

Approved by the Charlotte-
Mecklenburg Board of Education
March 8, 2016
Regular Board Meeting



Charlotte, North Carolina

December 8, 2015

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

The Charlotte-Mecklenburg Board of Education held a Regular Board Meeting on December 8, 2015. The meeting began at 5:08 p.m. and was held in CH-14 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. Ruby M. Jones, 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 Ann Clark, 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 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 instruct staff concerning the material terms of a contract or proposed contract for the acquisition of real property, 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)(5) of the North Carolina General Statutes.

The Board held a Closed Session meeting from 5:01 p.m. until 5:59 p.m. in Room CH-14.

Chairperson McCray reconvened the Regular Board Meeting at 6:09 p.m. in the Meeting Chamber 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. Ruby M. Jones, 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 Ann Clark, Superintendent; George E. Battle, III, General Counsel; Members of Executive Staff; Julie Beck, Manager of Board Services; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Chairperson McCray welcomed everyone to the December 8, 2015 Regular Board meeting which was held in the Meeting Chamber.

A. Recognition of Outgoing At-Large Board Member

Chairperson McCray said this item is Recognition of Outgoing At-Large Board Member. Chairperson McCray recognized Timothy S. Morgan, Member At-Large, for serving admirably on the Board of Education for six years. This year, Mr. Morgan decided to not seek reelection for Board of Education Member At-Large in the November 2015 elections. Instead, Mr. Morgan decided to run for House District 105 in Raleigh, North Carolina.

Chairperson McCray invited Board members to provide comments to honor Mr. Morgan's service on the Board and share well wishes. Board members Lennon, Davis, Tate, Ellis-Stewart, and McCray commended Mr. Morgan on his leadership, service to the community, and wished him much success in his endeavors to represent House District 105 in Raleigh, North Carolina.

- Rhonda Lennon highlighted that prior to their service on the Board of Education, she and Tim Morgan served on numerous community committees: Citizens Capital Budget Advisory Committee, Governor Martin's School Building Solutions Committee, and they both decided to run for Board of Education member in 2009. Ms. Lennon and Mr. Morgan are great friends, work well together, and honor their work in serving the community. Ms. Lennon is proud of Mr. Morgan's victories, his work to serve the community, and endeavors to run for House District 105 seat. Mr. Morgan is a great father, a terrific husband, she is optimistic on Mr. Morgan's future in Raleigh, and he will be truly missed.
- Eric Davis said one of his great pleasures of serving on the Board for the past six years is serving with Tim Morgan. Mr. Morgan is the type of leader our community needs, puts the needs of all students first, willing to make the tough decisions, and is able to take the heat from parents when they are not happy with the difficult decisions. Mr. Morgan has always been active in Boy Scouts and lives by and exhibits the twelve tenets of scouting. Mr. Davis wished

Mr. Morgan great success in his endeavors for House District 105 seat because it is important that public education have leaders like Mr. Morgan in Raleigh.

- Tom Tate commended Mr. Morgan for his leadership on the Board of Education and his service on the North Carolina School Boards Association's Board of Directors. Mr. Tate said Mr. Morgan cares deeply for the entire Charlotte-Mecklenburg community, he has enjoyed serving with Mr. Morgan, and wished much success in his future endeavors.
- Paul Bailey thanked Mr. Morgan for his support in advocating for him as the District 6 representative. Mr. Morgan has a true passion for the community, thanked him for his service to CMS, and wished him success in his upcoming adventure.
- Ericka Ellis-Stewart commended Mr. Morgan for his great leadership style and truly being an advocate for families and working with the Board to do their work more efficiently. Ms. Ellis-Stewart said Mr. Morgan will be missed and wished him best of luck with his efforts to get the seat in the Raleigh.
- Mary McCray said it has been a pleasure serving with Mr. Morgan in leadership. Mr. Morgan has a fiery passion and a heart for the children that we serve in CMS. Ms. McCray thanked Mr. Morgan for his guidance and co-leadership because he has been a great mentor to her.

Chairperson McCray presented Mr. Morgan with a plaque to thank Mr. Morgan for his service to CMS and the children of the community. She also presented Mr. Morgan a large jar of jelly beans to enjoy as he continues to serve the community in his future endeavors in Raleigh. Chairperson McCray asked Mr. Morgan to remember Charlotte-Mecklenburg Schools and education as he makes decisions in Raleigh.

Tim Morgan thanked the Board members for their comments and said, "It has been an honor to serve with the Board members and Charlotte-Mecklenburg Schools." The Board works well together and together we have changed how the Board operates for the betterment of all children. Mr. Morgan commended Chairperson McCray for her leadership and said it has been an honor to serve as Vice Chair with her for the past three years. Mr. Morgan commended the work of Superintendent Ann Clark and George Battle, General Counsel. CMS has many reasons to celebrate its successes with student performance and graduation rates. CMS is successful because our students are successful. Mr. Morgan said it has been an honor to serve this community and he hopes he can continue to serve it in the future. The Board and the audience gave Mr. Morgan a standing ovation.

Chairperson McCray said this is also the Recognition of Dr. Joyce Waddell, former Board member of District 3, who left the Board of Education in January 2015 following her election as Senator Dr. Joyce Waddell representing District 40.

Chairperson McCray thanked Dr. Waddell for her service to Charlotte-Mecklenburg Schools and the Board. Chairperson McCray said Dr. Waddell has been a great mentor to her and her leadership made a difference to the children and families that we serve. Chairperson McCray presented Dr. Waddell with a plaque to honor her service with the Board and Charlotte-Mecklenburg Schools. Chairperson McCray also presented Dr. Waddell with a jar of jelly beans to enjoy as she serves on the General Assembly in Raleigh.

Senator Waddell thanked the Board for the recognition and said it was an honor to serve Charlotte-Mecklenburg Schools and the Board. Senator Waddell commended the Board on their work to improve the education of all children in Mecklenburg County. Senator Waddell said, "I am proud

of our work on the Board and that the Board worked well together.” Senator Waddell thanked the community for allowing her to be a public servant for the community. The Board and audience gave Senator Waddell a standing ovation.

B. Installation of At-Large Board Members

Chairperson McCray reported this is the Installation of At-Large Board Members and turned the Chairmanship of the meeting over to Tim Morgan to preside over the installation of At-Large Board members. Tim Morgan, serving as Chairperson, said we will proceed with the installation of the three At-Large Board of Education members whose term of office officially begin tonight. Re-elected Board members Ericka Ellis-Stewart and Mary McCray and newly elected Board member Elyse Dashew will serve a four-year term ending December 2019. Mr. Morgan introduced three District Court judges from the 26th Judicial District of North Carolina to administer the oaths: **Judge Donnie Hoover, Judge Elizabeth Trosch, and Judge Gary Henderson.** Oaths will be administered based on order of election. Judge Hoover will administer the oath of office to Ericka Ellis-Stewart, Judge Trosch will administer the oath to Elyse Dashew, and Judge Henderson will administer the oath to Mary McCray.

