

Approved by the Charlotte-  
Mecklenburg Board of Education  
October 14, 2014  
Regular Board Meeting



Charlotte, North Carolina

August 26, 2014

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on August 26, 2014. The meeting began at 5:02 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  
Ericka Ellis-Stewart, Member At-Large  
Rhonda Lennon, District 1  
Thelma Byers-Bailey, District 2  
Dr. Joyce Davis Waddell, District 3  
Tom Tate, District 4  
Eric C. Davis, District 5  
Paul Bailey, District 6

Absent: There were no absences

Also present at the request of the Board were Dr. Heath Morrison, Superintendent; George E. Battle, III, General Counsel; and Nancy Daughtridge, Clerk to the Board.

**Upon motion by Dr. Joyce Waddell, seconded by Thelma Byers-Bailey, the Board voted unanimously of those present to go into Closed Session for the following purpose:**

- 1. 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;**
- 2. To consider a settlement of a workers' compensation matter in regard to S. Hernandez;**
- 3. To discuss certain personnel matters; and**
- 4. 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 5:02 p.m. until 5:48 p.m. in Room 267.

Chairperson McCray reconvened the Regular Board Meeting at 6:00 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  
Dr. Joyce Davis Waddell, District 3  
Tom Tate, District 4  
Eric C. Davis, District 5  
Paul Bailey, District 6

Absent: There were no absences.

Also present at the request of the Board were Dr. Heath Morrison, 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 August 26, 2014 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.

**Upon motion by Dr. Joyce Waddell that the Board adopt the agenda as presented, seconded by Ericka Ellis-Stewart, and the motion passed upon unanimous voice vote of the Board.**

## II. CONSENT ITEMS

- A. Recommend approval of Chiller Replacement contract for Crown Point Elementary School.
- B. Recommend approval of 2014-2015 Employee Salary Increases.

*The General Assembly and Governor recently approved the 2014-2015 State Budget which includes all salary increases effective July 1, 2014. The Board of Education will be asked to adopt its budget at a future board meeting. However, it is recommended that the Board approve the salary increases as outlined so employees can receive the State approved salary increases beginning this month. This will allow a more efficient process by reducing the number of retroactive payments required. Approval of salary increases at this Board meeting will provide salary increases as follows:*

- *Teachers: Teachers and certified instructional support receive a step increase plus varying amounts to the steps to be in line with the new 2014-2015 State Teacher Schedules. Local supplements have been adjusted to be in line with the new State Teacher Schedules.*
- *School-based administrators: Principals - 2% increase; Assistant principals - 2% increase.*
- *All non-certified personnel and central office personnel: \$500 prorated to the percentage worked.*

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

**Upon motion by Dr. Joyce Waddell that the Board adopt Consent Items A. and B., seconded by Thelma Byers-Bailey, and the motion passed upon unanimous voice vote of the Board.**

### **Opening of Schools Update**

Chairperson McCray called upon Dr. Morrison to provide an update on the Opening of Schools. Dr. Morrison reported CMS had a strong opening of schools. Staff worked hard to ensure a smooth opening and the focus of the day was on teaching and learning. As of yesterday, 99.4% of all teachers were hired or had recommendations for hire. Through the good work of Human Resources, we have only sixty teacher vacancies with no recommendation and forty-one teacher assistant vacancies. The Human Resources Department is continuing to work quickly to fill those vacancies. Dr. Morrison highlighted the challenges of staffing schools and hiring new teachers with the State Budget and State Teacher Salary Structure not being finalized until just last week. It is difficult to hire new teachers and not be able to discuss salaries with them. Dr. Morrison said he has visited many schools and is impressed with the quality of staff. Transportation continues to do a phenomenal job and there were no major problems. Unfortunately, the new State Budget that was recently signed by the Governor included cuts to transportation and that will negatively impact CMS. Carol Stamper, Executive Director Transportation, and her team did a super job on the first day of school and delivered the last student home by 7:20 p.m. which beat the time from last year. All capital projects, renovations, and technology projects are on schedule and going well. Dr. Morrison commended staff for making this year one of the best school openings in CMS history. Dr. Morrison hopes everyone is proud of the CMS teams, principals, teachers, and support staffs for doing an outstanding job. Dr. Morrison said we are sad to acknowledge that yesterday there was one CMS student who was injured while crossing a public street and we are encouraged about her progress. We want to remind the community to drive gently especially in the areas of schools and remind our students to use good judgment when crossing the street and getting to and from school.

