



Charlotte, North Carolina

December 13, 2016

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

The Charlotte-Mecklenburg Board of Education held a Regular Board meeting on December 13, 2016. The meeting began at 5:04 p.m. and was held in CH-14 of the Government Center.

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

Absent: Thelma Byers-Bailey, District 2
Eric C. Davis, District 5

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. Thelma Byers-Bailey arrived at 5:08 p.m.

Upon motion by Elyse Dashew, seconded by Paul Bailey, the Board voted unanimously of those present to go into Closed Session for the following purpose:

- **To discuss student information that is privileged, confidential and not a public record as set forth in Title 20, Section 1232g of the United States Code and Section 115C-402 of the North Carolina General Statutes,**
- **To discuss and consult about certain personal matters.**

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

The Board held a Closed Session meeting from 5:04 p.m. until 5:20 p.m. in Room CH-14.

Chairperson McCray reconvened the Regular Board Meeting at 6:03 p.m. in the Meeting Chamber of the Government Center. CMS TV televised the meeting.

Present: Mary T. McCray, Chairperson, Member At-Large
Elyse Dashew, 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
Paul Bailey, District 6

Absent: Eric C. Davis, District 5

Also present at the request of the Board were Ann Clark, Superintendent; George E. Battle, III, General Counsel; Saniye Wilson, Senior at Providence High School, serving as Student Advisor to the Board; Julie Beck, Manager of Board Services; Members of Executive Staff; and Nancy Daughtridge, Clerk to the Board.

I. CALL TO ORDER

Chairperson McCray welcomed everyone to the December 13, 2016 Regular Board meeting which was held in the Meeting Chamber.

A. Adoption of the Agenda

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

Upon motion by Paul Bailey that the Board adopt the agenda as presented, seconded by Rhonda Lennon, the motion passed upon 8-0 voice vote of the Board. Eric Davis was absent.

B. Pledge of Allegiance

Chairperson McCray called upon Thelma Byers-Bailey 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*. Ms. Byers-Bailey introduced Kalen Grant who is an 11th grade student at Lincoln Heights Academy. Kalen serves as the school's representative on the Superintendent's Advisory Council. Kalen entered the Lincoln Heights Program (then Morgan School program) when he was in 6th grade. Kalen's middle school teacher, Ms. Willenbrock, has enjoyed watching him grow for several years and acknowledges that Kalen has worked hard to learn the skills to be successful both academically and behaviorally. Last year he worked his way to Merit level which is the highest level in the Boys Town Specialized Classroom Management System. Kalen demonstrates exceptional character, serves as a role model to his younger peers, and works to encourage not only himself but those around him to 'Do the right thing' (the school's motto). Attending the meeting with Kalen were his mother, Stephanie Warlaw; sister, Andrell Byers; Assistant Superintendent Exceptional Children, Gina Smith; and Lincoln Heights Academy representatives: Katherine Willenbrock, principal; Vanessa Funches, teacher; and Student Ambassador Leaders O'Neil Walker, Ray Nathan, and Eli Davis.

Kalen invited everyone to stand and join him in reciting the Pledge of Allegiance. Following the Pledge of Allegiance, Kalen said the definition of caring is sharing kindness and concern for others and he read poem he wrote entitled, *A Care A Day Will Keep the Anger Away*. The poem highlighted that simple gestures and kindnesses towards others can bring sunshine to their day and, hopefully, they will play that kindness forward to others.

C. 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 Chair. Superintendent Clark reviewed Bylaw BDB which provides that a Chair and Vice-Chair shall be elected at the first Regular Board meeting in December and shall assume the office immediately upon election.

The election of a Chair 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 Chair and will assume the office immediately.

Superintendent Clark noted that only eight Board members were in attendance and opened the floor to nominations for Chair of the Charlotte-Mecklenburg Board of Education.

Tom Tate nominated Mary McCray to serve a fifth term as Chair of the Charlotte-Mecklenburg Board of Education. Rhonda Lennon seconded the nomination.

Thelma Byers-Bailey moved that the nominations be closed. Rhonda Lennon seconded the motion.