Judges Trosch, Hoover, and Henderson administered the oaths to Board members Ellis-Stewart, McCray, and Dashew. Following the swearing in ceremonies, Mr. Morgan congratulated the At-Large Board members on their reelection and election to the Charlotte-Mecklenburg Board of Education and thanked the judges for presiding over the Installation Ceremony.

Tim Morgan, serving as Chairperson, called for a ten minute recess in order to transition the dais. Mr. Morgan recessed the meeting at 6:38 p.m.

Chairperson McCray reconvened the meeting at 6:50 p.m.

Present: Mary T. McCray, Chairperson, Member At-Large
Ericka Ellis-Stewart, Member At-Large
Elyse Dashew, Member At-Large
Rhonda Lennon, District 1
Thelma Byers-Bailey, District 2
Dr. Ruby M. Jones, District 3
Tom Tate, District 4
Eric C. Davis, District 5
Paul Bailey, District 6

Absent: There were no absences

C. Adoption of the Agenda

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

Upon motion by Ericka Ellis-Stewart that the Board adopt the agenda as presented, seconded by Thelma Byers-Bailey, the motion passed upon unanimous voice vote of the Board.

D. Pledge of Allegiance

Chairperson McCray called upon Eric Davis to introduce the student to lead those present and in the viewing audience in the Pledge of Allegiance and speak to the December character trait of *caring*. Mr. Davis introduced DeAngelo Gladden who is an 8th grade scholar at Sedgefield Middle School, home of the Spartans! DeAngelo is a Charlotte native, loves learning and sports, favorite subject is math, and his favorite sport is basketball. DeAngelo is proud to be a member of the Sedgefield Spartan basketball team. DeAngelo also likes to draw, write poetry, and aspires to be an Architectural Engineer. DeAngelo was invited to present the Pledge of Allegiance because he exhibits the December character trait of caring. Attending the meeting with DeAngelo were his mother, Angela Sowell; brother Travis; principal, Erik Turner; and Grade Level Administrator, Shantel Briscoe. DeAngelo invited everyone to stand and join him in reciting the Pledge of Allegiance. Following the pledge, DeAngelo talked about the importance of caring. Caring is showing concern for the well-being of others, everyone has the ability to care, and greatness can be achieved by caring. DeAngelo likes being caring of others because that will help him be successful in life.

E. Election of Charlotte-Mecklenburg Board of Education Chairperson and Vice Chairperson

Chairperson McCray yielded the gavel to Superintendent Ann Clark to preside over the election of Board Chairperson. Superintendent Clark reviewed Bylaw BDB which provides that a Chairperson and Vice Chairperson shall be elected at the first Regular Board meeting in December and shall assume the office immediately upon election.

The election of a Chairperson of the Charlotte-Mecklenburg Board of Education will proceed according to the following process:

- Call for nominations. The nominations will continue until every member has had the opportunity to place a name in nomination.
- Call for a motion to close the nominations.
- Following the close of the nominations and if there is more than one nomination for the seat, the votes will be called for in the order in which they were nominated. The first person to receive the majority of the votes of those Board members present will be elected as the new Chairperson and will assume the office immediately.

Superintendent Clark opened the floor for nominations for Chairperson of the Charlotte-Mecklenburg Board of Education.

Thelma Byers-Bailey nominated Mary McCray to serve a fourth term as Chairperson of the Charlotte-Mecklenburg Board of Education.

There were no other nominations for Chairperson and this concluded the nominations by Board members. Superintendent Clark called for a motion to close the nominations for Chairperson.

Upon motion by Tom Tate that the Board close the nominations for Chairperson on the said one name, seconded by Rhonda Lennon, the motion passed upon unanimous vote of the Board.

Superintendent Clark declared the nominations for Chairperson closed and called for the Board vote to elect Mary McCray as Chairperson of the Board of Education.

The Board vote to elect Mary McCray as Chairperson of the Charlotte-Mecklenburg Board of Education passed upon 7-0-2 vote of the Board.

Aye: Board members McCray, Ellis-Stewart, Dashew, Lennon, Byers-Bailey, Jones, and Tate.

Nay: None.

Abstention: Board members Davis and Bailey.

Superintendent Clark declared Mary McCray Chairperson of the Charlotte-Mecklenburg Board of Education and turned the proceedings over to Chairperson McCray to conduct the election of the Board Vice Chairperson.

Chairperson McCray reported the election of the Vice Chairperson of the Charlotte-Mecklenburg Board of Education will follow the same process as the election of Chairperson and she reviewed the process as noted above. Chairperson McCray called for nominations for Vice Chairperson of the Charlotte-Mecklenburg Board of Education.

Dr. Ruby Jones nominated Ericka Ellis-Stewart.

Tom Tate nominated Elyse Dashew.

There were no other nominations for Vice Chairperson and this concluded the nominations by Board members. Chairperson McCray called for a motion to close the nominations.

Upon motion by Rhonda Lennon that the Board close the nominations for Vice Chairperson on the said two names, seconded by Thelma Byers-Bailey, the motion passed upon unanimous vote of the Board.

Chairperson McCray declared the nominations for Vice Chairperson closed and called for the Board vote on the two names in the order of nomination. Chairperson McCray called for the Board vote to elect Ericka Ellis-Stewart Vice Chairperson.

Ericka Ellis-Stewart received three votes.

Board members Ellis-Stewart, Jones and Bailey voted in support of the nomination.

Chairperson McCray called for the Board vote to elect Elyse Dashew Vice Chairperson of the Board of Education.

Elyse Dashew received six votes.

Board members, McCray, Dashew, Lennon, Byers-Bailey, Tate, and Davis voted in support of the nomination.

Chairperson McCray reported Elyse Dashew received the majority of the Board votes and declared Elyse Dashew Vice Chairperson of the Board of Education.

Rhonda Lennon left the Regular Board meeting at 7:01 p.m.

II. REQUESTS FROM THE PUBLIC

Chairperson McCray reported the Public Requests section is an opportunity to hear from the public and she provided an overview of the protocol for public speakers. Each speaker will have three minutes to address the Board on any topic of their choosing but personal and individual matters should not be addressed in this forum. CMS employees and their families should not be addressed in the comments and the use of inappropriate language should not be used. The Board reserves the right to cut off any speaker who violates these rules. Seven speakers were scheduled to speak before the Board.

