

Approved by the Charlotte-
Mecklenburg Board of Education
April 14, 2015
Regular Board Meeting



Charlotte, North Carolina

January 27, 2015

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on January 27, 2015. The meeting began at 4:30 p.m. and was held in Room 267 of the Government Center.

Present: Mary T. McCray, Chairperson, Member At-Large
Timothy S. Morgan, Vice Chairperson, Member At-Large
Rhonda Lennon, District 1
Thelma Byers-Bailey, District 2
Tom Tate, District 4
Eric C. Davis, District 5

Absent: Ericka Ellis-Stewart, Member At-Large
District 3 Seat Vacant
Paul Bailey, District 6

Also present at the request of the Board were Ann Clark, Deputy Superintendent; George E. Battle, III, General Counsel; and Nancy Daughtridge, Clerk to the Board.

Upon motion by Thelma Byers-Bailey, seconded by Tom Tate, the Board voted unanimously of those present to go into Closed Session for the following purpose:

- **To discuss student information that is privileged, confidential and not a public record as set forth in Title 20, Section 1232g of the United States Code and Section 115C-402 of the North Carolina General Statutes,**
- **To discuss certain personnel matters, and**
- **To consult with the Board's attorneys on matters covered by the attorney-client privilege.**

The motion was made pursuant to Sections 143-318.11(a)(1), (a)(3), and (a)(6) of the North Carolina General Statutes.

The Board held a Closed Session meeting from 4:43 p.m. until 6:05 p.m. in Room 267.

Chairperson McCray reconvened the Regular Board Meeting at 6:15 p.m. in Room 267 of the Government Center. CMS TV televised the meeting.

Present: Mary T. McCray, Chairperson, Member At-Large
Timothy S. Morgan, Vice Chairperson, Member At-Large

Ericka Ellis-Stewart, Member At-Large
Rhonda Lennon, District 1
Thelma Byers-Bailey, District 2
Tom Tate, District 4
Eric C. Davis, District 5

Absent: District 3 Seat Vacant
Paul Bailey, District 6

Also present at the request of the Board were Ann Clark, Deputy Superintendent; George E. Battle, III, General Counsel; Members of Executive Staff; Judith Whittington, Manager of Board Services; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Chairperson McCray welcomed everyone to the January 27, 2015 Regular Board meeting which was held in a Work Session format.

A. Adoption of Agenda

Chairperson McCray called for a motion to adopt the proposed agenda.

Tim Morgan moved that the Board amend the agenda as written with the addition of a new Action Item III. A. entitled *Consideration of Employment Contract by and between the Charlotte-Mecklenburg Board of Education and Ann Clark*. The current Action Item III. A. entitled, *Recommend approval of proposed revisions to Instructional Policies and Exhibits*, will become Action Item III. B., seconded by Tom Tate, and the motion to adopt the agenda as amended passed upon 7-0 voice vote of the Board. Paul Bailey was absent. District 3 Seat Vacant.

B. Public Hearing on Proposed Revisions to Policy JLCE, *First Aid and Emergency Medical Care*

Chairperson McCray opened the Public Hearing on proposed revisions to Policy JLCE. Chairperson McCray reported there were no speakers to speak before the Board and she called the Public Hearing on Policy JLCE closed at 6:17 p.m.

C. Public Hearing on Proposed Amendments to Policy GCO, *Employee Performance and Non-Renewal Processes for Teachers and Administrators*, and Policy GCOB, *Plans for Growth and Improvement of Teachers and Licensed Employees*

Chairperson McCray opened the Public Hearing on proposed amendments to Policy GCO and GCOB. Chairperson McCray reported there were no speakers to speak before the Board and she called the Public Hearing on Policy GCO and GCOB closed at 6:17 p.m.

D. Public Hearing on Proposed Amendments to Policy DDA, *Grant Funding*

Chairperson McCray opened the Public Hearing on proposed amendments to Policy DDA. Chairperson McCray reported there were no speakers to speak before the Board and she called the Public Hearing on Policy DDA closed at 6:18 p.m.

E. Public Hearing on Proposed Revisions to Instructional Policies and Exhibits

Proposed Revisions:

Type	Title	Substantive Changes
Policy IKA	Grading/ Assessment Systems	Remove “Preparation for class” as criteria for student grades, so that students are graded on their demonstration of mastery of course objectives rather than nonacademic standards.
Policy IKB	Homework	Change “homework is” to homework “can be” a necessary part of the learning...
Policy IKE	Promotion/ Retention/ Acceleration of Students	Update to be consistent with North Carolina law requiring Personal Education Plans (PEPs) to be developed starting in kindergarten.
Policy IKF	Graduation Requirements	P. 3, Section II, A – delete information about North Carolina High School Exit Standards P. 4, Section II, C – rewrite requirements of CMS Graduation Project P. 4, Section II, D – clarify circumstances when students may be exempted from local graduation requirements P. 5 – Section IV – update titles of required State tests
Exhibit IKF-E	Course of Study Chart, Classes of 2013-2015	Update course titles to reflect North Carolina Standard Course of Study
Exhibit IKF-E	Course of Study Chart, Classes of 2016 and beyond	Update course titles to reflect North Carolina Standard Course of Study

Chairperson McCray opened the Public Hearing on proposed revisions to Instructional Policies and Exhibits. Chairperson McCray reported there were no speakers to speak before the Board and she called the Public Hearing on proposed revisions to Instructional Policies and Exhibits closed at 6:18 p.m.

F. Report on Community Literacy Initiative

Chairperson McCray called upon Ann Clark, Deputy Superintendent, to introduce the Report on Community Literacy Initiative. Ann Clark introduced Katie Morris, Chair of the Belk Foundation, to share an exciting initiative that has been long in the planning and engagement of our entire community and stakeholders. Ms. Clark thanked Ms. Morris for her commitment to Charlotte-Mecklenburg Schools and consistent efforts to align her investment and support to the priorities outlined in the CMS Strategic Plan which has been a great asset to CMS. Ms. Clark acknowledged the recent Belk Grant to CMS that supports the Opportunity Culture Initiative in seventeen cohort schools last year as well as the additional cohort this year. Ms. Morris thanked the Board and CMS for the great partnership and for allowing the Belk Foundation to invest in CMS. Ms. Morris said she is pleased to present and seek the Board’s endorsement of a new community-wide initiative focused on 3rd Grade Reading. This initiative will focus across the continuum from birth to eight years old (3rd grade). Ms. Morris provided an overview of the initiative and how it will work with CMS.

- Mecklenburg County has a serious reading crisis. A child not reading by 3rd grade is four times more likely to drop out, six times more likely to drop out if the child is also poor, and less likely to perform in math, science, and humanities.