Superintendent Clark reported all Board members had an opportunity to place a name in nomination and the Board has made a motion and second to close the nominations.

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

The Board vote to elect Mary McCray as Chair of the Charlotte-Mecklenburg Board of Education passed upon 7-0-1 hand vote of the Board.

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

Nay: None.

Abstention: Ericka Ellis-Stewart.

Absent: Eric Davis.

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

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

Rhonda Lennon nominated Elyse Dashew. Paul Bailey seconded the nomination.

There were no other nominations for Vice-Chair and Chairperson McCray called for a motion to close the nominations.

Rhonda Lennon moved that the nominations be closed. Paul Bailey seconded the motion.

Chairperson McCray called for the Board vote on the motion to close the nominations, the motion passed upon 6-0-2 hand vote of the Board.

Aye: Board members McCray, Dashew, Lennon, Jones, Tate, and Bailey.

Nay: None.

Abstention: Board members Ellis-Stewart and Byers-Bailey.

Absent: Eric Davis.

Chairperson McCray declared the nominations for Vice-Chair closed and called for the Board vote to elect Elyse Dashew as Vice-Chair of the Board of Education.

The Board vote to elect Elyse Dashew as Vice-Chair of the Charlotte-Mecklenburg Board of Education passed upon 6-0-2 hand vote of the Board.

Aye: Board members McCray, Dashew, Lennon, Jones, Tate, and Bailey.

Nay: None.

Abstention: Board members Ellis-Stewart and Byers-Bailey.

Absent: Eric Davis.

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

Board of Education Recognitions

Chairperson McCray introduced Saniye Wilson, Providence High School senior, to serve as the Student Advisor to the Board. At the October 11, 2016 Regular Board meeting, the Board made the decision to add a Student Advisor to the Board and Saniye was chosen by her fellow students at CMS high schools who were elected by peers at their schools. Saniye is the first student advisor to serve on the Charlotte-Mecklenburg Board of Education. Saniye will not be able to vote on Board matters but she will bring an important student voice to the Board's decision making process as the Board tackles key topics such as student assignment and the 2017-2018 Operating Budget. Saniye has served in leadership positions and currently serves as secretary to the Mecklenburg Teen Democrats and as an officer of the Model United Nations Club at Providence High School. Her hobbies include film and film making. When asked why she wanted to serve as Student Advisor to the Board, she said, "I want to empower the students around me and show them that their voice matters. I am ready to do all I can to improve my community and this is my chance." Chairperson McCray invited everyone to join the Board in welcoming Saniye Wilson to this new leadership opportunity. The Board and audience gave Saniye a standing ovation.

Chairperson McCray commended Ericka Ellis-Stewart for her work to initiate Board consideration through the Policy Committee for the Board having a Student Advisory on the Board.

Chairperson McCray called upon George Battle, General Counsel. George Battle introduced the newest member of the Legal Department, Charles Jeter, to serve as the Board's Legislative Advocate. Mr. Jeter has served several terms on the Town Council of Huntersville and two terms on the House of Representatives. During his second term he was the number four ranking member

with the Republican majority in the House of Representatives. Mr. Battle invited everyone to join him in welcoming Charles Jeter to CMS. The Board and audience gave Mr. Jeter a round of applause to welcome him to CMS.

Chairperson McCray recognized the Beginning Teacher Leadership Network Group to stand and be recognized by the Board and audience. Chairperson McCray thanked them for attending the meeting.

Chairperson McCray recognized elected officials and former Board of Education members who were attending the meeting: Commissioner Vilma Leake, District 2, and Tim Morgan, who served as Member At-Large and Vice-Chair.

II. REQUESTS FROM THE PUBLIC

Chairperson McCray reported the Public Requests section is an opportunity to hear from the public and provided an overview of the protocol for 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. Eleven speakers and one group were scheduled to speak before the Board.

Two people spoke regarding Real School Gardens Program and highlighted the benefits of the program. Real School Gardens partners with Title I elementary school to provide outdoor classrooms and sustainable professional development programs for teachers. Research indicates the program helps improve academics in Science, Math, and Reading. With the support of the Charlotte Mecklenburg Health Department, the program is in fourteen elementary schools. Please attend their training event on January 24, 2017 at the Culinary Arts Building at Central Piedmont.