Two speakers discussed the successes of Collinswood Language Academy and asked the Board to provide Collinswood the same advantages as the other CMS middle schools. They expressed concern regarding the lack of space and sports at the school. Families are leaving Collinswood and the main reason is because students do not have sports at the school. Please provide better solutions for the athletics at Collinswood and expedite the CMS solution for K-8 sports.

- Kelle Holgorsen
- Jen Rothacker, co-president of the PTA at Collinswood Language Academy.

Two speakers discussed the successes of the Montessori Program and urged the Board to support the recommendation for a Secondary Montessori High School Program. They thanked the Board for listening to the parents.

- Elizabeth McCray
- Trish Sheridan

VeAnna Douglas, father of a student at James Martin Middle School, provided general comments for the Board's consideration. The student population at James Martin is majority black and he urged the Board to provide more diversity and a family balance at the school, teacher assistants in the classrooms, and bleachers for sports events.

Nathan Spokas, represented the Montclair Neighborhood, and urged the Board to support their student reassignment request for the 2016-2017 school years. Granting approval for Carmel Middle and South Mecklenburg High as their home schools supports the Board's decision matrix for school assignment and will create continuity, stability, predictability, neighborhood engagement, allow neighborhood children to attend the same schools, and proximity as South Mecklenburg High is closer to their homes than Harding University High School.

Erlene Lyde, CMS teacher and president of Charlotte Mecklenburg Association of Educators, commended Tim Morgan on his service to the Board and advocating for education, congratulated the newly elected At-Large Board members, and urged the Board to approve the expansion of the Montessori Program.

Chairperson McCray called the Requests From The Public closed at 7:20 p.m.

III. CONSENT ITEMS

A. Minutes

- Recommend Approval of Closed Session Minutes.
 - *September 22, 2015*
 - *October 13, 2015*
 - *October 27, 2015*

- November 10, 2015
- November 19, 2015
- November 23, 2015

➤ Recommend Approval of Open Session Minutes.

- September 8, 2015 Regular Board Meeting
- September 22, 2015 Regular Board Meeting
- October 13, 2015 Regular Board Meeting
- November 23, 2015 Special Meeting

B. Recommend Approval of Licensed/Non-Licensed Hires, Promotions, and Separations through December 8, 2015.

The report includes prior hires not processed when the report was presented at the Board meeting on November 10, 2015.

- Total Hires July 1, 2015 - June 30, 2016: 2,654 (Licensed Hires: 1,522/Non-Licensed Hires: 1,132).
- Total Promotions July 1, 2015 - June 30, 2016: 618. (Licensed Promotions: 260/Non-licensed Promotions: 358).
- Total Selected Positions Separations: July 1, 2015 – June 30, 2016: 9.

C. Recommend Approval of 2016 Board of Education Meeting Schedule.

The Board approved the following dates for Regular Board meetings:

- January 12 and 26
- February 9 and 23
- March 8, 16* and 22
- April 12 and 26
- May 10 and 24
- June 13** and 28
- July 26
- August 9 and 23
- September 13 and 27
- October 11 and 25
- November 9***
- December 13

*The March 16 Board meeting added for AdvancED accreditation process

**The June 13 Board meeting will occur on a Monday due to the graduation schedule

***The November 9 meeting will occur on Wednesday due to Election Day.

D. Construction/Real Estate

1. Recommend Approval of Mobile Classroom Renovation Project at Old Newell Elementary School.

The Mobile Classroom Renovation Project at Old Newell Elementary School was bid on June 18, 2015. Staff recommends the approval of this contract to the lowest responsive bidder; Linda Construction. The overall scope includes mechanical unit start up, electrical and plumbing connections, minor site work, decks, ramps and walks; furniture and clean-up for eleven mobile classrooms and three mobile restrooms. MWSBE participation: 100%. Fiscal Implications: Local Funds - \$162,730.

2. Recommend Approval of Resolution Declaring the Charlotte-Mecklenburg Board of Education Intent to Sell Property Known as Ada Jenkins School, located at 212 Gamble Street, Davidson, North Carolina.

- *CMBE owns property known as the Ada Jenkins Center and located at 212 Gamble Street, Davidson, North Carolina.*

- *The Property is significant for its cultural and historical associations.*
 - *Staff proposes to sell property in accordance with procedures outlined in General Statutes 160A-266 (private sale to entity that will preserve the property's cultural and historical associations). Fiscal Implications: To Be Determined – Board of Education to review and approve final agreement.*
3. Recommend Approval for Charlotte-Mecklenburg Board of Education to Extend Lease by Twenty Years of Lakeview School Land to Lakewood Preschool, Located at 3127 Kalynne Street, Charlotte, North Carolina 28202 so Long as Property is Used for Education Purposes to Support Preschoolers.
Lakewood Preschool operates preschool programs that provide education and enrichment to children in preschool. Lakewood Preschool has leased land and built a building on the land of the former Lakeview Elementary School property from Charlotte-Mecklenburg Board of Education (CMBE) since 1996. Staff recommends approval for CMBE to extend lease by twenty years or more of Lakeview School land to Lakewood Preschool located at 3127 Kalynne Street, Charlotte, North Carolina 28202 so long as property is used for education purposes to support preschoolers. Fiscal Implications: Minimal as will continue with \$1/year as rent.
 4. Recommend Approval of Construction Contract for the Track and Field Renovation Project at West Charlotte High School.
The Track and Field Renovation project at West Charlotte High School was publicly bid and pricing received on November 12, 2015. Staff recommends approval of the construction contract to Hellas Construction Inc. The project scope includes the construction of an eight-lane track, field events and artificial turf field. The project is estimate to be completed by August 2016. MWSBE percentage: 1.94%. Fiscal Implications: Grant and Capital Replacement - \$1,882,400.
 5. Recommend Approval of HVAC Controls Renovation Project at Providence High School.
The HVAC Controls Renovation project at Providence High School was bid on November 19, 2015. Staff recommends approval of this project to the lowest responsible bidder; Johnson Controls. The contractor agrees to provide the labor, services, equipment, and materials needed to convert the current pneumatic control system to a full Direct Digital Control (DDC) system. All work is to be performed in accordance with the standard terms and conditions outlined in the contract. MWSBE Participation: 31%. Fiscal Implications: Local Funds - \$483,480.
 6. Recommend Approval for Surveillance Camera Replacement System at West Charlotte High School.
The Surveillance Camera Replacement System project at West Charlotte High School was bid on November 18, 2015. Staff recommends approval of the project to the lowest responsible bidder; Charlotte Sound and Visual Systems, Inc. The contractor agrees to provide the labor, services, equipment, and materials needed to replace the existing analog surveillance camera system with a digital IP system. All work is to be performed in accordance with the standard terms and conditions outlined in the contract. MWSBE Participation: 100%. Fiscal Implications: Local funds - \$348,977.64.