- More than half of the CMS 3rd grade students are not reading at grade level. Not reading crosses economic lines: 70% of economically disadvantaged students failed and 30% of non-economically disadvantaged students failed. This problem exists in every school, neighborhood, and income area throughout CMS. The greatest impact is to the economically disadvantaged students. If children cannot read they lose confidence, struggle in school, and struggle for the rest of their lives. This all comes at a cost to our community and families that we cannot afford.
- CMS versus Other Urban Districts:
 - CMS 2013 NAEP 4th Grade Public School Reading Scores: 40% Proficient, 60% Not Proficient.
 - At 40%, CMS reading proficiency scores are higher than other large urban districts (26%) and the nation (34%), but they are not where they need to be for children to succeed in life.
 - 60% Not Proficient is not acceptable for Charlotte-Mecklenburg and we must do things differently. Preparing children to read should begin long before they enter Kindergarten.
 - Teaching children to read starts at birth and continues with parents interacting with their child, talking to their child, and reading with their child. It also starts with quality child care and a Pre-K experience. This foundation is strengthened at the schoolhouse experience.
- 3rd Grade Reading Action Team: Includes representatives from The Belk Foundation, PNC Bank, Charlotte-Mecklenburg Schools (Ann Clark and Dr. Valerie Truesdale), Foundation for the Carolinas, Wells Fargo, Mecklenburg Board of County Commissioners (Trevor Fuller), Charlotte Mecklenburg Library, The Duke Endowment, Sisters of Mercy Foundation, Charlotte-Mecklenburg Board of Education (Mary McCray), UNC-Charlotte College of Education, United Way, CD Spangler Foundation, and Duke Energy.
- Designing a solution for Mecklenburg:
 - Five meetings April through September 2014: Reviewed local plans, learned from national experts, designed scope and structure, and agreed on goal.
 - Multiple interviews held with focus groups, service providers, educators, and families.
- What Does Our Community Need?
 - A strong unified voice from birth through 3rd grade reading.
 - Influential leadership –all working together – for the long term.
 - More funding decisions based on data and evidence.
 - Alignment of services, focus on the “handoff” to the CMS classroom.
 - Community education on what matters for reading.
 - A public/private partnership consisting of CMS, County, City, funders and service providers aligned and working in collaboration.
- A Communitywide Goal: Double the percentage of 3rd grade students reading at grade level from 40% to 80% in 2025. This is an ambitious goal and its accomplishment will be thrilling.
- A Communitywide Effort: This will take the entire community working together to achieve the goal. The initiative will be led by a governing board consisting of lead funders, CMS Superintendent, representatives from the City, County, UNC-Charlotte, and five community representatives. The Board will direct a lean central staff led by an executive director (to be named within the next two months). The work will be divided

- among four working groups: Birth to Pre-K: Talk With Me, Baby and Ready for School. K-3rd Grade: Schoolhouse and Summer Learning (step to prevent summer learning loss).
- Initiative Positioned for Respect and Influence:
 - Lean Central Staff: Guides vision, aligns activities, advances policy, shares data, builds public will, and mobilizes funding. The central staff will be supported by the group of funders who have committed to multi-year funding. There is a definite recognition that this is long-term work aiming at twenty to twenty-five years.
 - Two funding mechanisms inspire change through new funding models:
 - ✓ Transformation Fund: Pooled funding that promotes innovation, capacity building, collaboration, and seeds new programs meeting unmet needs along the birth through 3rd grade continuum.
 - ✓ Targeted Co-Funding: Co-funding where funders use campaign data, evidence, and strategies to inform their grant making.
- Strong Fiscal and Physical Hosts: Foundation for the Carolinas will lead the initiative and the Public Library will provide office space for the initiative. This is a great match.
- 3rd Grade Reading: Charlotte CAN do more.

Ms. Morris reported the initiative will launch publically within the next two weeks and she thanked the leadership of CMS (Mary McCray, Ann Clark, Brian Shultz, and others) who spent hours helping to plan the initiative. Ms. Morris asked the Board for their endorsement and support because the Board is equally important to the success the initiative.

Chairperson McCray thanked Ms. Morris for the report and invited Board members to ask questions and make comments. Chairperson McCray said she attended the meetings and the initiative is inspiring. It will be a lot of work but it can be done. With the support of everyone, we are looking forward to hitting the ground running because our children deserve opportunities to be successful.

- Rhonda Lennon said this is the type of initiative this community is known for and it sets us apart from the rest of the country to make CMS and the Mecklenburg County community the shining star of the south.
- Ericka Ellis-Stewart said she is excited about the program and would like to see the reading list of what is being done. It is important to start at birth and she hopes the initiative works with the other CMS partners/initiatives to ensure there is no duplication of services. Ms. Morris said, no, we do not believe there is a duplication of efforts because there are lots of opportunities in many areas but we cannot do everything. The challenge is defining the scope because it impacts so many areas and that is why it was expanded to four pillars. Ms. Morris asked the Board to share their thoughts because we want to listen and ensure we address concerns and stay on the right path.
- Eric Davis said we are grateful to the Belk Foundation for their partnership with CMS and the Board is supportive of this initiative. This continues the terrific tradition of the Belk family and Belk Foundation in contributing to the community and its children.
- Tom Tate thanked Ms. Morris for the initiative and noted this is a great way to move CMS forward in making our students successful. We have people in the community and in CMS who know what needs to be done and working together will help achieve these goals. Mr. Tate supports the community effort and what it will do for our children.
- Thelma Byers-Bailey thanked Ms. Morris for the initiative and the outreach to the community to explain the initiative because ensuring the community is informed is important.

- Tim Morgan said funding education is one of the most important areas in any community and he thanked Ms. Morris for the support to CMS and our children. Mr. Morgan said you are seeking Board support and should that be in the form of a formal motion?

Ms. Morris said, yes, this is a community effort and we would like to have the Board's help and endorsement.

Tim Morgan moved that the Board of Education endorse the Community Literacy Initiative as presented, seconded by Rhonda Lennon, and the motion passed upon 7-0 voice vote of the Board. Paul Bailey was absent. District 3 Seat Vacant.

Katie Morris thanked the Board for their support and noted we look forward to working with the Board and CMS to accomplish our goals.

II. CONSENT ITEMS

- A. Recommend approval of District 1 Board Member's appointment to the Bond Oversight Committee.

Rhonda Lennon, District 1 Board member, recommended the appointment of Joel Gilland to the Bond Oversight Committee. This is Mr. Gilland's first appointment to the committee and will fulfill a partial term beginning January 27, 2015 and ending September 30, 2015.

- B. Construction and Real Estate Items:

1. Recommend approval of land acquisition and Joint Use Agreement between Mecklenburg County for Construction and Joint Use of Highland Creek Relief School at Mallard Creek Park site.