Dr. Morrison reported CMS had a great Back To School Employee Pep Rally on August 21<sup>st</sup> which was enjoyed by all who attended. Dr. Morrison thanked the Board members who attended the event and LaTarzja Henry, executive director of family community support, and her team for organizing the successful kick off to the new year school year.

### **III. ACTION ITEMS**

There were no Action Items on the agenda.

### **IV. REPORT/INFORMATION ITEMS**

#### **A. First Reading on proposed new Policy BBA, Board of Education Self-Evaluation**

*Correlation to Board of Education Vision, Mission, and Core Beliefs: We are responsible for building and maintaining high performing organizations that ensure all students will successfully acquire the knowledge, skills, and values necessary for success.*

Chairperson McCray called upon Tom Tate, Chairperson of the Policy Committee, to present

the First Reading on proposed new Policy BBA, *Board of Education Self-Evaluation*. Mr. Tate reported before the Board for First Reading is new proposed policy BBA, *Board of Education Self-Evaluation*. At the direction of the Board, the Policy Committee has written a new policy providing for the Board to conduct an annual self-evaluation. The purposes of the self-evaluation are to increase the Board's transparency, improve its performance, demonstrate accountability to the community, and ensure that District governance supports student achievement and progress towards realizing the Vision, Mission, and Core Beliefs and Commitments of the Board. Mr. Tate thanked Board members Ellis-Stewart and Davis who conducted a lot of background work to develop the policy and Sarah Crowder, Associate General Counsel and Policy Administrator, for drafting the policy based upon input from the Board. Mr. Tate also commended the work of Board members Byers-Bailey and Bailey who also on the Policy Committee. The draft policy was approved by the four members in attendance at the Policy Committee on August 14<sup>th</sup> (Tate, Davis, Bailey, and Byers-Bailey) and endorsed by Board member Ellis-Stewart who participated in the meeting via conference call. Mr. Tate provided an overview of proposed Policy BAA.

**Policy BAA, *Board of Education Self-Evaluation***

The mission of Charlotte-Mecklenburg Schools is to maximize academic achievement by every student in every school. As provided in Policy BBA, *Duties of the Board*’ the role of the Charlotte-Mecklenburg Board of Education in furtherance of this mission is to exert leadership and direction for the district.

Therefore, in order to increase transparency and improve its performance, the Board will annually conduct a self-evaluation through which it demonstrates accountability to the community and ensures that district governance effectively supports student achievement and progress towards realizing the Vision, Mission, Core Beliefs and Commitments of the Board and the commitments set forth in Policy ADA, *Equitable Distribution of Resources*.

The evaluation shall address the areas of Board responsibility set forth in Policy BBA, including but not limited to Board performance in relation to:

- Setting the vision of CMS and adopting policies in furtherance of that vision;
- Electing and supporting the superintendent in the discharge of his/her duties;
- Electing school personnel and establishing salary schedules;
- Establishing school attendance areas upon the recommendation of the superintendent;
- Sitting as a judicial body in considering and acting on appeals and petitions from administrative decisions in accordance with applicable law;
- Adopting an annual budget upon the recommendation of the superintendent;
- Considering and acting on recommendations from the superintendent in regard to the capital needs of the school system;
- Considering and acting on recommendations from the superintendent concerning the needs of the school system and assist in interpreting these needs to the community;
- Exerting leadership and direction in reaching the highest educational goals; and
- Overseeing the management of the school district’s major systems, including but not limited to the following:

a. Curriculum, teaching and learning	f. Human Resources
b. Construction	g. Technology
c. Constituent Services and Responsiveness	h. Transportation
d. Food Services	i. Accountability
j. Finances	j. Communications

In addition, the evaluation shall address the areas of Board responsibility set forth in Policy ADA, specifically including the commitment in the policy to hold itself accountable for ensuring that resources are allocated and distributed in ways that maximize the academic achievement of every child in every school.

The evaluation also may address other objectives, including but not limited to those related to Board meeting operations, relationships among Board members, relationship with the Superintendent, understanding of Board and Superintendent roles and responsibilities, communication skills, or other board skills.