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

Upon by Tom Tate that the Board adopt Consent Items A. through D., seconded by Paul Bailey, a Board discussion followed.

Thelma Byers-Bailey pulled Consent Item D. 4.
Eric Davis pulled Consent Item C.
Ericka Ellis-Stewart pulled Consent Item D. 3.

Chairperson McCray called for the Board vote to adopt Consent Items A. through D. excluding C., D. 3., and D.4., the motion passed upon 8-0 voice vote of the Board. Rhonda Lennon was absent.

The Board discussed Consent Item C. Superintendent Clark reported Consent Item C. is the 2016 Board calendar for Regular Board meetings and it includes some unusual dates.

- March 16, 2016, Wednesday: A Special Called Board Meeting required by the AdvancED Organization as a part of the CMS Accreditation process. AdvancED will present their initial verbal report. The meeting is scheduled for 3:00 p.m. and should last approximately one hour.
- June 13, 2016, Monday: In observance of the Jewish holiday CMS will not conduct graduations on June 12 and June 13. In order to complete the graduation process, CMS will need to conduct graduations all day on June 14, 2016 which would have been the scheduled date for the meeting.
- November 9, 2016, Wednesday. November 8, 2016 is the state and national Election Day.

The Board discussed Consent Item D.3. Ericka Ellis-Stewart highlighted CMS is continuing its partnership with Lakewood Preschool and stressed the importance of preschool in preparing young children to be ready to learn when entering CMS. Superintendent Clark said CMS has a long-term relationship with Lakewood Preschool and this item will extend the land lease on the property formerly known as Lakeview Elementary School.

The Board discussed Consent Item D.4. Thelma Byers-Bailey highlighted this is the renovation project for the track and field at West Charlotte High School. Go Lions! This item will begin the construction of that project but it does not include the bleachers. The financial costs include a contribution by the County of \$1 million and a \$200,000 grant from the Panthers. The project is scheduled to be completed August 2016.

Paul Bailey moved that the Board adopt Consent Items C., D.3., and D.4., seconded by Ericka Ellis-Stewart, the motion passed upon 8-0 voice vote of the Board. Rhonda Lennon was absent.

IV. ACTION ITEMS

A. Recommend Approval of Proposed New Policy EBB, *Loss Prevention and Safety Program*

Correlation to Board of Education Vision, Mission, and Core Beliefs: Providing safe and orderly learning and working environments.

Chairperson McCray called upon Tom Tate to present Recommend Approval of Proposed New Policy EBB, *Loss Prevention and Safety Program*. Tom Tate said proposed new Policy EBB is before the Board for adoption. New Policy EBB addresses loss prevention and safety and is required as a result of a new policy enacted by the State Board of Education (SBE). The SBE policy was adopted to comply with recently enacted state statute aimed at reducing the number of injuries resulting in workers' compensation claims. The new policy establishes a CMS Safety Leadership Team to create a process for employees to identify, correct and report unsafe hazards

or conditions to their immediate supervisor. The leadership team is charged with developing a protocol to investigate all reported unsafe workplace hazards and work-related injuries, collect incident details, investigate the reasons why the injury occurred and determine solutions for a hazard-free environment. The Policy Committee reviewed the policy at its meeting on November 12, 2015. The Policy Committee unanimously approved the waiver of the customary policy approval process and recommended the Board adopt the policy at the next Board meeting on December 8, 2015. The 'fast track' procedure is in accordance with CMS Policy BG, *Board of Education Policy Process*.

Upon motion by Tom Tate that the Board move the waiver of the typical policy approval process and the adoption of new Policy EBB, *Loss Prevention and Safety Program*. The motion was presented through the Policy Committee and did not require a second.

Chairperson McCray thanked Mr. Tate for the recommendation and invited Board members to ask questions. There was no Board discussion.

Chairperson McCray called for the Board vote to adopt new Policy EBB, and the motion passed upon 8-0 voice vote of the Board. *Rhonda Lennon was absent.*

B. Recommend Approval of Adding a 9th Grade to the Existing Secondary Montessori Program at Sedgefield Middle School

Correlation to Board of Education Theory of Action for Change: Foster a performance culture and unleash innovation in teaching, learning, and school operations.

Chairperson McCray called upon Ann Clark to present Recommend Approval of Adding a 9th Grade to the Existing Secondary Montessori Program at Sedgefield Middle School. Superintendent Clark said she is delighted to present this recommendation to the Board to add 9th grade at the existing Secondary Montessori Programs at Sedgefield Middle School. Superintendent Clark provided an overview of the proposed recommendation.

Add a 9th grade to the existing Secondary Montessori Program at Sedgefield Middle School, a county-wide partial Magnet program, currently serving 7th and 8th grade Montessori students.

1. Projected Effective Date: Beginning of the 2016-2017 school year.
2. Magnet Program:
 - a. Current 8th grade students in the Secondary Montessori Program at Sedgefield Middle School will receive automatic continuation to the newly established 9th grade program.
 - b. If a current 8th grade student in the Secondary Montessori Program elects to attend his or her home high school, he or she may do so via the School Options Lottery process.
 - c. If a current 8th grade student in the Secondary Montessori Program would like to attend a different CMS school option for high school, he or she may apply to do so via the School Options Lottery process.
 - d. Rising 9th grade students not currently enrolled in the Secondary Montessori Program at Sedgefield Middle School and who have previously attended Montessori programs in CMS or outside of CMS may apply via the Student Assignment Request for Reassignment/Transfer process for seats that remain after all current Sedgefield's rising 9th graders have been seated.

- e. The Superintendent shall develop a recommendation related to further expansion of the Secondary Montessori Program prior to the 2017-2018 school year.
- Transportation: Transportation will be provided county-wide to the Secondary Montessori Program at Sedgefield Middle School.
- Fiscal Implications:
 - Up to two teaching positions to support high school instruction: \$130,000.
 - Secondary Montessori certification for two teachers: \$25,000.
 - High school curriculum and instructional materials: \$80,000 - \$100,000.