As part of the previously approved 2007 Bond project for construction of New ES (07-08), Mecklenburg County intends to convey the new elementary school site to CMBE and CMBE and Mecklenburg County intends to jointly use portions of the school and park site. The term of the agreement extends until July 1, 2060, and automatically renews on a year-to-year basis unless terminated by either party. Fiscal Implications: No money is being exchanged. Mecklenburg County benefits because future park improvements will be less expensive as a result of this being a school project. CMS will benefit as Mecklenburg County will be responsible for repair and maintenance of outdoor areas including water quality/detention facilities, new joint field and grounds on the school site.

2. Recommend approval of Joint Use Agreement with Mecklenburg County for Palisades Park Elementary School.

Charlotte-Mecklenburg Schools and Mecklenburg County will jointly use portions of the Palisades Park Elementary School/Neighborhood Park Site. The term of the agreement extends until July 1, 2060, and automatically renews on a year-to-year basis unless terminated by either party. Fiscal Implications: Mecklenburg County contributed \$300,000 toward the cost of constructing the park components.

Chairperson McCray called for the motion to adopt the Consent Agenda as presented.

Eric Davis moved that the Board adopt the Consent Agenda as presented, seconded by Tom Tate, and a Board discussion followed.

Rhonda Lennon pulled Consent Item A. and B.1.

Ericka Ellis-Stewart pulled Consent Item B.2.

Rhonda Lennon highlighted her recommendation to appoint Joel Gilland as the District 1 representative to the Bond Oversight Committee and noted B.1. is a Joint Use Agreement with Mecklenburg County. Ellis-Stewart asked Deputy Superintendent Ann Clark to provide comments regarding B.2. Ann Clark provided an overview of Consent Item B.2. which is a Joint Use project with Mecklenburg County located at Palisades Park Elementary School.

Tim Morgan moved that the Board approve the Consent Agenda as presented, seconded by Rhonda Lennon, and the motion passed upon 7-0 voice vote of the Board. Paul Bailey was absent. District 3 Seat Vacant.

III. ACTION ITEMS

A. Recommend consideration of employment contract by and between the Charlotte-Mecklenburg Board of Education and Ann Clark

Correlation to Board of Education Vision, Mission, and Core Beliefs: Providing a clear Theory of Action for Change and an effective Superintendent to lead its implementation.

Chairperson McCray reported this is the recommendation of an employment contract with Ann Clark to perform as Superintendent until the search for a long-term Superintendent is completed and a Superintendent is hired. Chairperson McCray provided particulars about the proposed employment agreement with Ann Clark.

- Term of Agreement: January 27, 2015 through July 31, 2016. If the Board completed its search for a long-term Superintendent at any time prior to July 31, 2016, the term of the agreement can be shortened.
- Salary: Under the agreement, Ms. Clark will receive a salary of \$262,000.00 per year. At Ms. Clark's request, the Board will neither consider her for nor offer her the CMS long-term Superintendent position.
- Ms. Clark will receive \$4,971 for the additional responsibilities she assumed from November 2014 through January 2015.

Chairperson McCray said, "It is my opinion, and I am sure along with the rest of the Board members, that Ms. Clark is a strong CMS and public education advocate. We are excited about the leadership and the role Ms. Clark will provide this District over the next several months. CMS is making great strides as a district and Ms. Clark will bring the stability and direction we need to maintain our momentum. Ms. Clark brings over three decades of deep institutional knowledge and educational experience in her new role as CMS Superintendent. She has held a variety of teaching and administrative positions since joining CMS in 1983. Ms. Clark has served as teacher of behavioral and emotionally handicapped children, principal at all grade levels, Chief Academic Officer, and most recently Deputy Superintendent. Over the years, Ms. Clark even served as bus driver in the summer. Chairperson McCray said, "We as a Board are excited to bring Ann Clark on through this process and we thank you for your leadership."

Chairperson McCray called for a motion regarding the employment agreement with Ann Clark.

Tim Morgan moved that the Board adopt the Superintendent Employment Agreement between Charlotte-Mecklenburg Board of Education and Ann Clark as presented, seconded by Tom Tate.

Chairperson McCray opened the floor for Board discussion. There was no Board discussion and Chairperson McCray called for the Board vote on the motion.

The motion passed upon 6-1 vote of the Board.

Ayes: Board members McCray, Morgan, Ellis-Stewart, Lennon, Tate, and Davis.

Nays: Board member Byers-Bailey.

Absent: Board member Paul Bailey. District 3 Seat Vacant.

Board members and the audience gave Ann Clark a standing ovation. Ann Clark thanked the Board for their support and approval of the contract. Ms. Clark said she is excited and feels privileged about the opportunity to serve this amazing district. It is her choice to serve from January 27, 2015 until July 31, 2016. It was her intent to retire March 2015 but as events unfolded in the fall, she rethought her best thinking and commitment to CMS. Ms. Clark said she is fully committed to work with the Board, the community, CMS employees, and parents to accelerate the CMS progress and recommit to an amazing *Strategic Plan 2018* which is the right path to take CMS to the next level of success.

Superintendent Search Process: Chairperson McCray provided an outline of the Board’s plan to hire a long-term Superintendent and the Superintendent Search Plan.

- January 27, 2015: Board approved the contract to enable Ann Clark to perform the duties of Superintendent until a new Superintendent is named.
- Feb. 19, 2015: Board of Education Special Meeting to discuss the search process and related issues, 3:00 p.m. to 5:00 p.m., Government Center.
- March – April 2015: Board of Education will hold Special Meetings to further discuss and decide the Superintendent Search process.
- May 2015 – April 2016: The Board of Education will conduct a search in accordance with Board of Education specified process and hire a Superintendent.

B. Recommend approval of proposed revisions to Instructional Policies and Exhibits.

Correlation to Board of Education Vision, Mission, and Core Beliefs: Preparing all students to be successful in institutions of higher learning or the workforce without the need for remediation.

Chairperson McCray called upon Tom Tate, Chairperson of the Policy Committee, to present the recommendation on proposed revisions to Instructional Policies and Exhibits. Tom Tate reported before the Board for action is proposed amendments to four instructional policies and two exhibits. The policies and exhibits have been updated to reflect changes in North Carolina law and State Board of Education policies impacting graduation standards, course titles and Personal Education Plans. Other proposed amendments are included in the Summary of Changes document. The proposed revisions were approved by the Policy Committee on November 13, 2014. First Reading before the Board occurred at the December 9, 2014 Board meeting and the Board held a public hearing on January 13, 2015 and earlier in this meeting. The information was also posted on the CMS Website for public input.

Proposed Revisions:

Type	Title	Substantive Changes
Policy IKA	Grading/ Assessment Systems	Remove “Preparation for class” as criteria for student grades, so that students are graded on their demonstration of mastery of course objectives rather than nonacademic standards.