The Board shall be evaluated as a whole. Individual Board members also are encouraged to use the evaluation process as an opportunity to privately assess their own personal performance.

The Board shall, on an annual basis, develop and implement the process and tool(s) by which it shall conduct its evaluation. Any discussion of the Board's self-evaluation shall be conducted in open session. At the request of the Board, a facilitator may be used to assist with the evaluation process. The Board may invite the Superintendent or others to provide input into the evaluation process.

Following the evaluation, the Board shall develop strategies for strengthening Board performance and shall establish priorities and objectives for the following year's evaluation. The Board shall issue a report to the community on the results of the evaluation and the strategies, priorities and objectives it has developed in response to the evaluation. The Board's performance on advancing those objectives will be included in the following year's evaluation.

Mr. Tate reported the proposed policy will be posted on the CMS Website for public input and the Board will hold a public hearing on September 9<sup>th</sup> and September 23<sup>rd</sup>, and a Board vote on September 23, 2014.

Chairperson McCray thanked Mr. Tate and the members of the Policy Committee for their hard work and development of a Board of Education Self-Evaluation.

Dr. Morrison highlighted that as part of the proposed reauthorization of *No Child Left Behind*, the Secretary of Education suggested that for school districts to be eligible, boards of education had to do a self-evaluation. That recommendation was not met with favorable responses from many boards of education from across the country. Dr. Morrison commended the Charlotte-Mecklenburg Board of Education for deciding with no money attached and no federal requirements to pursue a Board Self-Evaluation process. This Board opted to do a self-evaluation because they believe it is a matter of practice for good governance. Dr. Morrison said this is commendable of our Board because not many boards across this community, State, and country have taken it upon themselves to conduct a public self-evaluation. Chairperson McCray thanked Dr. Morrison for his comments and highlighted the Board Self-Evaluation will be a transparent process.

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

*Correlation to Board of Education Vision, Mission, and Core Beliefs: Embracing our community's diversity and using it to enhance the education environment.*

Chairperson McCray called upon Dr. Morrison to introduce the report on Minority, Women, and Small Enterprise Program. Dr. Morrison called upon Chiquitha Lloyd, M/W/SBE

Administrator, to present the report. Dr. Morrison commended Ms. Lloyd her for her good work in facilitating the CMS Minority, Women, and Small Enterprise Program. Ms. Lloyd reported this has been a good year and she provided an overview of the Minority, Women, Small Business Enterprise Program and the results for year ending 2013-2014.

- **Minority, Women, and Small Business Enterprise (MWSBE) Program Overview:**
  - Since 1993, the MWSBE Office has proactively worked to increase the participation of minority, women, and small business through inclusive procurement activities. The program’s success is ultimately measured using five program objectives: Marketing and Outreach, Certification, Utilization, Monitoring and Reporting, and Training and Technical Assistance.
  - In 2004, CMS in conjunction with the City of Charlotte and Mecklenburg County entered into a Disparity Study with MGT of America. The primary reason for completing the study was CMS had a MWSBE Policy but had not gone through the scrutiny of a disparity study to determine the level of disparity. The study resulted in a new Board policy and attendant regulations on how CMS would operate the new MWSBE Program. Part of that policy requires that, at the end of each fiscal year, the Superintendent provide a report to the Board summarizing the results of participation and how the participation stands against the goals. The MGT of American Disparity Study presented their findings and substantial disparities existed in Construction; Architecture, Engineering, and Surveying; Contracted Services other than construction; and Goods. The study presented twenty-three specific recommendations regarding Small Business Enterprise Program, New Aspirational Goals, Procurement Cards, and Vendor Sourcing.
- Governance regulations include CMS Policy DJA, several North Carolina General Statutes, Senate Bill 914, and North Carolina Administrative Code.
- Budget: 2013-2014 Expenditures Comparison to previous years:

Expenditures	Proposed 2014-2015	Actual 2013-2014	2012-2013
Salaries and Benefits	\$155,657	\$145,359	\$101,839
Purchased Services	\$13,000	\$11,712	15,766
<b>Total Expenditures</b>	<b>\$168,657</b>	<b>\$157,071</b>	<b>\$117,605</b>

- Salaries include three employees. There is an increase in salaries and benefits due to the addition of one staff member who previously worked in the department as a contract employee.
- Aspirational Goals to Actual Comparison FY 2013-2014: The goals are based on an analysis of factors such as size and scope of the contract and the availability of MWSBEs to perform various elements of the contract. Performance results is based upon community engagement, overall MWSBE utilization in dollars and percent, year over year percent increase, notifications of opportunities, internal/external program compliance, and capacity building activities. The Aspirational Goals remain relevant.

