes students being held accountable for their schoolwork.

D. Report/First Reading on Draft Amendments to Policy BID (Version 1), Board Member Compensation and Expenses

Chairperson White called upon Ms. Griffin, Chairperson of the Policy Committee, to present the recommendation. Ms. Griffin reviewed Report Items D. and E. together. Ms. Griffin said Version 1 and Version 2 are proposed amendments to Policy BID, Board Member Compensation and Expenses. The proposed policy changes came with a split vote from the Policy Committee and they are both before the Board for First Reading. Ms. Griffin reviewed the points of Version 1 as follows:

- Compensation for Board of Education members shall equal the compensation for members of the Board of County Commissioners.
- Board of Education shall receive a technology expense allowance equal to the technology expense allowance of the Board of County Commissioners.
- A Board member may choose to authorize the transfer of an unexpected portion of his or her technology expense allotment to another Board member.

Ms. Griffin said Version 2 does not include the compensation bullet referenced in Version 1. The proposed policies will be posted on the CMS Website and there will be a Public Hearing and Board vote at the November 12, 2008 Regular Board meeting.

- Ms. McGarry requested the compensation for Board members and the Board of County Commissioners. She believes the compensation for Board members is approximately \$13,000 to \$14,000. Ms. Griffin said she does not have that information. Dr. Gorman said the compensation for the Board of County Commissioners is approximately \$28,000 and \$3,000 for the technology stipend.

E. Report/First Reading on Draft Amendments to Policy BID (version 2), Board Member Compensation and Expenses

Report Item E. was presented with Report Item D.

F. Report on High School Challenge

Chairperson White called upon Dr. Gorman to present the report on High School Challenge. Dr. Gorman called upon Curtis Carroll, Area Superintendent of the Achievement Zone, Charity Bell, principal at West Mecklenburg High School, and Dr. John Modest, principal at West Charlotte High School, to provide an update on the High School Challenge. Mr. Dunlap called for a *Point of Order* and Chairperson White recognized Mr. Dunlap. Mr. Dunlap questioned whether CMS still had a High School Challenge because that was a three-year program funded by the Board of County Commissioners and that program has been exhausted. Dr. Gorman said this will be addressed in the report. CMS does not have a High School Challenge in terms of the funding from the Board of County Commissioners but instead CMS put aside funds within its budget towards the same four schools and the name of the project has not changed.

Mr. Carroll said he is pleased to present good news regarding the update for the High School Challenge. Mr. Carroll recognized staff from the four high schools (Garinger, West Mecklenburg, West Charlotte, and E.E. Waddell) who were attending the meeting. Mr. Carroll said the High School Challenge was a strategic business plan aimed at improving student success in targeted high schools. The Board of Education approved the High School Challenge proposal on September 14, 2004 and the Board of County Commissioners approved it on November 3, 2004. In 2005, strategic business plans were developed to increase student achievement at three of the district's lowest-performing high schools (Garinger, West Charlotte and West Mecklenburg). In 2006, E.E. Waddell High School was added to the High School Challenge. The framework for the High School Challenge included hiring and retaining highly qualified staff, reaching measurable goals, and obtaining additional resources. Improvement at the schools can be measured by higher scores on the state's End-of-Course tests. Principals used the funding for teacher training, new instructional programs, and to attract highly qualified teachers and staff. The High School Challenge Program was funded by the Board of County Commissioners for three years. CMS continued the merit-based pay for the four high schools through the Teacher Incentive Fund (TIF) and Leadership for Educators' Advanced Performance (LEAP) program. As part of this plan, \$3.6 million in the 2008-2009 budget was provided for signing bonuses and merit-based pay supplements. Mr. Carroll reviewed the criteria for principals, assistant principals, teachers, and non-certified staff to be

eligible for the program; funding for merit-based supplements (\$2,817,251) and signing bonuses (\$810,530) for 2008-2009 school year; teacher turnover (all schools reduced turnover percentages); and performance composite scores. The performance of schools is measured by school composite scores and the goal was to reach 60% or more students scoring at Level 3 or higher. The composite scores are as follows:

High School	2003	2004	2005	2006	2007	2008
Garinger	39%	43%	41%	46%	50%	43%
E. E. Waddell	41%	39%	47%	50%	48%	57%
West Charlotte	25%	29%	35%	40%	45%	61%
West Mecklenburg	42%	47%	45%	48%	52%	58%