- Suzanne Beckman, CMS teacher.
- Pam Petry, CMS speech language pathologist at Paw Creek Elementary.

E. E. Waddell Replacement School: Erika Strubbe, Yvette Bolden, Ethan Strubbe, Amelia Beonde. Speakers thanked the Board for increasing access to the Language Immersion Program and expressed concern that the proposed K-8 facility will not fit the program at Waddell. Currently the school has seventy-two classrooms and the K-8 model will only have fifty-four classrooms. The reduction in classrooms will jeopardize the quality of the program and will not allow the program to grow. They want to preserve and enhance what has been accomplished at Waddell.

Annette Albright, former CMS teacher, asked the Board to take measures to preserve the safety of its employees. Teachers and staff are being verbally and physical attacked and they should be allowed to express their concerns and have their concerns addressed. Employees must feel safe and protected by their organization.

Judy Kidd, president of Classroom Teacher Association, spoke regarding teacher pay and culture in school. She commended the Board for completing the task of hiring a new superintendent and noted there is a culture of fear that permeates in CMS and employees should not have to work in a culture of fear. The policies and procedures for evaluating employees should be reviewed and teachers should not be forced to work in an environment where they are fearful of their job or fearful of going to work.

Two people spoke regarding Culture of Caring program at Turning Point Academy.

- Rueben Moore said pedagogy is about caring and the program is about caring and listening. The program is working at Turning Point Academy and he invited Board members to visit the school to see the positive impact it is having on staff and students.
- Cheryl Glover, parent of Turning Point Academy student, said she thought her child attending Turning Point would be a bad experience but it has been a great experience for both her son and her. Staff is very supportive, keeps her son motivated, and on task. The positive relationship with staff will help her son be successful at Turning Point and in life.

Katy Ridenouer, represented Veritas Community School, asked the Board to make vacant CMS school facilities available to charter schools and to pay their outstanding invoice to Veritas.

Ella Dennis, represented the Alumni of West Charlotte High School, asked the Board to add the athletic field renovations at West Charlotte in the proposed 2017 Capital Improvement Plan.

Belinda Houston, Lawrence Orr parent, expressed concern about the violence in CMS schools and asked the Board to support teachers and to make schools safer and better for kids and teachers.

Commissioner Vilma Leake asked the Board to approve the merit-based bonus and talked about the importance of CMS providing a living wage for non-teacher employees whose salaries are not up to par. The Board must support bus drivers, cafeteria and maintenance workers, and central office staff and vote the right way. CMS should use this money to provide these people living wages. The Board and Superintendent should create a legacy and build a West Charlotte.

Ana Valdez, sophomore at UNC-Charlotte, is an undocumented student or a Deferred Action for Childhood Arrivals (DACA) recipient who is working with an organization at UNC-C to help support DACA students. DACA is a permit that can be renewed every two years and granted to children brought to the United States by their parents at a young age and grew up in the American school system. DACA children are allowed to get a work permit, social security card, and driver's license and potentially attend college but unable to vote, travel outside of the country or apply for federal financial aid or eligible for in state tuition. The US has 730,000 DACA students with about 65,000 graduating from high school each year.

Chairperson McCray called the Requests From The Public closed at 6:55 p.m.

III. CONSENT ITEMS

A. Minutes

1. Recommend Approval of Closed Session Minutes.
 - *November 9, 2016*
 - *November 10, 2016*
2. Recommend Approval of Open Session Minutes.
 - *October 11, 2016 Regular Board Meeting*
 - *October 25, 2016 Regular Board Meeting*
 - *November 1, 2016 Work Session – Superintendent Search*

B. Recommend Approval of 2017 Board of Education Meeting Schedule.

The Board approved the following dates for Regular Board meetings:

<i>January 10 and 24</i>	<i>July 25</i>
<i>February 14 and 28</i>	<i>August 8 and 22</i>
<i>March 14 and 28</i>	<i>September 12 and 26</i>
<i>April 6* and 25</i>	<i>October 10 and 25</i>
<i>May 9 and 23</i>	<i>November 14</i>
<i>June 6** and 27</i>	<i>December 12</i>
<i>* The first meeting in April will occur on the first Thursday of the month due to the Spring Break schedule.</i>	
<i>**The first Board meeting in June will occur on the first Tuesday of the month due to the graduation schedule.</i>	

C. Recommend Approval of 2017-2018 Middle College Academic Calendar.

- *CMS has three middle college high schools: Cato Middle College; Middle College @ Levine Campus; and, Middle College @ Harper Campus.*
- *A fourth CMS/CPCC Middle College, Middle College @ Merancas Campus is pending approval by the State Board of Education and the North Carolina Community College Board of Trustees.*
- *School Calendar aligns with Central Piedmont Community College's 2017-2018 Academic calendar.*
- *School calendar meets the instructional requirements of the North Carolina Board of Education and the North Carolina Department of Public Instruction's K-12 academic calendar requirements for teacher workdays and holidays.*
- *Following approval, the calendar will be posted on the CMS Website.*

Fiscal Implications: Student Books and CPCC Fees. Student CATS (Charlotte Area Transportation System) Passes.

D. Recommend Approval of 2017-2018 Early College Academic Calendar for Charlotte Engineering Early College and Charlotte Teacher Early College.

Main Points:

- *Charlotte Engineering Early College is located on the UNC-Charlotte upper campus and is focused on engineering, energy, and sustainability.*
- *Charlotte Teacher Early College (proposed) will be located in the College of Education, UNC-Charlotte main campus and will focus on pre-professional teacher preparation.*
- *Early College School Calendar aligns with UNC-Charlotte's 2017-2018 Academic calendar.*
- *Early College Calendar meets the instructional requirements of the North Carolina Board of Education and the North Carolina Department of Public Instruction's K-12 academic calendar requirements for teacher workdays and holidays.*
- *Following Board approval, the calendar will be posted on the CMS Website.*

Fiscal Implications: CMS Transportation for 9th and 10th grade students. CATS/LYNX (Charlotte Area Transportation System). Student Books and Fees.

E. Human Resources

1. Recommend Approval of Licensed/Non-Licensed Hires, Promotions, and Separations through December 13, 2016.

The report includes prior hires not processed when the report was presented at the Board meeting on November 9, 2016.

- *Total Hires July 1, 2016 - June 30, 2017: 2,587 (Licensed Hires: 1,447 / Non-Licensed Hires: 1,140).*
- *Total Promotions July 1, 2016 - June 30, 2017: 682. (Licensed Promotions: 314 / Non-licensed Promotions: 368).*
- *Total Selected Positions Separations: July 1, 2016 – June 30, 2017: 7.*

2. Recommend Approval of Termination of a Certified Employee.
The Board of Education approved the termination of a certified employee.
3. Recommend Approval of Administrative Personnel Appointment.
Personnel Appointment:
 - *Megan Morris named principal at Croft Community School. Ms. Morris previously served as assistant principal at Torrence Creek Elementary School.*

F. Construction/Real Estate

1. Recommend Approval to Grant a Temporary Construction Easement for PID 229-011-23 Next to Ardrey Kell High School.

Osborn Engineering Group is requesting a grant of easement to correct the property pipeline at parcel 229-011-23 in order to accommodate maintaining existing drainage patterns that was requested by City engineering. Fiscal Implications: None.

2. Recommend Approval of Track Renovations and Site Improvements at Independence High School.

The Track Renovations Project at Independence High School was bid on November 17, 2016. Staff recommends the approval of the project to the lowest competent bidder; Hellas Construction. The contractor agrees to provide the labor, services, and materials needed to rebuild the track. All work is to be performed in accordance with the standard terms and conditions outlined in the contract. Fiscal Implications: Local Funds - \$872,000.