Category	MBE		WBE		SBE		MWSBE	
	Goal	Actual	Goal	Actual	Goal	Actual	Goal	Actual
Construction	10%	7.26%	6%	19.28%	5%	1.55%	21%	28.09%
Architecture and Engineering	4%	12.88%	7%	2.43%	5%	.87%	16%	15.68%

Contracted Services (other than construction)	5%	6.8%	4%	7.22%	5%	4.2%	14%	18.19%
Goods	3%	3.42%	3%	5.74%	5%	3.98%	11%	13.14%

- Total Eligible Expenditures/Results FY 2013-2014:

Category	Analyzed	MWSBE Firms
Total eligible expenditures	\$283.1 million	\$51.6 million
Construction	\$68.8 million	\$19.3 million
Architecture and Engineering	\$4.8 million	\$753,000
Contracted Services	\$79.8 million	\$14.5 million
Goods	\$129.6 million	\$17 million

- Overall Utilization FY 2013-2014 Comparison: Achieved the goal in three of the four categories and missed the goal for Architecture and Engineering by .32%. This is the first time CMS achieved the goal in the goods category in four years.

Category	MWSBE Goal	2013-2014 MWSBE Actual	2012-2013 MWSBE Actual	2011-2012 MWSBE Actual	2010-2011 MWSBE Actual
Construction	21%	28.09	23.08%	17.93%	25.26%
Architecture and Engineering	16%	15.68%	18.90%	18.45%	27.64%
Contracted Services (other than construction)	14%	18.19%	18.76%	21.86%	22.89%
Goods	11%	13.14%	10.35%	8.72%	10.52%

- Overall Spend FY 2013-2014 Comparison: Spend was at an all-time high in the 2008-2010 school year due to construction activity and we are slowly increasing the numbers.

Total Dollars Spent	MBE	WBE	SBE	MWSBE
2013-2014	\$16 million	\$27 million	\$10 million	\$52 million
2012-2013	\$12 million	\$17 million	\$10 million	\$39 million
2011-2012	\$7 million	\$9 million	\$11 million	\$28 million
2010-2011	\$6 million	\$8 million	\$13 million	\$27 million
2009-2010	\$9 million	\$42 million	\$14 million	\$65 million
2008-2009	\$16 million	\$64 million	\$18 million	\$98 million

- Accomplishments:

- Increased overall MWSBE spending by \$12.5 million over previous fiscal year (increased WBE by \$9 million and MBE by \$3.5 million).
- Achieved/Exceeded Aspirational Goals in three of the four categories (Construction, Contracted Services, and Goods).
- Participated with the Charlotte Chamber of Commerce in the Charlotte Minority Economic Development Initiative. In Phase II, approximately \$62 million in contracts were awarded in an eighteen month period and of that \$22 million was done by CMS.

- Major Initiatives:

- Charlotte Minority Economic Development Initiative Phase III.
- Host joint outreach sessions with the seven selected Construction Manager at risk firms.

- Streamline the Pre-qualifications process for subcontractors.
- Develop relationship with Construction Technologies Division of Central Piedmont Community College.
- Outreach efforts to address the new Legislation regarding pre-qualification requirements which was passed by North Carolina Legislators this summer. This will include ensuring vendors are in compliance with the new guidelines.
- Next Steps: Initiatives to further expand Minority, Women, and Small Business Enterprise utilization.
  - Continue to review procurement plans and meet with key stakeholders regarding utilization of MWSBEs.
  - Continue debriefing process for unsuccessful suppliers/contractors to improve competitiveness.
  - Continue to participate in Carolinas-Virginia Minority Supplier Development Council MBE Industry groups to develop new vendors to do business with CMS. This year, CMS did business with twenty-six additional vendors and currently CMS is working with approximately three hundred diverse vendors.

Chairperson McCray thanked staff for the report and invited Board members to ask questions and make comments. Board members Byers-Bailey, Ellis-Stewart, Waddell, Morgan, Bailey, and McCray asked questions and made comments. Ms. Lloyd provided clarification to Board member's questions.