Mr. Carroll called upon Ms. Bell and Dr. Modest to share the advantages of participating in the High School Challenge. Ms. Bell said the High School Challenge Program has allowed West Mecklenburg High School the opportunity to raise the quality of education for the students. Ms. Bell reviewed the accomplishments of the school; recruitment of qualified staff; improvements to teaching and learning; and the initiatives to provide quality instruction. Ms. Bell shared the success stories of individual staff members and their commitments to achieve more. The test scores of students have increased and the quality of staff has improved. Students are reaping the benefits of this program. She commended the staff, teachers, students, and the community for doing a great job. Ms. Bell thanked the Board for their support and giving them an opportunity to raise the bar at West Mecklenburg High School. Dr. Modest said in 2005, West Charlotte High School was the lowest performing school in CMS and possibly in the state. The funding has helped to transform the high school and the school has had significant academic gains over the past three years. Dr. Modest reviewed how the funds were used to make the transformation a reality. The funding was used to improve teacher quality; to recruit, hire, and retain quality staff; to support the instructional program, instructional supplies, and professional development. Dr. Modest commended the staff and students for their strides to establish a culture of continuous improvement. The students are more invested and are taking a greater responsibility for their education; the higher quality faculty is making great contributions; and parents are becoming more involved in the teaching and learning process. Dr. Modest thanked the Board their support in the High School Challenge initiative. Mr. Carroll said the advantage of having so many strong educators to support our endeavors for student improvement contributes to the successes of the High School Challenge Program. He said Dr. Gorman received a phone call from Judge Manning congratulating CMS on the successes of the High School Challenge Schools.

The next steps will include the following:

- 2007-2008 receive final End of Course performance composite scores from the North Carolina Department of Public Instruction and pay-out of High School Challenge merit-based supplements.
- 2008-2009 identify accountability standards for High School Challenge merit-based supplements.
- 2009-2010 implement new merit-based supplements through the Teacher Incentive Fund (TIF) and Leadership for Educators Advanced Performance (LEAP) Program (\$12 million Grant from the United States Department of Education).

Board members were invited to ask questions and make comments.

- Ms. Leake said three of the schools are in District 2 which is on the west side of the district. She thanked Mr. Carroll and his staff for picking up a failing program and bringing it to where it is today. She expressed concerns regarding the failing program; the funding being spent; and the number of students who are not receiving an adequate education. She commended Mr. Carroll and his staff on their yeoman’s job. She congratulated the new principal at E. E. Waddell High School on her successes at the school. The Board is responsible to educate every child in the district with a quality education. She expressed concern that politicians talk about the importance of education but they do not want to provide the funding necessary to education children. Some people think \$5,000, \$6,000, or \$8,000 is too much to educate students but they are willing to pay \$34,000 to incarcerate. She discussed the importance of providing resources to education to make students successful. She expressed concerns regarding the dropout rates and believes this program will help reduce the dropout rates in these schools. She commended the staff at these for their hard work in improving student achievement and supporting the weakest of the students and the neighborhoods.

G. Report on Superintendent’s Final Magnet Program Recommendations

Chairperson White called upon Dr. Gorman to present the report on his final Magnet Program Recommendations. Dr. Gorman called upon Ann Clark, Associate Superintendent for Pre-K-12 Curriculum and Instruction; Robbie Kale, Director of Magnet Programs; Scott McCully, Executive Director of Student Placement Services; Mike Raible, Executive Director for Planning and Project Management; and Dennis LaCaria, Facilities Planning Specialist, to present the recommendations. Dr. Gorman provided the Board a recap of the recommendations before and after as follows:

Before Changes:

- 15 Magnet Programs at 50 schools
- Full Magnets at 20 schools
- Partial Magnets at 30 schools
- County-wide Magnets at 9 school
- Zoned Magnet Programs at 41 schools

After Changes

- 11 Magnet Programs at 38 schools
- Full Magnets at 21 schools
- Partial Magnets at 17 schools
- County-wide Magnets at 10 schools
- Zoned Magnet Programs at 28 schools

Schools Before		Schools After	
Elementary	27	Elementary	19
Middle	10	Middle	6
High	10	High	7