Superintendent Clark thanked Akeshia Craven-Howell, Assistant Superintendent of Schools Options, Innovations, and Design, and Natasha Thompson, Director of Magnet Programs and School Redesign, for working with the Montessori Advisory Council and meeting with families to survey their interest in expanding the program to the 9th grade. The CMS families gave strong support and a desire to participate in the expansion of the Montessori program.

Chairperson McCray thanked staff for the report and invited Board members to ask questions and provide comments. Board members Ellis-Stewart, Davis, Tate, Bailey, and McCray asked clarifying questions. Superintendent Clark and Natasha Thompson provided responses.

- Ericka Ellis-Stewart asked questions regarding the number of families that supported the recommendation and the cost of the expansion. Superintendent Clark provided clarification noting that this will be one of a few High School Montessori Programs in the country and CMS will have the ability to attract teachers from throughout the country. There was a 100% support for the secondary Montessori program and 23 out of 30 families committed to moving forward with the program without clarity on the 10th – 12th grade expansion. Ms. Ellis-Stewart believes strongly in the Montessori program and urged CMS and the Board to set some seats aside in the program for students from the Bright Beginnings program or provide a guarantee for socio-economic children and children with a challenged background. Superintendent Clark will provide additional information on Bright Beginnings and the scholarship program in the next *Board Update*.
- Eric Davis said CMS is totally dependent on the Board of County Commissioners and the voters in order to expand the Montessori program through the 12th grade. This is a courageous recommendation by the Superintendent to expand a highly popular and successful program. This is similar to the courageous step CMS took several years ago to provide the families at Collinswood Language Academy expanded opportunities but now CMS is being criticized for not meeting the needs of the students at that school. Mr. Davis supports the recommendation and hopes CMS will not be criticized in the future should CMS not get the cooperation from the Board of County Commissioners and the voters to continue the expansion efforts in the Montessori program. The Board of Education is entirely dependent on other governmental bodies to meet the needs of the community and we need the support of the community.
- Tom Tate expressed concern that parents must pay to get into Montessori program and students must enter the program by age four. Mr. Tate urged the Board to consider the set asides as referenced by Ms. Ellis-Stewart to ensure all parents have an opportunity to enter the Montessori program.
- Paul Bailey hopes CMS can expand the Montessori program to the 10th - 12th grades. Superintendent Clark said we will be focused on our capital needs for the next several months and we will be vetting our opportunities with the Board and the community in January and

February. CMS has four competing investment opportunities to consider: existing CMS facilities, new facilities, replacement facilities, and innovative program options like the expansion of the Montessori program. CMS will need to find the right balance of the investment and the 'ask' over the next three months.

- Chairperson McCray asked the courses being considered for the Montessori High School program? Superintendent Clark said staff is reviewing the course options that would be an appropriate match with both the Montessori curriculum and graduation requirements (leadership development, Sociology, 21st Century Global Geography, Scientific and Technical Visualization, foreign language, and community building opportunities). Students would participate in sports at their neighborhood high school.

Chairperson McCray called for motion on the recommendation.

Upon motion by Eric Davis that the Board approve the Superintendent's proposal, effective with the 2016-2017 School Year, to add a 9th grade to the existing Secondary Montessori Program at Sedgefield Middle School, a partial Magnet program currently serving 7th and 8th grade Montessori students countywide, seconded by Paul Bailey, a Board discussion followed.

Chairperson McCray opened the floor to Board member discussion and debate.

Chairperson McCray asked Ms. Ellis-Stewart if she had Board support for the Bright Beginnings component? Ericka Ericka-Ellis Stewart asked the Board if they supported the Bright Beginnings component or would the Board prefer to discuss this during the budget process?

- Elyse Dashew supports the Montessori program and the need to ensure the program is available to more children in the community who would benefit from the program.
- Chairperson McCray asked Superintendent Clark to explain the fiscal implications the recommendation will have on the budget. Superintendent Clark said CMS has an open lottery process and the costs would depend on the number of students who qualify for the new certification process. The recommendation would require a policy change. Superintendent Clark will work with Student Placement, Magnet Office, and Bright Beginnings to ensure CMS is positioned to accept students as they come through the open lottery process. Staff will determine the costs to support all students admitted through the lottery process that are identified as needing support and bring that as a part of the budget process. Staff will also review the policy through the policy process. Chairperson McCray will support Ms. Ellis-Stewart's recommendation because many parents apply for the program before they realize they must pay for the Pre-K portion of the Montessori program and they must opt out because they cannot afford the program.

Mr. Davis amended his motion to include that the Board approve the Superintendent's proposal, effective with the 2016-2017 School Year, to add a 9th grade to the existing Secondary Montessori Program at Sedgefield Middle School, a partial Magnet program currently serving 7th and 8th grade Montessori students countywide. In addition, the Board will direct the Superintendent to explore options and review the costs to support all students admitted through the open lottery process that are identified as needing support, work with the Policy Committee to revise the policy, and bring forth recommendations for the Board's

consideration. Paul Bailey accepted the amendment to the motion. The motion passed upon 8-0 voice vote of the Board. Rhonda Lennon was absent.

V. REPORT/INFORMATION ITEMS

A. Quarterly Update on Facility Management and Capital Improvement Plan

Correlation to Board of Education Vision, Mission, and Core Beliefs: Operating effectively and efficiently with fiscal accountability. Correlation to Board of Education Theory of Action for Change: Provide sufficient capacity in facilities, systems, and resources.

Chairperson McCray called upon Ann Clark to introduce the Quarterly Update on Facility Management and Capital Improvement Plan. Superintendent Clark said staff moved to providing the Board a report on the CMS capital needs on a quarterly basis in an effort to ensure the Board and the community is better informed and positioned to provide the Board of County Commissioners a list of the CMS capital needs projects. Ann Clark introduced Carol Stamper, Chief Operating Officer; Peggy Hey, Executive Director Facilities Planning and Management; and Scott McCully, Executive Director of Student Placement and Planning, to present the report. Superintendent Clark said this work will lead to a recommendation for Board approval in February 2016 on the CMS capital needs projects and a proposed Bond referendum. Carol Stamper, Peggy Hey, and Scott McCully provided the Board with an overview of the Facility Sustainment Plan, Five-Year Student Growth and Utilization Projections, and Next Steps.