3. Recommend Approval of Four Mobile Classrooms and One Restroom Relocation at Pawtuckett Elementary School.

The Mobile Classroom Relocation Project at Pawtuckett Elementary School was bid on November 28, 2016. Staff recommends the approval of the project to the lowest competent bidder; Carolina Contractors of Lake Norman, LLC. The contractor agrees to provide the labor, services, and materials needed to complete the setup of the mobile classrooms. 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 - \$291,034.

G. Recommend Approval of Renaming the Atrium Complex.

The Board of Education approved renaming the Atrium Complex, CMS Education Center.

CMS Communications Services conducted a CMS Insider employee survey and an executive staff poll to identify new names for the Atrium complex. Listed below are the names receiving the highest number of votes:

1. *Three-way tie between the CMS Education Center, CMS Education Campus, and the CMS Education Complex*
2. *CMS Academic Support Complex*
3. *Tie between the CMS Education Plaza and the CMS Atrium Education Complex*

The Atrium site consolidates onto a single campus CMS support services that were previously decentralized across Oakhurst, Starmount, Walton Plaza, Spaugh, Villa Heights and other locations. It provides stable, suitable office space for many CMS employees who faithfully support the work of the district. The consolidation also facilitated the conversion of Oakhurst and Starmount to new schools: Oakhurst K-5 STEAM Magnet and Starmount Elementary.

H. Recommend Approval of Naming New Berryhill and Reid Park Relief School.

The Board of Education approved naming the relief school, Renaissance West STEAM Academy.

The School Naming Advisory Committee was established according to CMS Policy FF-R, Naming School. The committee included future parents, staff, principal Erin Barksdale, and community members. Following are top three choices and recommendation:

- 1. Renaissance West STEAM Academy*
- 2. Renaissance West Community Academy*
- 3. Renaissance West Academy*

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

Paul Bailey moved that the Board adopt Consent Items A. through H., seconded by Rhonda Lennon, a Board discussion followed.

Ericka Ellis-Stewart pulled Consent Item G.

Chairperson McCray called for the Board vote to adopt Consent Items A. through H. excluding G, the motion passed upon 8-0 voice vote of the Board. Eric Davis was absent.

Ms. Ellis-Stewart asked Superintendent Clark to review Consent Item G. regarding the Atrium property. Superintendent Clark said the Atrium facility, located close to the intersection of Tryon and Billy Graham Parkway, houses CMS staff that were originally in the Education Center, Walton Plaza, and leased facilities that included learning communities, law enforcement, teaching and learning, and technology. The establishment of the Atrium allowed CMS to put many employees back together on one campus. CMS still has some staff located at the Smith Family Center and Spaugh Administrative Center. This recommendation is for Board consideration to rename the Atrium campus the CMS Education Center. At a later date, CMS may consider naming individual buildings and office suites after deceased leaders and educators of the district.

Upon motion by Ericka Ellis-Stewart that the Board adopt Consent Item G. as presented by the Superintendent to rename the Atrium campus CMS Education Center, seconded by Paul Bailey, the motion passed upon 8-0 voice vote of the Board. Eric Davis was absent.

Chairperson McCray called upon Superintendent Clark to present the personnel appointment. Superintendent Clark provided an overview of naming Megan Cahill Morris as principal at Croft Community School as noted under Consent Item 3.E., and invited Ms. Morris to stand and be recognized by the Board. The Superintendent Clark also reported that under Consent Item H., the Board approved naming the New Berryhill and Reid Park Relief School, *Renaissance West STEAM Academy*

IV. ACTION ITEMS

- A. Recommend Approval of Proposed Amendments to Policy JLC, *Student Health Assessment Requirements*, and Policy JLCB, *Immunizations of Students*

Correlation to Board of Education Vision, Mission, and Core Beliefs: The Board is committed to providing safe and orderly learning and working environments.

Chairperson McCray called upon Tom Tate, Chair of the Policy Committee, to present a motion and an overview on Proposed Amendments to Policy JLC and Policy JLCB.

Upon motion by Tom Tate that the Board approve proposed amendments to Policy JLC, Student Health Assessment Requirements, and JLCB, Immunizations of Students. The motion was presented through the Policy Committee and did not require a second.