Policy IKB	Homework	Change “homework is” to homework “can be” a necessary part of the learning...
Policy IKE	Promotion/ Retention/ Acceleration of Students	Update to be consistent with North Carolina law requiring Personal Education Plans (PEPs) to be developed starting in kindergarten.
Policy IKF	Graduation Requirements	P. 3, Section II, A – delete information about North Carolina High School Exit Standards P. 4, Section II, C – rewrite requirements of CMS Graduation Project P. 4, Section II, D – clarify circumstances when students may be exempted from local graduation requirements P. 5 – Section IV – update titles of required State tests
Exhibit IKF-E	Course of Study Chart, Classes of 2013-2015	Update course titles to reflect North Carolina Standard Course of Study
Exhibit IKF-E	Course of Study Chart, Classes of 2016 and beyond	Update course titles to reflect North Carolina Standard Course of Study

Tom Tate moved that the Board approve proposed revisions to Instructional Policies and Exhibits (Policies IKA, IKB, IKE, IKF and Exhibits IKF-E – 2013-2015 and IKF-E 2016 and beyond). The motion was presented through the Policy Committee and did not require a second.

Chairperson McCray thanked Tom Tate and the Policy Committee for the recommendation and invited Board members to ask questions and make comments. There was no Board discussion and Chairperson McCray called for the Board vote on the motion.

The motion passed upon 7-0 voice vote of the Board. Board member Paul Bailey was absent. District 3 Seat Vacant.

IV. REPORT/INFORMATION ITEMS

A. Management Oversight Report on Transportation

Correlation to Board of Education Vision, Mission, and Core Beliefs: Operating effectively and efficiently with fiscal accountability.

Chairperson McCray called upon Ann Clark to introduce the Management Oversight Report on Transportation. Ann Clark called upon the Carol Stamper, Acting Associate Superintendent of Operations, to present the Management Oversight Report on Transportation. Ms. Stamper highlighted the following information regarding CMS Transportation Operations.

- CMS Transportation Operations Overview:
 - Largest North Carolina pupil transportation operation.
 - 14th largest school bus fleet in the nation.
 - 124,363 assigned students.
 - 999 daily operating buses.
 - 23,730 bus stops (morning and afternoon).
 - Estimated 19 million miles traveled annually.

- 5 major bus staging facilities. Two are turnkey facilities with bays and fuel islands, one has bays but no fuel islands, and two are in need of build out (no bays and no fueling capacity, must use fuel trucks). CMS must strive to upfit and build out those operations to support the transportation staff.
- Governance Legislative Changes for 2014-2015:
 - Local level: Board-approved student assignment policy determines transportation eligibility for assignments, transfers and reassignments. As the Board moves forward in the Comprehensive Review and other discussions, this is an important component for student access and eligibility for programs.
 - State level: Transportation funding and proper use of dollars; bus specifications and capacities; scheduling and routing parameters; purchasing guidelines; capital replacement; tort insurance claims and settlements; and commercial driver license requirements and training.
 - Federal level: National Highway Traffic Safety Administration (NHTSA). Individuals with Disabilities Education Act (IDEA).
 - Legislative Changes for 2014-2015: The North Carolina Budget Bill cut transportation throughout the state by 1%, equating to a \$4.6 million reduction. The reduction equates to approximately \$600,000 reduction in CMS.
 - CMS strategies to cover reduction: Increased assigned bus load capacities, consolidated bus runs, and extended bus ride times. The recent favorable fuel prices helped offset the reductions to date.
 - Legislative Reviews During 2014-2015:
 - Transportation Fleet Manual Review: Initiatives will streamline processes and extend the 30-day Inspective Interval Review.
 - Compressed National Gas (CNG) Buses: Department of Administration and North Carolina Department of Public Instruction Report to Joint Legislative Energy Policy Commission. Goal: Identify required design and cost for Statewide infrastructure.
- Alternative Fuels:
 - Nationally Based School Bus Fleet Magazine: Survey Results showed that only 8% of school districts purchased alternative fuel buses this year, primarily propane fueled buses.
 - CMS is among the 8%! One trial and two propane replacement buses and plans to expand.
- 2014-2015 Budget and Funding:
 - 2014-2015 Adopted Budget: \$61.5 million.
 - Operating Expenses by Funding Sources: Currently 92% State funded. State transportation funding continues to cover the majority of operating expenses. The slight decrease for this year is primarily due to the reduction in the State funding as a result of the Legislative changes, reduced fuel pricing, and a variation in the frontier/efficiency rating of the State funding formula.

School Year	Local Funding	State Funding	State Budget Rating	Ridership Count
2011-2012	13%	87%	95.52%	87,135
2012-2013	5%	95%	98.86%	90,311
2013-2014	4%	96%	98.79%	91,421
2014-2015	8%	92%	95.37%	92,732

- Goals and Major Objectives – Aligned with *Strategic Plan 2018*:
 - Major Objectives: Support learning everywhere all the time (Goal 6); provide access to schools through transportation services to all eligible students (Goal 6); utilize technology and data-informed decisions to maximize efficient and effective services (Goal 5); and serve students and their families with safe and timely rides while in the care of CMS (Goal 3).

- Measures and Results:

- Support Learning Everywhere – All the Time: Traditional and continuous learning calendars (year-round and intersessions); extended-day programs/instruction; community-based instruction; Career and Technical Education extensions; athletics; and field trips/midday trips/weekend trips.

- Provide access through transportation services to all eligible students:

Zone	% Transportation Eligible of Total Enrollment by Zone	Total Students	Total Eligible
Violet	95.5%	27,980	26,722
Blue	96.6%	44,330	42,832
Grey	92.3%	32,136	29,665
Green	94.4%	44,040	41,569

- Utilize technology and data-informed decisions to maximize efficient and effective services:

Technology	Metrics
Routing and scheduling program and optimization applications	97% of morning buses are on time at schools
Global Positioning System (GPS) on every bus	5.4 runs/route - State average 3.42
Electronic time and attendance capture on every vehicle	14 minutes average morning ride time -- State average 25 minutes
Two-way radio communications	94% fleet in-service; national average 92%
Automated fueling system on buses and fuel trucks	66% ridership of eligible students – national average is 44%

- Council of the Great City Schools Managing for Results Report (2012-2013 Survey):
 - *Overall, transportation services of the Charlotte- Mecklenburg Schools are efficiently operated and include services that exceed state requirements and those of many other major school systems.”*
 - Among the largest urban districts in the country, CMS Transportation services ranks one of the lowest in cost per rider and cost per mile while providing high levels of service to a majority of the student population.

- Major Initiatives:

- Strive for Safety Excellence and Enhanced Customer Service:
 - Expand professional development for school bus drivers to build nurturing relationships with students and expand their cultural competencies.
 - Support environmental stewardship programs.
 - Promote and support safety programs/tools:
 - ✓ Acquire and install additional video surveillance camera systems – mix of stop arms and internal cameras.
 - ✓ Community Stop Arm Stings and Highway Patrol Focus: Recent

Mecklenburg Sheriff Morning Ride Along resulted in the issuance of nine citations for passing stopped school buses.