- Annual Facility Sustainment Plan: A study conducted by the Council of the Great City Schools highlights the importance of reversing the cycle of deterioration in the nation’s public school buildings.
 - Promotes safe and healthy learning environments. Numerous studies reveal a *correlation of student achievement and condition of school buildings* to include HVAC/indoor air quality, lighting and acoustics.
 - Decreases frequency of disruptions to delivering instructional programs.
 - Allows for the preventive and regular maintenance, minor and capital repairs and capital system and component replacements that are needed to *extend the life of the facility to achieve its projected life expectancy*.
 - *Minimizes premature failure of buildings and equipment*, requiring significant and often unbudgeted capital expenditures.
- Facility Sustainment Plan Categories Maintenance and Repair (M&R):
 - Preventive Maintenance (PM) and Minor Repairs consist of scheduled tasks that sustain a component’s level of service during a prescribed lifetime. Studies indicate that every \$1 of preventive maintenance that is deferred will result in \$4 of future expenditures to ultimately repair or replace building systems.
 - Repair and Replacement consists of component overhaul or major replacement tasks. These tasks extend a component lifetime and reset the schedule of PM and minor repair tasks.
 - Unscheduled Maintenance consist of service calls, emergency response and other tasks that cannot be individually anticipated.
- CMS Facility Sustainment Components:

Athletic Facilities	HVAC
Cabinetry & Casework	Paving / Site work
Concrete, Masonry, Steel	Playgrounds
Conveying System	Roofing

Doors, Windows, Glass	Plumbing
Electrical	Storm water Management
Finishes and Specialties	Thermal & Moisture
Fire Protection	
Operations staff developed criteria to assess and rate the existing condition for each component. This systematic and detailed approach was conducted for each CMS building (did not include mobiles or leased facilities) and has informed the annual sustainment funding models.	

- Facility Sustainment Model and Funding Benchmarks:

Sustainment Funding Model (based on 20 million square feet)	Project Maintenance and Repair Annual Budget
Council of the Great City Schools	\$87,500,000
National Research Council	\$70,000,000
CBRE/Whitestone	\$58,000,000
Does not include custodial, environmental, grounds, refuse collection and disposal, security services, and utilities	

- CMS Five-Year Model Projected Annual Facility Sustainment Costs:

Five-Year Sustainment Projection FY 2017-FY2021	
Average Annual Facility Sustainment Cost: \$54,609,267 (based on facility use and condition as of September 2015, not adjusted for inflation)	
Preventive Maintenance and Minor Repairs	\$16,919,000
Repair and Replacement (5-year average)	\$30,125,070
Unscheduled Repairs (number based on average yearly costs over the last 3 years)	\$7,565,197
CMS 2014-2015 Funding - \$23, 614,861 (combination of recurring and one-time funds)	

- Five-Year Facility Sustainment Funding Projection FY 2017-FY2021:

Preventive Maintenance and Minor Repairs	\$84,595,000
Repair and Replacement	\$150,625,351
Unscheduled Repairs	\$37,825,985
Total	\$270,046,336

The Five-Year model will be assessed and updated annually. Variables include updated facility assessment, replacement cycle of systems, building utilization rate, preventive maintenance and inspection results, rate of new construction – more square footage, and funding level from previous year(s) – deferred maintenance.

- Preventive Maintenance and Minor Repairs:

- Increased preventive maintenance activities include finishes and specialty items (adjust doors, clean stage curtains, painting facilities, replace blinds, replace carpets and worn flooring), HVAC (inspect and maintain rooftop units), and roofing (regularly inspect downspouts, gutters, and storm drainage systems).
- By funding the preventive maintenance, CMS will be able to:
 - Provide better environment for students and staff.
 - Provide increased time between capital replacements.
 - Move from a reactive model to a predictive model.

- Repair and Replacement:
 - During the next five years, CMS has planned various replacements including:
 - Bleacher Repair and Improvement
 - Electrical Upgrades
 - Elevator Modernization
 - Fire Alarm – Intercom Replacements
 - Football Field Improvements
 - Lighting Upgrades
 - Minor Structural Improvements
 - New HVAC Equipment
 - New Plumbing Equipment
 - Repair Operable Walls
 - Replacement Playgrounds
 - Repaving Parking Lots and Site work improvements
 - Track and Tennis Court Refurbishments
 - By committing to annual funding for the above predictive activities, CMS will likely be able to
 - Increase the life of the building and system components.
 - Enhance and maintain the students’ learning environment.
 - Repair and Replacement Annual Cost:
 - FY 16-17: \$35,869,463.
 - FY 17-18: \$29,502,280.
 - FY 18-19: \$27,207,845.
 - FY 19-20: \$27,633,644.
 - FY 20-21: \$30,412,119.
- Facility Sustainment Plan Funding Types:
 1. Preventive Maintenance (PM) and Minor Repair – Operating Funds.
 2. Repair and Replacement – Capital Replacement Funds.
 3. Unscheduled Maintenance – Operating Funds.
- Facility Sustainment Plan: In summary, a consistent and adequately funded facility sustainment plan results in the most cost-effective types of maintenance work. Without this, deferred maintenance will continue to build up, and the long term result will be an increase in the amount and frequency of much more expensive breakdown repair and replacement work. Studies indicate that every \$1 of preventive maintenance that is deferred will result in \$4 of future expenditures to ultimately repair or replace building systems.
- Five-Year Student Growth and Facility Utilization:
 - Student Growth Projects History of Methodology:
 - Ten-year Enrollment Projection Methodology:
 - ✓ Student Planning uses Cohort Survival for District Ten-Year Enrollment Projection:
 - Projection by grade with separate projection for Exceptional Children Self-Contained students.
 - Building projection for only one future year.
 - Facility Planning uses Census data by transportation area zones (TAZ) adjusted with projections from Student Planning for regional annual projection.
 - ✓ Limited collaboration with municipalities regarding methodology.
 - Student Growth Projections Review Methodology:

- Stakeholder Engagement and Validation:
 - ✓ Met with the City, County, and Bond Oversight Committee to collaborate, gain input and validate the methodology for the prediction of county and student growth.
 - ✓ Identified various projection tools and resources such as ESRI, transportation area zones (TAZ), Community VIZ and Green Print.
 - ✓ Continue evaluation of benefit for common growth projection platform(s).
- Student Growth Projections for Facility Planning – Current Process:
 - Methodology for Five-Year Growth Projections (2015 - 2020)
 - ✓ Use ESRI/Business Analyst Data/Application.
 - ✓ Census block groups by age for county growth projections: Ages: 5-10 (Elementary), 11-13 (Middle), and 14-17 (High).
 - ✓ Overlay census block group to individual school boundaries to determine population change.
 - ✓ Calculate percent of current (2015) CMS enrolled students to the 2015 census data (will vary by school) and apply to 2020 growth projection within each school boundary.
 - Enrollment projections based upon predictions:
 - ✓ Ages 5-10 (elementary): 5,852 students.
 - ✓ Ages 11-13 (middle): 4,675 students.
 - ✓ Ages 14-17 (high): 6,193 students.
 - Projected Five-Year High School Population High Growth areas include: Olympic, Ardrey Kell, South Mecklenburg, Butler, Vance, Mallard Creek, and Hough high schools.
 - High School Land Bank Sites: Stumptown Road and Palisades.
 - ✓ CMS has a need throughout the District to construct new high schools to relieve overcrowding.
- Next Steps:
 - Present staff recommended Five-Year Capital Improvement Plan (CIP) at the February 23, 2016, BOE Meeting.
 - Align facility needs and educational standards, to the extent possible, with the Board of Education approved guiding principles and student assignment comprehensive plan.