Combined	3 Smith (K-8), Marie G. Davis and Northwest (6-12)	Combined	6 Collinswood, Oaklawn, Smith, Morehead (K-8) Marie G. Davis and Northwest (6-12)
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Ms. Clark said the process included several Board Work Sessions and opportunities for the public to attend Community Meetings to provide feedback. The recommendations were made by assessing each program and school using four factors: if the program was academically distinct, if the program showed effective student achievement, student participation in the program; and the diversity of the learning environment. She said the information includes a two-page document outlining the recommendations in the categories of No Change, Elimination, and Modification along with the year of implementation. The recommended changes are as follows:

No Changes:

1. International Baccalaureate Primary Years Program (PYP) at Cotswold, Huntingtowne Farms, Irwin, Lansdowne and Statesville Road elementary schools (K-5).
2. Learning Immersion and Talent Development Program at Barringer, Idlewild, Shamrock Gardens and Tuckaseegee elementary schools (K-5).
3. Military and Global Leadership Program at Marie G. Davis Academy (6-12).
4. Montessori Program at Highland Mill Elementary School (Pre-K-5).
5. Technology Program at Phillip O. Berry Academy of Technology (9-12).
6. Traditional Program at Elizabeth Traditional and Myers Park Traditional elementary schools (K-5).
7. Visual and Performing Arts Program at Dilworth and University Park elementary schools (K-5) and Northwest School of the Arts (6-12).
8. World Language Immersion Program at Smith Language Academy for Chinese, French, German and Japanese (K-8).

Eliminations:

1. Remove Accelerated Learning Program from First Ward Elementary School. No grandfathering of students for placement or transportation except for rising 5th graders (effective 2010-2011).
2. Remove the Leadership and Global Economics Program from Beverly Woods Elementary, Eastway Middle, Kennedy Middle, Garinger High and Olympic High schools. No grandfathering of students for placement or transportation except for rising 5th, 8th and 12th graders (effective 2009-2010).
3. Remove the Communication Arts Program from Hornets Nest Elementary and John Taylor Williams Middle schools. No grandfathering of students for placement or transportation except for rising 5th and 8th graders (effective 2009-2010).
4. Remove Early College Program from E. E. Waddell High School (two-year phase-out ending in 2010-2011).
5. Remove Math, Science and Environmental Studies Program from Cochrane Middle.

- Middle school component to be added to Morehead Elementary School. Rising 6th grade students will continue at Morehead Elementary School (effective 2010-2011).
6. Remove Open/Paideia Programs from Irwin Elementary, Piedmont Middle, Randolph Middle and West Charlotte High schools. (Open/Paideia students are assigned the same program code at middle school level.) No grandfathering of students for placement or transportation except for rising 5th, 8th and 12th graders (effective 2009-2010).
 7. Remove Paideia Program from Sterling Elementary School. No grandfathering of students for placement or transportation except for rising 5th graders (effective 2009-2010).

Modifications:

1. Strengthen the middle and high school IB Programs. Middle school and high school students must be promoted for continuation. Middle Year Program (MYP) students, grades 6 thru 10, must take all MYP level courses for which they have the prerequisites. High school diploma candidates must successfully complete Theory of Knowledge course and six IB courses/exams. Eliminate IB certificate/concentrated studies option of three courses/exams (effective 2009-2010).
2. Convert the Leadership and Global Economics Program at Winding Springs Elementary School into a County-wide K-5 Program and implement a continuation to Marie G. Davis Military and Global Leadership Academy, pending that the magnet expectations agreement for Marie G. Davis are met (effective 2009-2010).
3. Move Learning Immersion-Talent Development Program at Villa Heights Academic Center to Lincoln Heights Elementary School. Make Lincoln Heights a full-Magnet School (effective 2010-2011).
4. Expand the Math, Science and Environmental Studies Program at Morehead Elementary School from K-5 to K-8 (effective 2010-2011).
5. Strengthen Math, Science and Environmental Studies Program entrance requirements at secondary level. Students must score level III or IV on Math and Science End of Grade (EOG) tests (spring prior to admission). Rising 9th graders must have successfully completed Algebra I at grade 8 or have achieved level IV on Math 8th grade EOG test (effective 2009-2010).
6. Change Montessori transportation eligibility to Chantilly Montessori serving the Green Magnet Transportation Zone and Park Road Montessori serving the Blue Magnet Transportation Zone (effective 2009-2010).
7. Implement a middle school Montessori Program at Sedegfield Middle School. Rising 6th grade students from Chantilly, Highland Mill, and Park Road would continue to Sedegfield Middle School, growing the program one grade per year. Home school students would remain at the school (effective 2009-2010).
8. Convert Paideia Program at Oakhurst Elementary School to a county-wide program (effective 2009-2010).
9. Move the middle school Spanish Program from Smith Language Academy to Collinswood Language Academy and Oaklawn Language Academy, converting Collinswood and Oaklawn to K-8 schools. Rising 6th grade students at Collinswood and Oaklawn will continue on-site beginning 2010-2011 and growing the program one grade each year until K-8 (effective 2010-2011).
10. Move the French Program from Oaklawn Language Academy to Smith Language Academy (effective 2009-2010).