- ✓ Safety School for Bus Drivers.
- ✓ Gus and Buster the Bus Education programs for students.
- Upcoming Celebration and Recognition: Week of February 9-13, 2015; *School Bus Drivers Appreciation Week* and *Appreciation for ALL Transportation Staff*. Love the Bus 2015! American School Bus Council Program.

Ms. Stamper thanked the CMS families for allowing CMS to serve and care for their children each and every day!

Ann Clark reported the Board was also provided information regarding the history of the Transportation Zones along with a list of schools and magnet schools in each zone.

Information regarding the Transportation Zones includes the following:

- History of Transportation Zones:
 - Modern era of the student assignment plan began in the 2002-2003 school year: implemented contiguous attendance zones, five choice zones for non-magnet choice, and magnet programs with feeders based on collection of high school zones.
 - Choice zones and magnet feeder areas were not the same geographic areas.
 - The student assignment plan, by direction of Board policy, was reviewed in 2005. At the direction at the Board, transportation zones were created to have one layer of zones for magnet and non-magnet choice.
- Transportation zones were developed with the following criteria (high level):
 - To the extent possible, the transportation zones should be comprised of a group of high school attendance zones. In the initial plan, West Mecklenburg High was split between the Grey and Violet zone. As new schools have been added, currently Harding, West Mecklenburg and Garinger split transportation zones.
 - Design the zones so that they are visually geographically approximately equal in size.
 - Offer a magnet program in each transportation zone or combination of transportation zones (i.e., half county, Green and Blue). This was without question the most difficult task and the reason for the horizontal shape of the Grey transportation zone.
 - 164 Schools: 91 elementary, 39 middle, 31 high, and 3 special programs.
 - Magnets:
 - ✓ Elementary: 13 full, 12 partial.
 - ✓ Middle: 8 full, 7 partial
 - ✓ High: 5 full, 6 partial, and 6 non-magnet options.

Ms. Clark called upon Scott McCully, Executive Director Student Placement and Planning, to join Ms. Stamper at the podium to answer Board member questions.

Chairperson McCray thanked Ms. Stamper and Superintendent Clark for the Management Oversight Report on Transportation and invited Board members to ask questions and make comments. Board members Byers-Bailey, Tate, Lennon, Ellis-Stewart, Morgan, and McCray thanked staff for the report, asked questions, and provided comments. Ms. Stamper, Mr. McCully, and Superintendent Clark provided responses.

- Tom Tate expressed concern that three of the five bus staging facilities are not upfitted and that may actually be less efficient and cost CMS more money. Ms. Stamper said

building out North Pointe and Downs Road with the proper bays and fueling islands would reduce labor costs, be more efficient for bus inspections and preventative maintenance, and increase production and productivity of our fleet. It would also provide staff the environment they deserve and need to be working in from a safety standpoint. Ideally, we would like to have another facility in the southeast portion of the city. Mr. Tate said the Craig Avenue facility is located in a small neighborhood in District 4 and it loads a lot of buses and that facility may need to be changed. Mr. Tate asked Ms. Stamper what she thought about the State mandate to extend the 30-day inspection interval? Ms. Stamper said buses have many components and we would prefer to remain with the 30-day inspection to ensure bus safety for our students. We believe a 45-day inspection interval is too far apart and overall it will not save the State that much money. Mr. Tate asked how are other districts becoming more efficient? Ms. Stamper said, like CMS, they are implementing a tiered bell schedule and utilizing buses to serve more than one school which create efficiencies. Mr. Tate asked why do we want more bus riders? Ms. Stamper said bus transportation is the safest form of transportation to get students to and from school. The components of the State Funding Formula is the number of buses operating, the number of students riding buses, and the operational dollars from the previous year. Maintaining a similar bus count from the previous year while increasing the number of students will increase bus loads and that will gain efficiencies which will impact the State allotted dollars. Mr. Tate said some of the transportation zones have a more students than other zones and he asked how effective are the transportation zones? Ms. McCully said we established transportation zones in 2006 as a result of a 2005 student assignment review. Transportation zones serve different purposes that include transportation for magnet programs, student priority for magnet lottery process, and in the past they determined transportation for non-magnet schools but that has been phased out.

- Rhonda Lennon commended the Gus the Bus Program which is awesome and Laura Jones, who facilitates the program, for her many years of service with CMS. Ms. Lennon addressed concerns that the Grey Zone is a huge area that splits District 1 and runs from Cabarrus County to Gaston County. The Grey Zone is not an efficient and logical design and students living in the Grey Zone and two miles from Mallard Creek High School cannot attend that school because they do not live in the Violet Zone. These students must pass Mallard Creek to attend the school in the Grey Zone which is ten miles away. Ms. Lennon said this has created angst in her district and she looks forward to advocate for change with the upcoming comprehensive student assignment review. Mr. McCully said we share that frustration about the configuration but in 2005 the objective was to use the transportation zones to provide equal opportunity to every Magnet theme across the County and to provide stability to the greatest extent possible to the students in the Magnet programs at that time.
- Ericka Ellis-Stewart asked why are other school districts not participating in the use of alternative fuels and what gains did CMS experience by using that type of fuel? Ms. Stamper said alternative fuels are generally a higher cost per bus but over time there will be a return on investment because the price per unit will offset the initial costs. The biggest benefit is using clean fuel which will help the environment. CMS is seeking the use of propane because it has longer distance capacity, requires less infrastructure requirements, and the burning of the fuel is clean. Ms. Ellis-Stewart would like transportation data and information on applications/enrollment to magnet programs dating back to 2008 (pre-shuttle stops). Ms. Stamper said she would provide the transportation information. Mr. McCully said it would be a challenge to go back to

assess why students 'are' or 'are not' making application to magnet programs and returning to their home school. Staff assessed this type of information in the past and the results were linked to multiple reasons. From a magnet enrollment perspective, we have not seen the same impact as the shuttle stops. Ms. Ellis-Stewart would like staff to take a deeper dive because in 2008 magnet schools lost students because of the shuttle stops. Mr. McCully said for the first year, some students returned to their home school and any available seats were given to students in the wait pool. For the second year of the lottery period, the enrollment numbers for magnet programs returned and some programs had a wait pool. Ms. Ellis-Stewart expressed concern that there may be an equity issue as a result of shuttle stops. Ms. Ellis-Stewart said bus drivers are concerned about the physical performance standards being implemented by the State. Ms. Stamper said that is driven by the Department of Motor Vehicles to ensure bus drivers are healthy and have the wellness to react but that program has not been implemented at this time. CMS is doing a version of that with new bus driver hires because we think it is important.