- Thelma Byers-Bailey asked in comparison with the City and the County, how does CMS perform in the MWSBE program? Ms. Lloyd said the data is shared among the three entities and CMS is awaiting the year-end results for the City and County to do a comparison. Typically, CMS performs better in some areas such as Design Engineering while the City and County do better in other categories such as Professional Services. In the past, CMS outperformed the City and County in meeting aspirational goals.
- Ericka Ellis-Stewart asked questions regarding the impact of the new legislation; what percentage of vendors use the CMS debrief to understand why their bid was not accepted; and what happens when the project goes over budget. Ms. Lloyd provided clarification on the new legislation and noted CMS worked with other school districts to develop a standardized pre-qualification process to create consistency throughout North Carolina; less than 10% of the vendors seek information on why they were not selected but in some cases we reach out to vendors to give feedback on why their bid failed; and the budget is the budget and CMS will not go over budget. CMS will only authorize payment for a change of scope if pre-approved. Ms. Ellis-Stewart said the overall goals for the categories are low based upon recent trends and she asked has CMS considered increasing the goals to mirror the current trends? Ms. Lloyd said the overall goals are based on the Disparity Study and availability at that time. CMS does not set goals per project and to reset the goals we would need to run an analysis on the entire market. At this time, CMS would like to have a five year history of data before making adjustments to the goals.
- Dr. Joyce Waddell asked what is included in contracted services? Ms. Lloyd said examples include people transportation services, line maintenance contracts, and maintenance of facilities. Dr. Waddell asked what items require a bid? Ms. Lloyd said under MWSBE guidelines, CMS must seek a minimum of three competitive bids on purchases over \$5,000 and must follow procurement rules starting \$30,000.
- Tim Morgan asked do the CMS aspirational goals align with those of the City and County?

Ms. Lloyd said the goals of CMS align with the County's but the City sets their goals per project. CMS aspirational goals tend to be more aggressive than those of the City and County. Mr. Morgan reported the original study was completed in 2004 and since then the community and the economy has changed. Mr. Morgan asked when did the City of Charlotte complete their study? Ms. Lloyd reported the study was completed in 2012. Mr. Morgan said the Charlotte area has changed significantly and many businesses in the area have closed or opened. Mr. Morgan said with the changes in the economy and community and the pending \$290 million Bond expenditures, CMS should consider conducting a new study in the near future to ensure we are aware of all the businesses in our area.

- Paul Bailey said this program dwells on competition and you would assume that results in saving money. Mr. Bailey asked does CMS track the differences in numbers to understand cost savings? Ms. Lloyd said with the large contracts, CMS tracks the lowest most responsive bidder as well as the second and third bidders to track the differences. Last year mid-year, a report was provided to the Board and based on the four schools that opened this year, CMS had over a \$1 million in savings for those four projects.
- Chairperson Mary McCray commended Ms. Lloyd for reaching the goal in goods and she asked how was that accomplished? Ms. Lloyd reported we added some diverse suppliers to our vendor base, in particular one for software purchases, and that helped move the numbers.

### C. Report on Legislative Session

*Correlation to Board of Education Vision, Mission, and Core Beliefs: Public Education is central to our democracy.*

Chairperson McCray called upon Dr. Morrison to introduce the report on the North Carolina Legislative Session. Dr. Morrison called upon Jonathan Sink, Associate General Counsel and Legislative Liaison, to provide an update to the most recent North Carolina Legislative Session. Mr. Sink reported a flurry of activity happened at the end of the General Assembly Session and provided an overview of what did not happen before the adjournment of the General Assembly. There was a lot of discussion about several bills.

- What Did Not Pass Before Legislative Session Adjournment:
  - HB 1224 Local Sales Tax Cap Bill: No local sales tax cap at 2.5 percent for North Carolina counties. Mecklenburg County may proceed with its quarter-cent sales tax referendum on the November ballot.
  - HB 718 Ensure Adequate Funds for Teacher Assistants: This action would have allowed CMS and other school districts to close the gap regarding funding for teacher assistants. This was directly tied to the success/failure of HB 1224 and was removed from the Legislative Calendar when HB 1224 failed.
  - SB 744 Salary Increases and Five Bonus Leave Days for School Employees: The House pushed for a \$1,000 State employee raise and five bonus leave days but it was shut down by the Senators. The Senate approved a \$1,000 bonus and five annual leave days for State employees and community college employees. Non-certified school employees got a \$500 pay increase and school-based administrators got \$809. State employees in K-12 education did not get the five bonus annual leave days.