11. Move the World Language Program from E. E. Waddell High School and West Mecklenburg High School to South Mecklenburg High School (effective 2009-2010).

The transition plan for the recommendations include the following:

- No sibling guarantee to Magnet Schools when the program is eliminated.
- Students in the rising 5th, 8th, and 12th grades when appropriate would be grandfathered in with the opportunity to apply to remain at the school on a space available basis with transportation.
- Students in grades 7th and 8th at new K-8 schools have the option to participate in athletics at their home schools.

Ms. Clark said discussions at Board Work Sessions and Community Meetings included an interest in new Magnet Programs for future consideration and they included the following:

- Extended Learning Time
- Single Gender
- Business/Entrepreneurship Academy
- Museum
- Afrocentric
- Other theme-related schools

Ms. Clark said these programs will not be a part of recommendations for approval and Dr. Gorman will bring them forward for consideration at a point in the future. Ms. Clark said some Board members also had an interest in the potential of future full and/or partial Magnet Programs as new schools open in different geographic regions of the district. Ms. Clark called upon Mike Raible to review new school options as a part of the Ten-Year Plan. Mr. Raible said staff projected the needs for these schools in the method that staff projected the needs in the Ten-Year Plan. Mr. Raible reviewed the needs as follows:

- World Languages (K-8): Huntersville area, Ten-Year Plan priority #81.
- Traditional or Learning Immersion/Talent Development (K-5): Pineville area, Ten-Year Plan priority #124.
- Montessori (K-5): Huntersville area, Ten-Year Plan priority #73.
- International Baccalaureate (9-12): Center City area, Ten-Year Plan priority #163.
- Pre-Kindergarten: University area, Hopewell/North Mecklenburg area, Mallard Creek/Garinger area, Ten-Year Plan priority #19, #62, and #78, respectively.
- Science, Technology, Engineering and Math (9-12 and 6-8): University area, Ten-Year Plan priorities #143 (high school) and #156 (middle school).
- Visual and Performance Arts (6-8 and K-5): Center City and Pineville area, Ten-Year Plan priority #95 (middle school) and #154 (elementary school).

Mr. Raible said the current Ten-Year Plan priorities and proposed programs relief were based upon enrollment projections in oversubscribed programs (schools) and providing service to underserved geographical areas.

Ms. Clark said these are the final set of recommendations being presented to the Board. As outlined in the proposed timeline, the Board vote on the final recommendations is scheduled

for the November 12, 2009 Regular Board meeting. Approval at that meeting would allow staff adequate time to prepare for publications and Magnet Fairs for the programs that will be impacted for the 2009-2010 school year.

Board members were invited to ask questions and make comments.