- Tim Morgan thanked Ms. Stamper for the informative report. Mr. Morgan said CMS buses serving 5.4 schools is incredible and it should lessen the misnomer that our buses are traveling roads half full because in most incidences they are traveling between schools. Mr. Morgan said he was impressed with the cost per mile chart because that shows how efficiently CMS is serving our students. Mr. Morgan commended the CMS bus drivers for being courteous and caring in transporting students.
- Chairperson McCray thanked Ms. Stamper for the report and commended CMS on the great Gus the Bus and Buster programs which school children love. Chairperson McCray said the Board is supportive of our bus drivers and she is pleased they will take Cultural Competency training because they are the first people our students see each day.

Ann Clark thanked Ms. Lennon for initiating the conversation about the potential of sidewalk partnerships in the northern portion of the County. Staff will follow up and share next steps as this may help improve the efficiency of home schools and that will help minimize the use of shuttle stops.

Rhonda Lennon left the meeting at 7:46 p.m.

B. Report on Pre-K-8

Correlation to Board of Education Vision, Mission, and Core Beliefs: Preparing all students to be successful in institutions of higher learning or the workforce without the need for remediation.

Chairperson McCray called upon Ann Clark to introduce the Report on Pre-K-8. Ann Clark called upon Frank Barnes, Chief Accountability Officer, to provide the Board with the annual report on Pre-K-8 school performance. Frank Barnes provided the Board with an overview of an analysis of the progress report for Pre-K-8 Schools.

- Introduction: In 2010-2011, several elementary and middle schools were merged to create a set of Pre-K-8 schools. The primary reason behind the merger was fiscal but there was also a commitment for the schools to improve their performance over time. In July 2011, senior staff asked the Office of Accountability's Center for Research and Evaluation to evaluate the progress of the Pre-K-8 schools. This is the third year of a three-year analysis of school performance. A qualitative evaluation was conducted by the University of South Carolina's (USC) Office of Program Evaluation and CMS conducted a school progress analysis. A cohort analysis of academic progress is forthcoming winter 2015.

- Pre-K-8 Schools: In 2011-2012, CMS transformed eight elementary schools into Pre-K-8 schools: Ashley Park Pre-K-8 School; Berryhill School, Bruns Academy, Druid Hills Academy, Reid Park Academy, Thomasboro Academy, Walter G. Byers School, and Westerly Hills Academy.
 - Additional categories of CMS schools that serve Pre-K-8 and K-8 Students: J. M. Morehead STEM Academy, Oaklawn Language Academy, E. E. Waddell Language Academy, and Collingswood Language Academy.
 - Recent and Future Conversions to Pre-K-8 and K-8: Mountain Island Lake Academy (currently Pre-k-6), New Language Immersions Pre-K-8/Albemarle Road Elementary/Middle school relief, New Pre-K-8 Berryhill and Reid Park relief, Davidson K-8 conversion, and new STEAM K-8 in South Charlotte.
- School Improvement Initiatives: Strategic Staffing, Project L.I.F.T., and Beacon Initiative.
- USC Year-Three Evaluation and Results: USC conducted a multi-year evaluation to understand the Pre-K-8 transition process. USC staff collected data from district leaders, principals, teachers, parents, and students through interviews, focus groups, and surveys. Preliminary qualitative findings and themes emerged from feedback from these stakeholders.
 - Qualitative Results focused on parents and teachers, teacher satisfaction, teacher turnover and student enrollment, and facilities.
 - From year one to year three, the number of teachers and parents surveyed and/or interviewed increased, providing more valid results each year.
 - Parents and Teachers: After year one, stakeholders groups were more comfortable with the Pre-K-8 structure. More than 50% of parents/respondents reported they like the Pre-K-8 structure. Compared to year one, the majority of teachers reported that students are adjusting to the Pre-K-8 environment. Fewer students were less likely to want to be in a traditional middle school.
 - Teacher Satisfaction: Teachers and administrators' job satisfaction improved since year one. Approximately half of the teachers agree that they enjoy working at a Pre-K-8 school and an additional 20% to 30% did not share a preference. A small subset of teachers reported they prefer working in a Pre-K-8 school rather than a non-Pre-K-8 school.
 - Teacher Turnover and Student Enrollment: There was an increase in teacher turnover the year before the Pre-K-8 transition in the study schools and a decrease in turnover the year of the transition. Since the transition year, the rate of teacher turnover at the study schools is similar to the turnover at a set of matched schools. There has been a change in student body size at Pre-K-8 schools. During the first year of transition, each school's student body grew by at least 200 students, with minor facility adaptations, including the addition of mobile classroom units.
 - Facilities: Approximately half of surveyed teachers said their classrooms meet the needs of their students. Teachers consistently reported challenges related to the limitations of their schools' facilities. Approximately 25% to 31% of teachers indicated the physical environment of their school met the needs of their students.
- Office of Accountability Year-Three Pre-K-8 Schools - Evaluation and Results: Office of Accountability examined how Pre-K-8 schools performed in terms of proficiency, student growth, meeting Annual Measurable Objectives, student attendance, and out-of-school suspensions.
 - School Growth from 2011-2012 through 2013-2014: Schools continue to meet or

- exceed growth expectations.
- Proficiency Rates from 2012-2013 to 2013-2014: Six of eight schools improved in Reading, four of eight improved in Math, and six of eight improved in Science (the average increase was 246%).
- 2012-2013 to 2013-2014 Percent Proficient/CCR, by Grade and School.
- Percent of Annual Measurable Objectives Met 2011-2012 to 2013-2014: Schools continue to meet a majority of the Annual Measurable Objectives but declines have been noted.
- Enrollment, attendance, Chronic Absenteeism, and Out-of-School Suspensions 2011-2012 and 2013-2014: Attendance remains high, chronic absenteeism declined at some school while others increased.
- Overview of Results:
 - Schools continue to meet or exceed growth expectations.
 - Proficiency/College and Career Readiness rates vary over time and by school.
 - The majority of schools have made tremendous progress in Science.
 - Schools continue to meet the majority of Annual Measurable Objectives but there have been declines in the percent met by all schools as expectations for performance have increased.
 - Attendance rates remain high; chronic absenteeism rates and number of students suspended have declined.
- Year-Three Preliminary Results:
 1. How do parents and teachers view their Pre-K-8 Schools?
 - The majority of parents interviewed like the Pre-K-8 structure: They provide convenience for parents; family members attend more events; younger students receive support from older siblings and relatives; and middle school students tutor/assist younger students.
 - More teachers and parents see the positive benefits of the Pre-K-8 model.
 - Job satisfaction was up for teachers and administrators.
 - Not all facilities support middle school programming and some are overcrowded.
 - Middle school students in some of the schools have limited access to upper-level courses, sports, and enrichment activities.
 - Despite improvements, there is still concern about behavior, with some worried about the influence of middle school students' behavior on younger students.
 2. How do Pre-K-8 schools perform on measures that can be compared from Year-One (2011-2012) to Year-Three?
 - All schools met or exceeded growth expectations, an improvement from Year 1.
 - The majority of Annual Measurable Objectives continue to be met, but there has been a decline in the percent of AMOs met as expectations for performance have increased.
 - Enrollment and attendance rates remain high overall.
 - Chronic absenteeism declined at some schools and increased at others.
 - The number of out-of-school suspensions decreased for several schools, but increased at three schools.