Dr. Morrison reported there has been some conversation at the Governor's office and the House about a technical correction bill regarding the funding gap for teacher assistants. We

believe it was the lawmaker's intent to allow school districts to make conversion opportunities in order to keep the same number of teacher assistants as the previous year. Mr. Sink reported the Governor can call a Special Session of the General Assembly between now and January 2015. At this time, the General Assembly is planning to start the regular session on January 14, 2015 and there has been no communication on a technical correction but the General Assembly just adjourned a few days ago.

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

- Ericka Ellis-Stewart thanked Mr. Sink for the report and the many days he spent in Raleigh speaking on behalf of CMS. Ms. Ellis-Stewart asked last year were teachers able take advantage of the five bonus leave days and for this year what would the five bonus days equate to in dollars? Mr. Sink will provide that information at a later time. Ms. Ellis-Stewart hopes HB 1224 will not come back to life because it is important that Charlotte-Mecklenburg pursue the Quarter-Cent Sales Tax Referendum because that is our only opportunity to increase salaries for CMS employees.
- Tim Morgan thanked Dr. Morrison for the many hours he spent in Raleigh speaking on behalf of public education and he commended Mr. Sink for doing yeoman's work in keeping the CMS Legislative Committee and the Board of Education updated on the happenings in Raleigh. The Board of Education appreciates these endeavors and the hard work. Some of the State bills may come to life in the future but we are lucky that next year we will have Senator Joyce Waddell speaking on behalf of public education.
- Chairperson McCray expressed concern that the approved State budget included a \$1,000 salary increase and five bonus annual leave days but State employees in K-12 education only received a \$500 salary increase and no bonus annual leave days. Chairperson McCray said this is disheartening because our employees do the same job as those in the other State entities and she asked was any rationale given for the discrepancy? Mr. Sink said no rationale has been given to justify the discrepancy. Dr. Morrison also expressed concern regarding the discrepancy and he urged the public to ask their legislators for the rationale. Ms. McCray asked were the State employees in other entities able to keep their longevity and Mr. Sink responded, yes, they were able to keep their longevity.
- Rhonda Lennon commended the Board members for the time they spent on the telephone and in Raleigh discussing the proposed budget issues with the Legislators. This is a double edged sword and we must celebrate the good stuff and that teacher salaries were positively impacted in the Short Session. This will set us up for more movement at the Long Session scheduled for next session. We must ensure the Legislators are carrying the message that raises in K-12 education are just as important as those in other State agencies.
- Eric Davis said the upcoming January General Assembly Session is important but there is a more important day on November 4<sup>th</sup>. Mr. Davis said the voters are the primary decision makers and choose those who represent us in Raleigh. Mr. Davis urged the voters to vote for those who care about public education.
- Dr. Joyce Waddell thanked Mary McCray, Dr. Morrison, and Mr. Sink for representing CMS in Raleigh. We are happy CMS did not experience any teacher lay-offs this year as we did in the past. The approved State Budget is a good first step in raising teacher pay but we have more work to do. Dr. Waddell is confident we will be successful in making changes in January.

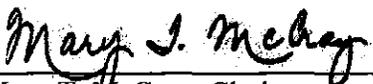
Chairperson McCray thanked Dr. Morrison and Mr. Sink for their hard work in advocating for public education and CMS and keeping the Board of Education informed.

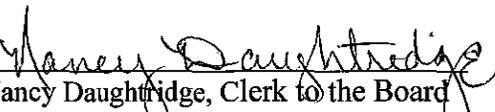
**ADJOURNMENT**

Chairperson McCray called for a motion to adjourn the meeting.

**Upon motion by Tim Morgan that the Board adjourn the meeting, seconded by Dr. Joyce Waddell, and by consensus, the Board agreed to adjourn the meeting.**

The Regular School Board Meeting adjourned at 7:05 p.m.

  
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Mary T. McCray, Chairperson

  
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Nancy Daughtredge, Clerk to the Board