- Mr. Dunlap requested a copy of the total number of Magnet Programs before and after as reviewed by Dr. Gorman because. That information could be helpful in revealing transportation costs because Full Magnet and County-wide Magnet programs could impact transportation. This process may not actually reduce costs because the recommendations may decrease costs in one area but increase costs in another area. He encouraged the Board to conduct a financial assessment to understand the fiscal implications as a result of the proposed recommendations to include costs associated with Magnet Programs and transportation. The Board of County Commissioners has discussed a delay in the sale of Bonds as a result of the economic conditions and that will impact school construction and renovations. He asked how will those delays impact the proposed recommendations? Mr. Raible said the Ten-Year Plan projects are future projects that are currently unfunded and would not be part of the next funding request. Mr. Dunlap asked if there are alternative recommendations or a plan in the event the proposed recommendations are not approved? Ms. Clark said recommendation would be reviewed in isolation because most recommendations are not dependent on each other unless there were changes dealing with the transition plan related to sibling guarantees. Staff would revise the recommendations as needed. Mr. Dunlap said he has made it clear that he does not support the recommendation to move the program at Villa Heights Academic Center to Lincoln Heights Elementary School. He requested information on the implications should that recommendation not pass. He has spoken with the parents at both schools. He believes the requests by the parents at Lincoln Heights are fair because they have dealt with challenges regarding leadership and staff at the school, and now they are put on hold while these recommendations are being considered. He requested the implications for the five-year phase out at Beverly Woods Elementary School and moving the World Language Program to South Mecklenburg High School rather than remaining at West Mecklenburg High School. He would like additional information regarding the recommendations and will e-mail those requests to Dr. Gorman.
- Ms. McGarry said regarding the Montessori Program, she has asked about the potential of placing a 6th through 8th grade on the campus at Park Road Montessori and she has been told no because the property would not accommodate an athletic field. She has asked staff to discuss this option with the parents because she believes most families are more interested in the Montessori philosophy than the athletic fields but no one has responded to her request. She believes maintaining the program at Park Road Montessori with a middle school program would be more valuable than placing a middle school program at Sedgfield Middle School. Park Road has an established teacher training program and they could provide a great mentoring concept. Ms. McGarry discussed the successes of the Montessori Program and she is aware of Montessori Programs that are 6-8 and 7-8. She would like more information on those concepts. She asked clarifying questions regarding the number of classes required for the feeder pattern from elementary school to middle school. Mr. LaCaria said staff has reviewed feasible options for the Park Road school site including renovating the existing campus, replacing it on site with another K-5 elementary

school, and an addition to expand the program. It is tough to accommodate the site design for each of these options on the school site. There is space in the Sedgefield Middle School and we are at a point in the current renovations that would allow us to renovate the two buildings to house the Montessori Program in a manner that would accommodate the program from a space perspective. This would save the costs of constructing a new facility on the Park Road site and derail equity issues regarding Chantilly and Highland Montessori schools for not having the 6-8 program as well. Ms. McGarry said this does not respond to her question. She encouraged staff to look at what would be the best fit and space at Sedgefield Middle School is not enough. She encouraged staff to focus on the Montessori philosophy versus having space. Mr. LaCaria said the program would be housed in stand alone facilities at Sedgefield Middle School and that would be advantageous to the program. Ms. McGarry asked questions regarding the renovations and options for mobiles at Park Road Montessori School and Mr. LaCaria responded. Ms. McGarry discussed the accomplishments and successes of Talent Development Program at Villa Heights Academic Center and encouraged the Board to not dismantle the program at that school. She believes adding a new Talent Development Program at Lincoln Heights Elementary School would be a better option if there are enough students to accommodate the program. She was told the Villa Heights facility was not adequate and that is not the case. Dr. Gorman said we have said the facility is not large enough to accommodate demand of the program because there is a waiting list for the program of over one hundred students. Ms. McGarry said many families put their names on waiting list but they really do not want that spot because they are awaiting their first choice. She believes many of the people on the waiting list will not want the program at Lincoln Heights Elementary School. Mr. McCully said there is a large demand for the Learning Immersion/Talent Development Program and there are approximately 180 kindergarten students and there are approximately 160 on the total wait pool after the first lottery. Ms. McGarry will not support dismantling the successful program at Villa Heights Academic Center.

- Mr. Tate thanked staff for their hard work in developing the recommendations. He wants to review the principles that he has been laboring under. His preference would be that all students who are in a Magnet Program at a particular school that will be closed would have the option to remain at the school (all students and not just those terminal grades) and remain with transportation. He also wants a better option for students in the Open/Paideia Program in middle school other than the IB Program because that is not the appropriate direction for the Open/Paideia Program. He would like more information on how the home school boundaries would be impacted by schools that would become Full Magnet Schools. He asked clarifying questions regarding Oakhurst Elementary School becoming a County-wide Magnet School but not a Full Magnet School, and Mr. McCully responded. He encouraged the Board to use Magnet Programs to strengthen schools where there have been hardships and to use the programs in order to not lose the diversity that has been established in the district. He likes partial Magnets and believes they have had a positive impact on CMS as a whole. He asked regarding the Montessori Program at Sedgefield Middle School, the option includes home schools students would remain but potentially that will be reviewed. He asked will the home school students remain at the school and what is the timeframe for the review? Ms. Clark said Sedgefield Middle School is under review for IB Authorization and they are in the final phase of that process. That would be a small program at Sedgefield and the principal would hope to draw more students from