Mr. Tate said proposed amendments to policies JLC and JLCB are before the Board for approval. The amendments bring Policy JLC into compliance with the North Carolina law that requires every student entering public school in North Carolina for the first time to have a health assessment, with results submitted on a standardized form developed by the North Carolina Department of Public Instruction (NCDPI) and the Department of Health and Human Services. The amendments also include a provision required by law that exclusions based on not having a health assessment are not suspensions, and that, for the duration of the absence, students must be provided with missed assignments (as requested), textbooks and digital devices, and permitted to take exams. Sections consistent with federal law establishing enrollment safeguards for students in foster care and homeless students have also been added to both policies. As the proposed amendments are required by state and federal law, the Superintendent requests that the Board approve them at tonight's meeting rather than follow the customary process of making a First Reading and holding two Public Hearings prior to the Board vote. Such action is consistent with Board Policy BG, *Board of Education Policy Process*, which permits the Board to waive a public hearing when the content of a policy is dictated by law. The three members of the Policy Committee present at the November 10, 2016 Policy Committee meeting approved the proposed amendments and expedited timeline for Board action.

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 approve Policy JLC and JLCB, the motion passed upon 8-0 voice vote of the Board. Eric Davis was absent.

B. Recommend Approval of Merit-Based Bonus Plan Including Eligibility and Criteria

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 Ann Clark to present Recommend Approval of Merit-Based Bonus Plan Including Eligibility and Criteria. Superintendent Clark provided comments regarding the recommendation and introduced Avery Mitchell, Chief Human Resources Officer, to answer Board member questions. Superintendent Clark said in the adoption of the 2016-2017 State Budget, funding was made available for Local Education Agencies (LEA) to provide an one-time merit-based bonuses for non-educators including school-based administrators, central office and non-certified personnel (such as custodians, secretaries, bus drivers, cafeteria workers, and teacher assistants). Educators are not eligible. LEAs shall provide a Board of Education-approved plan to the Division of School Business at the North Carolina Department of Public Instruction for how the funds will be distributed, including eligibility requirements, amount(s) to be awarded, payment date(s), and special conditions. In CMS all employees are evaluated on the same rubric unlike most districts across North Carolina in which employees are rated on 'meets or does not meet expectations. CMS is able to provide many employees an opportunity to be considered for the one time merit-based bonus because everyone is evaluated on the same score and rubric. Superintendent Clark commended the Human Resources team for the work to get CMS to this point

over the past two years and this effort will benefit our employees. Fiscal Implications: \$2.3 million from various funding sources. Following Board approval, staff will submit the plan to the North Carolina State Board of Education. Employees earning the merit-based bonus should receive payment the third week of January 2017 as part of the payroll payment schedule. The 2015-2016 summative evaluation will be used to identify high performing employees. The employee must have a completed 2015-2016 performance evaluation and have an overall score of accomplished (3.5 – 4.4) or distinguished (4.5 – 5.0). Charlotte-Mecklenburg Schools received a state allocation for state employees in the amount of \$1,385,032. Eligible personnel with an overall score of accomplished (3.5 - 4.4) will receive \$525 and eligible personnel with an overall score of distinguished (4.5 - 5.0) will receive \$725.

Chairperson McCray invited Board members to ask questions. Board members did not have any questions and Chairperson McCray called for a motion on the recommendation.

Ericka Ellis-Stewart moved that the Board approve the plan to provide the state’s one-time merit-based bonus to the employee categories as presented, seconded by Thelma Byers-Bailey, a Board discussion followed.

Chairperson McCray opened the floor to Board member comments.