Chairperson McCray invited Board members to ask questions and make comments. Board members McCray, Ellis-Stewart, Tate, and Morgan asked questions and provided comments. Mr. Barnes and Ann Clark provided responses.

- Chairperson McCray asked how did you get more parents to participate in the survey and for the teachers who were not satisfied with working in a Pre-K-8 school was that for a particular group or level of teacher, and for core subject, class room, special area, or elective teachers? Mr. Barnes said school staff reached out to encourage parents to participate. Staff will strive to breakout the information and share that with the Board.
- Ericka Ellis-Stewart suggested CMS use technology to get a bigger student sample size because there are 5,000 students in these schools and this year only 59 students responded. Ms. Ellis-Stewart would like more information on why the small subset of teachers prefers working in the Pre-K-8 schools. Ms. Ellis-Stewart said she is a fan of proficiency opposed to growth and we must increase the proficiency a these schools. She had concerns regarding the creation of the K-8 schools and it is important we better support these schools to ensure their success. The success of these students will ultimately impact this community and we must get it right. Ms. Ellis-Stewart suggested the Board discuss funding, policy, and other issues to support these schools. Mr. Barnes reported a focus group (teachers, principals, and Central Office staff) was created to discuss middle school issues and they developed recommendations which are being reviewed by executive staff. The recommendations include budget items and budget neutral items. Following the review by staff, staff will present the recommendations to the Board.
- Tom Tate said when the Board made the decision to transition to the Pre-K-8 model it was based on a budget decision and an academic decision. Some research suggested successful Pre-K-8 schools are grown organically by starting with a Pre-K-5 school and adding a year at a time. Mr. Tate asked by not growing organically, did that hurt the results of the data for Pre-K-8 schools? Ann Clark said there was a cultural change and the rising 8th graders did not perform well after having to transition back to their former elementary school. This year, we have observed a dramatic difference in the culture of the Pre-K-8 schools particularly in the middle grades. We now have a group of students who have been at the elementary school since first grade and never transitioned to a traditional middle school. In moving forward, we have learned lessons and principals have distinguished opportunities and responsibilities to help students feel like they have not missed out on the middle school experience. Mr. Tate asked will CMS track how students in Pre-K-8 schools performed in 9th grade compared to students in the traditional middle school setting? Mr. Tate expressed concern that the proficiency rates of the Pre-K-8 schools are below that of the traditional middle schools and he wants to ensure those students have what is needed to be successful in 9th grade. Mr. Barnes said we have not assessed that at this time but that could be a next generation of work. Ms. Clark said this is a good recommendation and we will track this as part of the graduation cohort data.
- Tim Morgan asked is the student enrollment growth rate in Pre-K-8 schools similar to the enrollment growth at other CMS schools? Mr. Morgan said the growth may impact the future capital needs in CMS. Scott McCully, Executive Director of Student Placement and Planning, said the phase out of Title I choice impacted enrollment in these schools and students either returned to their home school or applied to a Magnet school. Other factors contributing to enrollment growth include an increase in the Spanish population at some schools and population growth/new housing impacted other schools. This is an area that has experienced a steady growth pattern over the past couple of year. Similarly, the southern portion of the County has also seen growth while other pockets in the County remained stable.
- Chairperson McCray asked what steps are being taken to address discipline and what are

the benefits of the Beacon Initiative? Ann Clark provided information noting that CMS is set to complete the one-to-one technology initiative, staff is engaging parents and students, and there is a focus on middle schools to effect change. In addition, Central Office staff, principals, and teachers are participating in Cultural Competency training to increase interaction with students. Suspensions are on a downward trend in most schools and the Restorative Justice Program and other initiatives will be piloted in middle and high school feeder patterns. This is collaborative effort involving court judges, police department, and County and Social Services agencies. The Beacon Initiative is a partnership with the University Virginia which has a national reputation for school turnaround. The Beacon Initiative schools will develop and an action plan aligned to their School Improvement Plan to improve student academics and school climate and culture. Chairperson McCray urged CMS to not only track student attendance but teacher attendance as well because teachers must be present in order for students to learn. Chairperson McCray would also like information on the number of teacher vacancies in the Pre-K-8 schools and what is being done to get the positions filled. Mr. Barnes will provide that information at a later time.

C. Report/Work Session on the Charlotte-Mecklenburg Board of Education 2015-2016 Operating Budget

Correlation to Board of Education Vision, Mission, and Core Beliefs: Operating effectively and efficiently with fiscal accountability.

Chairperson McCray called upon Ann Clark to introduce the Report/Work Session on the Charlotte-Mecklenburg Board of Education 2015-2016 Operating Budget. Ann Clark called upon Sheila Shirley, Chief Finance Officer, and Dennis Covington, Executive Director of Budget Development and Management Services, to provide an update on information related to the 2015-2016 Budget process. Sheila Shirley and Dennis Covington provided the Board with an introduction to the budget process, budget assumptions, next steps, and key dates.

- CMS Funding Sources: State, County, Federal and other grants, and other and special revenue.
- CMS Funding Uses: Salaries, benefits, purchased services, supplies and materials, furniture and equipment, and other.
- CMS Enrollment and Growth Trend.
- CMS and National Per Pupil Expenditures: CMS is among the lowest in the nation and ranked 47th.
- Budget Development Process Overview: CMS works with the County, Federal, and State funding sources to finalize its budget.
- Budget Development Framework: The Budget is aligned to the Board's Vision and Mission as well as the Strategic Plan utilizing planning and engagement to maximize operational efficiencies. This year a budget focus will be Literacy which is the North Star for CMS. The process will utilize feedback from the Board, CMS staff, and the community.
- Key Budget Drivers: Global and local economic impacts, population growth, housing patterns, unemployment and new employment, community poverty, demand for health and other services, State mandated employee benefit cost increases, specific area price inflation (utilities, fuel, insurance), unfunded State mandates (Common Core, Online testing capability, Affordable Care Act), student enrollment growth, charter school

enrollment growth, identification of efficiency savings and resource allocations, identification of specific gaps or challenges that must be addressed to increase student achievement and raise the graduation rate, and new initiatives aligned with strategic plan goals and objectives.