the home school into the IB Program over time. Staff will monitor the growth of the IB Program and the impact that will have on the home school attendance students. Mr. Tate asked if we reach a point in which the Sedgefield home school students have to go elsewhere, where will they go? Ms. Clark said we have outlined potentially five middle school locations based upon the geographic range of the Sedgefield attendance zone but at the present time that is not a part of the recommendations. Mr. Tate asked what is the timeframe that the home school students would be allowed to stay? Mr. McCully said it is our best guess and intention that the home school students would be allowed to remain at the school. At this point, we are comfortable with the home school population coexisting with the Magnet Program. Mr. Tate asked can a student enter the Montessori Program in the 6th grade or does it have to be a continuation from the elementary program? Ms. Clark said the recommendation is for it to be a guarantee coming from the three Montessori elementary schools and, at this point, it cannot be started in the 6th grade. Mr. Tate asked what will be the process for voting on the recommendations? Dr. Gorman said it has not been decided upon and that would be per the Board. Chairperson White said that would be a Board decision. It would be great to adopt the recommendations as a package or the Board could pull items similar to the process with the Consent Agenda.

- Ms. Leake encouraged the Board to maintain the Open/Paideia Programs at West Charlotte High School. She had asked staff to discuss this recommendation with the staff that works in that school and that did not happen. She is concerned the recommendations are not based on research of the people who work in the program and are the decisions of staff. She said that program has been successful and it should not be eliminated. She expressed concern that staff is trying to make this district an IB Program but all students do not want to go into the IB Program. She encouraged the Board to ensure there is a program for the middle school students who will not fit into the IB Program. She said Lincoln Heights Elementary School is in District 2 and the Villa Heights Academic Center is in District 3. She is concerned about the walk zone for the students who live in the community. She asked will the students who live in the walk-zone of Lincoln Heights Elementary School be allowed to attend that school? Mr. McCully said a Full Magnet School under the current Board policy does what a proximity zone and that is 1/3 of a mile from the school location. The students who live within that 1/3 mile who make application to that school and are eligible to attend that school are allowed 20% of the seats. That priority applies to 20% of the seats in each grade level in the school. Ms. Leake asked what is the feeder middle school should that school become a Full Magnet? Mr. McCully said the students in the Magnet Program would feed to Piedmont or Ranson middle schools and that would be a continuation of our current process. Students who do not want to continue in the IB Program would go to their home school or make application to another Magnet Program. Ms. Leake expressed concern that eliminating the World Language Program at E. E. Waddell High School would weaken that school and gutting the school to not be successful. She encouraged the Board to maintain the World Language Program at E. E. Waddell because it helps to enhance students at that school. She does not believe South Mecklenburg needs that program because it is already overcrowded. She will not support that recommendation. She discussed her concerns regarding changing the Oaklawn Language Academy program from a K-5 to K-8. She is concern about the 7th and 8th grade students with the students in K-2nd grades. She said CMS has already spent money to renovate that school to make it acceptable. She is concerned about the additional funds

required to make it for a K-8 program that only teaches Spanish. She said the students and the community in that area need exposure to more than just one foreign language. She encouraged the Board to maintain the Spanish and French Program at that school. Limiting the foreign language programs will limit the academic strength of the students at that school. She will not support this recommendation.