- Elyse Dashew is happy CMS has the opportunity to provide employees a bonus because they are very deserving. She commended CMS for ensuring employees are aligned on a system that evaluates all employees the same. Ms. Dashew hopes Commissioner Leake will advocate to the Board of County Commissioners (BOCC) to partner with CMS to provide a living wage and pay increases for all CMS employees.
- Ericka Ellis-Stewart is happy CMS can provide some employees a bonus and it is important we find a way to increase the overall pay for all employees but particularly these categories of employees. This is a bonus and not a permanent part of the salaries for employees but depending upon the evaluation rating it could equate to an additional \$43 or \$60 dollars per month over the year. We must strive to increase pay for our employees but that is dependent upon our funding from the BOCC and the state. Ms. Ellis-Stewart thanked Commissioner Leake for attending the meeting to speak about pay for employees and hopes Ms. Leake will advocate to the BOCC to fund pay increases for the CMS employees.
- Rhonda Lennon said it is hard for CMS to provide employees a living wage because we are dependent upon the BOCC and state to provide funding for salaries for CMS employees. Ms. Lennon hopes Commissioner Leake will advocate to the BOCC to approve additional funding so CMS can provide a living wage and pay increases our employees.
- Saniye Wilson said from a student perspective, the custodian at her school does a fantastic job, is there every morning to welcome students and staff, and works hard to keep the school clean. If students knew how low the wages were for the people that work so hard they would be shocked. Students appreciate those people a lot and believe they are paid more than they earn.

Chairperson McCray called for the Board vote on the motion, the motion passed upon 8-0 voice vote of the Board. Eric Davis was absent.

C. Recommend Approval of Facilities and 2017 Capital Improvement Plan

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

Chairperson McCray called upon Ann Clark to present Recommend Approval of Facilities and 2017 Capital Improvement Plan. Superintendent Clark provided opening comments and noted this is an opportunity for the Board of Education to submit a Capital Improvement Plan to the Board of County Commissioners as a part of a timeline to begin a review of a 2017 Bond Referendum. The proposed Bond package should be completed by mid to late January 2017. The plan represents the same list of projects proposed for the 2016 Bond recommendation submitted to the county with three exceptions as presented to the Board of Education April 2016. Superintendent Clark will present the updated recommendation following the report.

Superintendent Clark called upon Carol Stamper, Chief Operations Officer, and Peggy Hey, Executive Director of Facility Planning and Management, to provide an update on facilities. Carol Stamper and Peggy Hey provided an update on Sources and Uses of funds, 2013 Bond Referendum projects, Sustainment Plan, and September 2016 Capital Project Ordinance for \$33.25 million.

- Sources and Uses of Funds for Capital Projects 2015 through 2017:

Source of Funds	Amount	Purpose/Use
Capital Project Ordinance for 2016-2017	\$4,000,000	Upfit of Wilson and funding of CTE projects; approved by Board of County Commissioners (BOCC) July 7, 2015
Budget Ordinance Fiscal Year 2016-2017	\$18,000,000	CMS Facility Sustainment Plan; approved by BOCC June 21, 2016
Capital Replacement and Repair Budget 2016- 2017	\$4,200,000	Capital Replacement and Repair; approved by BOCC June 21, 2016, and Board of Education August 9, 2016
Sale Proceeds of Former Education Center	\$20,835,000	Atrium acquisition and upfit; J.T. Williams, former Newell and Pawtucket upfit; approved by Board of Education September 13, 2016
Sale Proceeds of Walton Plaza	\$5,610,000	J.T. Williams, former Newell and Pawtucket upfit; approved by Board of Education September 13, 2016
FY 2017 Authorization School Facilities Capital Project Ordinance	\$33,250,000	Land acquisition and design funds for potential 2017 bond referendum projects; approved by BOCC September 6, 2016

- 2013 Bond Referendum Project Updates:
 - Capital Funding Authorized FY2015-2016:
 - Bid/Award Construction Phase: New Language Immersion K-8 Albemarle Road Elementary/Middle Relief (August 2018), J.M. Alexander Middle Replacement (August 2017), New Pre-K-8 Berryhill/Reid Park Academy Relief (August 2017), Myers Park High – Addition/Renovation (August 2018), East Mecklenburg High - Addition/Renovation (January 2018), Northwest School of the Arts - Renovation (August 2017), and South Mecklenburg High - Addition/Renovation (August 2017).
 - Completed: Nations Ford Elementary Replacement (August 2016), Oakhurst STEAM Magnet Elementary/Starmount Elementary Conversion (August 2015), Olympic High

School Addition/Renovation (August 2016), and Statesville Road Elementary Replacement (August 2016).