Superintendent Clark highlighted that with the upcoming budget process it is important to focus on capital investments for growth, facility maintenance and renovations, and land banking. CMS staff is reviewing surplus property in an effort to efficiently utilize all available assets and demonstrate to the community we are good stewards. Upcoming budget considerations should include ongoing dollars because that will allow CMS to better plan for investments in new schools, programs, and ongoing maintenance projects to ensure a good learning environment for all students.

Chairperson McCray thanked staff for the report and invited Board members to ask questions and provide comments. Board members Bailey, Jones, Davis, Ellis-Stewart, Tate, and Dashew thanked staff for the report, asked questions, and provided comments. Superintendent Clark, Ms. Stamper, and Mr. McCully provided responses to the questions. The Board also discussed holding a Joint Meeting with the Board of County Commissioners to discuss Board initiatives.

- Paul Bailey asked questions regarding the proposed Bond package versus capital need requests for existing facilities. Superintendent Clark provided information on funding for proposed

Bond projects and capital need projects. Staff will develop an assessment of the CMS capital needs and present recommendations to the Board February 2016.

- Dr. Ruby Jones discussed the importance of completing preventive maintenance and repairs on CMS existing facilities just as a families do for their homes. In order to complete these services CMS is dependent upon funding from other governmental entities. Dr. Jones urged the Board to market Magnet programs that are under-capacity to increase enrollment such as Hawthorne.
- Eric Davis commended the hard work of CMS staff in developing the information because it establishes credibility for taxpayers that CMS is taking good care of its properties and accurately forecasting the capital needed to maintain those properties. CMS is having a facilities crisis that is becoming more serious because we are unable to meet the needs of our students as CMS continues to grow its student population. Charlotte-Mecklenburg is experiencing development growth and the more CMS gets behind in its facility needs the harder it will be for CMS to catch up. The Board will use this information to plan for our capital needs and we need the support of our Board of County Commissioners and taxpayers to meet the needs of our students.
- Ericka Ellis-Stewart said the 20th day CMS enrollment was below projected and she asked if the CMS methodology is the best method to use. Mr. McCully said the Co-Hort Survival method is used nationally and he believes it is the best process for projecting enrollment. This year several school districts in North Carolina were under-projected enrollment. The CMS student enrollment projection process works in alignment with the state process and this year the two were similar with a difference of twenty-five students. Last year, the 20th day student enrollment was higher than the projected enrollment. Ms. Ellis-Stewart highlighted that this year the Board of Education will be working on the proposed budget, 2016 Bond Referendum, Student Assignment Plan, and this is an election year for the Board of County Commissioners. Ms. Ellis-Stewart expressed concern the methodology used by CMS to prioritize projects is different from the Board of County Commissioners and it is important the two bodies develop similar metrics to prioritize projects. Ms. Ellis-Stewart urged the Board to have more joint meetings with the Board of County Commissioners to allow them to be more active in the CMS process and be informed about the urgency of the CMS needs. Superintendent Clark reported she has been meeting with the County Manager to discuss pertinent information and staff will present recommendations for the 2016 Bond projects to the Board February 2016.
- Chairperson McCray reported the Board of Education and the Board of County Commissioners (BOCC) are working together to schedule a joint meeting to discuss student assignment and capital needs. The BOCC has expressed an interest in receiving an update and having a general conversation on the Board initiatives, what is being discussed, and the challenges.
 - Board members Ellis-Stewart, Bailey, Davis, and Tate expressed concern that more work needs to be done on student assignment prior to meeting with the BOCC. The Board of Education should first develop a clear roadmap of what will be accomplished, a timeline, and expected milestones before having a joint meeting. Mr. Davis said it is also important to inform our constituents on how the Board will reach a decision on student assignment. Mr. Tate said the Policy Committee is working to develop a timeline. The work of the committee has involved good discussion on topics related to student assignment but the process is moving at a slower pace than anticipated.
 - Chairperson McCray said the Policy Committee is working on student assignment and is scheduled to have two meetings in December and she asked the Board members on the Policy Committee to think about developing a clear roadmap, roadblocks, and a timeline

for the next steps of the process. The Joint Meeting will help inform the BOCC and community on the work of the Board.

- Elyse Dashew said the \$54.6 million in annual facility sustainment costs appears to be a high number but it actual represents the facility needs for 21 million square feet and based on that calculation it is a more realistic number.

B. Management Oversight Report on Academic Programs

Correlation to Board of Education Vision, Mission, and Core Beliefs: Providing all students with the opportunity to perform to their fullest potential and ensuring that there is no discernible difference between the achievement levels of students by race, gender, or economic level.

Chairperson McCray called upon Ann Clark to introduce the Management Oversight Report on Academic Progress. Superintendent Clark called upon Brian Schultz, Chief Academic Officer, to present the Report on Academic Programs.

Brian Schultz introduced department staff members and provided an overview of the work of the departments under Academic Services.

- The Office of Academics was reformed in July 2014 and the various departments work in collaboration to ensure efficiencies.
 - English Language Learner Services.
 - Learning and Teaching Services.
 - Programs for Exceptional Children.
 - Pre-Kindergarten Services.
 - School Options and Innovation.
 - Student Services.
 - Teacher Professional Development.
- Driving Governances adhere to Federal Laws, North Carolina Statute GS 115C-81, State Board of Education Policy GCS-F-012, and Board Policies.
- Goals, Objectives, and Measures: The work of the department aligns with Goals 1, 4, and 6 of *Strategic Plan 2018*.
- Coherence and Mission: The goal of the department is to produce a positive impact on student learning by ensuring quality interactions between teachers, students, and content. This is accomplished by:
 - Aligning structure, systems, resources, stakeholders, and culture.
 - Applying strategies and Theory of Change to cause positive academic outcomes for all students.
- Division and Department – Coherence/Impact:
 - Coherence:
 - North Start Literacy Partners are focused on literacy.
 - Instructional Leadership Teams help guide the work in the schools towards literacy strategies that are effective for all students in all grade levels in all schools. .
 - Impact:
 - Growth/Value-Add: How do adults have the most impact in value-add to the students in the classrooms.
 - Classroom: The work must have value-add every day to students in every classroom.