- 2015-2016 State Budget Update, Economic Outlook, and State Revenue Outlook.
- 2015-2016 Budget Challenges: Enrollment growth funding, teacher assistant funding, and charter and virtual schools' enrollment/funding process.
- 2015-2016 Early Budget Assumptions.
 - Preliminary enrollment projection for CMS growth exceeds 2,400 new students.
 - Charter school enrollment is projected to increase with growth in existing charters as well as the addition of four new charters next year in Mecklenburg County.
 - CMS will assume the State will fund growth for the allocation of teacher positions so hiring can be started in the spring in order for CMS to not fall behind in the hiring process. This will be a significant financial risk should the State decide not to fund growth for teachers. Should the State not fund growth for teachers, CMS will need to find funding resources through redirects or fund balance. Funding in other categories will be evaluated later in the process depending on signals from legislature.
 - State will fund Phase II of Governor's salary increase for beginning teachers – increasing state pay to \$35,000 – Statewide projected cost of \$40 million; unclear if there will be a “tier” increase that would increase the total estimated cost to just over \$100 million for the State.
 - Funding for new schools and program options planned for 2015-2016 must be identified.
 - Planning for Phase II of the social and emotional support expansion as indicated during last year's budget process.
 - Anticipate there will be health and retirement rate increases but no indication of amounts yet.
 - Monitoring State activity on changes in Drivers Education funding. If no changes made to current law, CMS will have a funding gap of about \$2.6 million.
 - Federal entitlement grant allotments for CMS specifically are not typically available until late spring.
 - Our primary ability to raise revenue is via competitive grants which we continue to seek aggressively – somewhat limited and almost always linked to a specific strategy, population, etc.
 - Too early to predict County funding level but anticipate CMS will rank among the County's top priorities for funding - consistent with prior years.
- Key Dates:
 - Board Budget Work Sessions: February 24, 2015, March 24, 2015, and May 5, 2015.
 - Community Engagement Meetings: February 26, 2015, March 2, 2015, March 4, 2015, April 27, 2015, and May 4, 2015.
 - April 14, 2105: Superintendent presents proposed 2015-2016 Budget recommendation to the Board.
 - April 28, 2015: Public Hearing.
 - May 12, 2015: Board of Education vote on the 2015-2016 Budget.
 - July-September, 2015: Charlotte-Mecklenburg Board of Education 2015-2016 Budget finalized and approved by the Board.

Ann Clark said the primary purpose of this report was to open the door to the budget process.

Regarding the assumption that the State will fund growth, Human Resources is planning a Career Fair on April 25th because we do not want to miss out on taking steps to hire quality teachers, especially in the critical need areas of Math and Science. Otherwise, we will have to wait to the last week of July and the quality of available teachers is greatly reduced. Staff will seek feedback from the Board because that will drive our strategies moving forward and the proposed budget recommendation presented the Board on April 14th. A top budget priority will be the need to fund growth if the State fails to commit to funding growth. This will not only impact teachers but principals, assistant principals, media specialists, and the other positions impacted with growth and the opening of new schools. Ms. Clark said staff welcomes feedback from the Board as we take out next steps.

Chairperson McCray thanked staff for the report and invited Board members to ask questions and make comments.

- Ericka Ellis-Stewart addressed concerns regarding the potential State funding shortfall and the change in the State funding formula for growth. Ms. Ellis-Stewart urged the Mecklenburg Board of County Commissioners and the community to join the Board of Education to advocate in Raleigh for funding for education. Based on the preliminary information from the State, Ms. Ellis-Stewart urged the Board to consider changes to its Legislative Agenda to address concerns from a legislative standpoint. Ann Clark said the top priorities in the Board's 2015 Legislative Agenda was for growth and employee compensation and she believes they should remain the top priority. Ms. Clark also agreed that collaborating with the County to address funding needs for CMS at the local and state levels will be critical this year. CMS staff has already begun the process of meeting with County staff on the budget and we will know more following the County's Budget Retreat in April.
- Tim Morgan said a number of the items that have been referenced are on the Board's 2015 Legislative Agenda and he commended the good work of Jonathan Sink, Associate General Counsel and Board Legislative Liaison, who will be advocating on the behalf of the Board in Raleigh. Mr. Morgan commended Ann Clark for her work in addressing the budgetary concerns with members of the community and legislative members. Mr. Morgan noted the Charlotte Chamber and the North Carolina School Boards Association recently adopted their Legislative Agendas and they are also advocating for funding for education. Ms. Clark said the community concerns are directed at teacher compensation, longevity pay, and compensation for experienced teacher. Ms. Clark said the budget presentation will be shared with the Charlotte Chamber, MeckEd, and other organizations because the information provides a good sense of the CMS trends for enrollment, local and State funding, and operating expenditures.
- Mary McCray addressed concerns regarding the proposed changes to the State Health Plan which go into effect January 1, 2016 which includes a 15% increase in out-of-pocket expense for those who are on the 70-30 plan as well as an implementation of a \$60.00 dollar premium which would also apply to retirees. Ms. Shirley asked Ms. McCray to send that information to her and she will check on the impact to the employee and employer. Ms. McCray addressed concern that this may be yet another increase to our employees who have only received a small increase in 2008 and a \$500 dollar increase in 2014.
- Board members Davis, Tate, Morgan, McCray, and Byers-Bailey support the importance of CMS participating in the Career Fair in April as that will put CMS in a better position for hiring quality teachers. Mr. Morgan would rather CMS be staffed opposed to

struggling at the beginning of the year to fill vacancies.

Board of Education – Update on District 3 Vacancy

Chairperson McCray reported that at the January 13, 2015 Regular Board meeting she announced that Dr. Joyce Waddell, representative for District 3, had resigned her post effective January 9 , 2015 to become North Carolina Senator Joyce Waddell. Chairperson McCray provided an overview of the process to fill the District 3 vacancy.

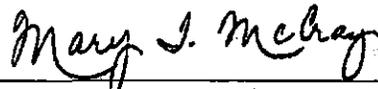
- Applicants for the District 3 Seat must reside in District 3.
- Deadline for submission of applications: Monday, February 2nd, 5:00 p.m.
- Applications are available on the CMS Website or through the Board Office.
- Public Hearing for Applicants: February 3, 2015, Government Center, 6:00 p.m.

ADJOURNMENT

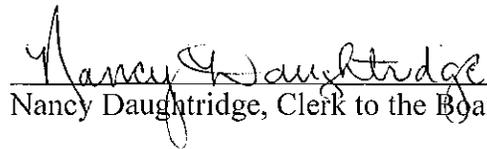
Chairperson McCray called for a motion to adjourn the meeting.

Upon motion by Tim Morgan that the Board adjourn the meeting, seconded by Tom Tate, and by consensus, the Board agreed to adjourn the meeting.

The Regular School Board Meeting adjourned at 9:18 p.m.



Mary T. McCray, Chairperson



Nancy Daughtride, Clerk to the Board