- Mr. Gauvreau expressed concern that staff did not consult with people from outside of CMS to review the efficiencies of desegregation and the CMS Magnet Programs. Mr. Gauvreau said research has indicated that the size of the CMS Magnet School Plans causes white flight. Ms. Clark said CMS has been working with Justin Hastings, professor with Harvard Institute, and her research was shared with the Board at the Board Retreat in January.
- Mr. Dunlap expressed concern that CMS has not conducted a study to determine whether the goal of this process will be achieved because the recommendations may cost taxpayers more. The Board asked Dr. Gorman to review the Magnet Programs and Magnet Schools and develop recommendations to create efficiencies. He thought Dr. Gorman's initial recommendations were logical but some Board members requested deeper cuts. These recommendations are a result of that request. Mr. Dunlap is concerned about the impact the recommendations will have on the educational attainment of students and the performance of schools. He wants to ensure this process does not switch out the high and low performing schools. He is concerned that the creation of County-wide Magnets will increase transportation. He would like a cost analysis for implementing the recommendations and the implications for continuing to provide Pre-K at Winding Springs Elementary School even though it may become a County-wide Magnet with the potential of additional students attending that school. He expressed concern that the Board and staff have spent time in developing incentives and bonuses to ensure the right leadership at certain schools. We have stated that strong leadership in large measures determines the outcomes at particular locations. Winding Springs has the right principal who has made tremendous gains with Pre-K-5 and the school is a proven success story. Mr. Dunlap expressed concern that the recommendations may eliminate the Pre-K Program at Winding Springs and that could have a negative impact on those students because what happens at Pre-K continues from Pre-K through 5th grade. Mr. Dunlap said continuing this program could lead to higher student achievement for those students and adding mobiles at that site may be a better recommendation. He asked staff to review the implications for adding mobiles at that school site.
- Chairperson White said at the last Work Session there were not five votes to support the recommendation to move the World Language Program from West Mecklenburg and E. E. Waddell high schools to South Mecklenburg High School. He is surprised that recommendation is included in the final recommendations. The families at West Mecklenburg High School do not support that recommendation and the Board must do what they can to help both those schools. He is not sure he will support this recommendation. Chairperson White does not see how it is logical, fair, or consistent if a student is assigned to a school because they applied through a Magnet Program and they are allowed to continue at that schools should the program be eliminated. The only option that student had to get into that school was through a Magnet Program and if that program is eliminated then the reason that student went to that school is no longer applicable. He would not support grandfathering students to a school if they are no longer participating in

that Magnet Program.

- Mr. Dunlap expressed concern that these recommendations may be reneging on the Board's commitment to parents. He said Magnet Programs and student assignment are two different issues.
- Ms. McGarry addressed her concerns regarding overcrowding at Dilworth and Eastover elementary schools, and sibling guarantees. She suggested that younger siblings have the option to remain at the school while the older sibling completes his/her terminal year. She wanted the recommendations to create a paradigm shift and enough has not been done. She believes all schools should follow the traditional philosophy and each elementary school should have a foreign language teacher and increase the rigor of math. She encouraged the Board to aggressively implement freedom and flexibility because that would provide principals the flexibility to positively impact their schools. Magnet Programs only impact 20,000 students out of 135,000 and the Board should focus on the bigger picture as well what CMS will provide for the students who will be sent back to their home schools.
- Mr. Merchant said this process has not been smooth because it impacts families and he knew this would be painful. He said it may be helpful for the Board to develop a Board policy that includes a timeline (every four or five years) for a systematic review of the Magnet Programs. This may help to take the emotion out of the process. The majority of Board directed the Superintendent that his original recommendations were not enough but more was different for each person. The Superintendent did as he was asked. The recommendations are not exactly what he wanted but it would be impossible to please each Board member. He encouraged the Board to be leaders and to reach a compromise on the recommendations in order to make accomplishments because the community is interested in a change.
- Ms. Leake requested a report on the costs to maintain Magnet Programs/Magnet Schools in the district.

VI. REPORT FROM SUPERINTENDENT

Dr. Gorman reported there would not be a Board meeting on November 11th because that is Veteran's Day and a holiday. The next Board meeting will be Wednesday, November 12th.

VII. REPORTS FROM BOARD MEMBERS

Kaye McGarry expressed concerns regarding school safety and the inconsistency in discipline incidents and suspensions at the Learning Community level. She has requested a report on the number of fights and law violations throughout the school district for the past three years to establish a trend. She believes school safety and a safe learning environment will create student achievement. She invited everyone to attend "Kaye About Town" which will be held Wednesday, October 22nd at the Starbucks in Barnes and Noble at the Arboretum Shopping Center from 7:30 a.m. to 9:00 a.m. She would be available to discuss school related issues.

Vilma Leake thanked Classroom Central for their support to children throughout the district by providing them school supplies. She thanked the National Alumni Association from Second Ward High School for inviting the Board members to attend their luncheon and giving them a copy of their yearbook. She thanked the parents of Lincoln Heights Elementary School for their support and concerns regarding the impact the Magnet proposals would have on the

neighborhood children. She recognized Valerie Woodard, Board of County Commissioner for District 3 who recently passed away, for her many contributions to the school system, children, and the community.

ADJOURNMENT

By consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 11:25 p.m.

Joe I. White, Jr., Chairperson

Nancy Daughtride, Clerk to the Board