- North Carolina Education Value-Added Assessment System (EVAAS) - 2012-2015: The EVAAS data determines Exceeded Growth, Met Growth, or Did Not Meet.
 - In 2014-2015 all grade levels (3rd – 8th) in Math 1 Met or Exceeded Growth; all grade levels (3rd – 8th) in English II Met or Exceeded Expected Growth; and all 5th and 8th grade Biology Exceeded Growth.
- Overview of departments, major initiatives, opportunities for growth, and areas of success:
 - English Language Learners Services.
 - Learning and Teaching (Humanities, STEM, Virtual Learning and Media Services, Advanced Students, After School Enrichment Program (ASEP)).
 - Programs for Exceptional Children.
 - Pre-Kindergarten Services
 - School Options and Innovation (Magnet, Career and Technical Education).
 - Student Services.
 - Teacher Professional Development.

Mr. Schultz highlighted that CMS has 168 schools, 168 principals, many departments, and many offices and when we truly align our work it will have an impact our students and the content they learn and an impact on the teachers that teach the students. It is important to align in a method that impacts our core business.

- Office of Academics – Coherence to the Core:
 - Three keys to maximizing impact:
 1. Leading Learning: Use time differently by directing energies to develop the group (alongside the group).
 2. Being a District and System Player: Collaborate Cultures →Professional and Social Capital. Intra-district and Beyond the District.
 3. Becoming a Change Agent: Move people and organizations forward under difficult conditions. Kirtman’s 7 Competencies.
 - Distributed Leadership.
 - Instructional Leadership Teams.

Chairperson McCray thanked staff for the report and invited Board members to ask questions and make comments. Board members Bailey, Jones, Ellis-Stewart, Byers-Bailey, and McCray thanked staff for the report, asked questions, and provided comments. Superintendent Clark and Mr. Schultz provided responses to the questions.

- Paul Bailey hopes the work and lessons learned by this department are integrated with the work of the Beacon Initiative to better understand our students’ ability to achieve, the services needed by students, and to ensure the quality of teaching. Superintendent Clark provided an update of the Beacon Initiative.
- Dr. Ruby Jones said this work is our core business and a greater emphasis on the classroom will improve the outcomes for all students. The goals and strategies are ambitious and gives texture to learning. Dr. Jones expressed concern regarding the number of school social workers per student (1:3,653) and hopes CMS can increase the number of social workers.
- Ericka Ellis-Stewart asked questions relative to EVAAS (Education Value-Added Assessment System) student growth, examples of digital curriculum and integration for ELL students, interpretation/translation services, steps to create equity to achieve consistency in IB outcomes

across the District, steps to ensure students take the appropriate AP course to advance their learning, and steps to help community-based Pre-K centers to understand the requirements needed to ensure their students are prepared for Kindergarten or first grade.

- Thelma Byers-Bailey discussed the importance of the educational services for Exceptional Children (EC) students and hopes the professional development provided for EC teachers include guidance on the hormonal changes for EC students that may contribute behavioral issues in middle school.
- Chairperson McCray expressed concern that repeatedly the CMS academic results for EC and LEP students are not making academic gains and she urged staff to focus on ensuring those students have better academic outcomes. Ann Clark noted that the academic progress for EC and LEP students are showing positive trends but there is more work to be done.

VI. REPORT FROM SUPERINTENDENT

Ann Clark reported on the following:

- CMS APP: Please get the new CMS APP as it is a vital communication tool to keep people informed about early dismissal, school cancellations, news bulletins, and special happenings in the District.
- *Coffee with the Superintendent:* December 10, 2015, Community House Middle School, 5:30 p.m. to 7:00 p.m.

VI. REPORT FROM BOARD MEMBERS

Chairperson McCray asked Board members to not hold the floor for more than ten minutes

- Thelma Byers-Bailey enjoyed attending the 'I Am CMS' award ceremony for an employee at Northwest School of the Arts which featured a presentation by the band that performs with Stevie Wonder. This was a wonderful event and band members interacted with students.
- Ericka Ellis-Stewart commended the services of Charlotte Charity League, their partnership with CMS schools, and their commitment to the community. They are a great example of the community partnerships joining CMS in the North Star Literacy Initiative.
- Elyse Dashew said she has been on a journey to become a Board member and she has worked hard to fight for the good of all students. As a community, we must work together on the issues we are facing and this should be a joint initiative that include CMS, Board of County Commissioners, City Council, parents, students, teachers, the community, and representatives in Raleigh. Ms. Dashew thanked all those who have joined her to get the message across the community. Ms. Dashew thanked everyone for their help, support, and votes and she is honored to serve on the Board of Education to serve all students.
- Mary McCray commended the accomplishments of the students at Carmel Middle School and the chorus instructor and students at Ranson Middle School who performed at the Pearl Harbor Commemoration.

Dr. Ruby Jones moved that the Board of Education go into Closed Session pursuant to section 143-318.11 (a)(6) of the North Carolina General Statutes in order to discuss certain personnel matters. The motion was seconded by Ericka Ellis-Stewart and passed upon 8-0 vote of the Board. Rhonda Lennon was absent.

Chairperson McCray recessed the Regular Board meeting at 10:21 p.m. Following the close of business in Closed Session, the Board will return to adjourn the Regular Board meeting.

Chairperson McCray reconvened the Regular Board meeting at 10:54 p.m.

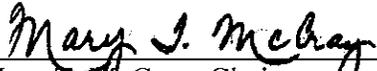
All Board members were present excluding Rhonda Lennon. Also in attendance was George E. Battle, III, General Counsel, who served as Clerk to the Board.

ADJOURNMENT

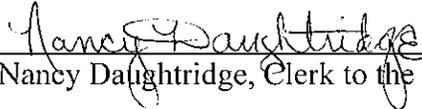
Chairperson McCray called for a motion to adjourn the Regular Board meeting.

Upon motion by Ericka Ellis-Stewart that the Board adjourn the Regular Board meeting, seconded by Tom Tate, the motion passed upon 8-0 voice vote of the Board. *Rhonda Lennon was absent.*

The Regular Board meeting adjourned at 10:55 p.m.



Mary I. McCray, Chairperson



Nancy Daughtride, Clerk to the Board