- Funds Authorized FY2017:
 - Design Phase: Northridge Middle – Addition/Renovation (August 2018), Selwyn Elementary – Renovation (August 2018), and Pre-K-8 Conversion Phase II – Addition/Renovation (August 2019).
 - ✓ Pre-K-8 Conversions Phase II - \$24.73 million: Ashley Park, Bruns Avenue, Walter G. Byers, Druid Hills, Reid Park, and Westerly Hills.
- Funding Projects for FY2018:
 - Career and Technical Education Phase I (August 2019), Davidson K-8 Conversion – Addition/Renovation (January 2020), and New STEAM K-8 – Read Farms (August 2020).
- Five-Year Sustainment Plan:
 - Five-Year Sustainment Funding Project FY2017-2021 - the model will be assess and updated annually:

Five-Year Sustainment Funding Project FY2017-2021 (the model will be assess and updated annually)	\$\$
Preventive Maintenance and Minor Repairs (Operating)	\$84,595,000
Repair and Replacement (Capital)	150,625,351
Unscheduled Repairs	37,825,985
Total	\$273,046,336

- \$18 million annually for five-years – 2016-2017 Sustainment Funds: Board of County Commissioners approved a plan to provide CMS \$18 million annually to address facility needs.

Category	Number of Projects	Budget	Amount Committed
Athletics	8	\$2,830,000	\$565,100
Concrete, Masonry Steel	10	440,000	0
Conveying Systems	2	100,000	0
Doors, Windows, Glass	1	9,000	0
Electrical	18	526,000	0
Finishes & Specialties	17	1,347,450	355,433
Heating, ventilation and air conditioning	32	2,964,260	2,069,677
Paving	20	2,962,630	221,830
Playgrounds	6	570,000	288,303
Plumbing	18	245,000	49,326
Roofing	24	5,336,859	349,730
Stormwater	9	668,800	0
	165	*\$18,000,000	*\$3,899,400

*amounts rounded.

- September 2016 Capital Project Ordinance for \$33.25 million Status Update:
 - Project Land Acquisition Phase - \$22,500,000 (anticipated to take approximately twelve months): Relief School Windsor, Winterfield, and Idlewild -\$2,000,000; Relief School New High School South - \$12,500,000; Replacement School Shamrock Gardens Elementary - \$2,000,000; Relief School Briarwood Elementary - \$2,000,000; Relief School

Sterling, Steele Creek, and Nations Ford - \$2,000,000; and Relief School for Elon Park, Hawk Ridge, and Polo Ridge - \$2,000,000.

- Project Design Phase - \$10,750,000 (anticipate contracts by January - March 2017, anticipate to take approximately twelve months): Collingswood K-8 replacement - \$2,250,000; Harding High Renovation - \$1,250,000; EC Specialty School Replacement - \$1,250,000; Montclair Elementary Replacement - \$1,500,000; Language Immersion K-8 New School South - \$2,250,000; Language Immersion K-8 New School North - \$2,250,000.

Superintendent Clark provided an overview of Proposed 2017 Capital Improvement Plan.

- Proposed 2017 Capital Improvement Plan – projects totaling \$798,223,000:
 - The changes to the original bond relate to Marie B. Davis, Smith Family Center, J.T. Williams, and the Lansdowne project.

BOE District	Project Type	Description	Estimated Cost
5	Replacement School	Collinswood Language Academy (K-8)	\$46,912,500
4	New Construction	New elementary school to relieve Windsor Park, Winterfield and Idlewild elementaries	29,895,000
2	Renovation/Addition	Harding University High School	19,125,000
2	Classroom addition	Military & Global Leadership Academy at Marie G. Davis (K-12) No longer needed	22,500,000
5 / 6	New Construction (costs split in 5 and 6)	New high school to relieve South Meck, Ardrey Kell, consider Myers Park and Olympic	110,700,000
5	Replacement School	Montclaire Elementary onsite replacement	29,895,000
2	Renovation/Addition	West Mecklenburg High School (renovate /replace gym)	11,250,000
2	New Construction	K-8 Language Immersion Magnet – South	46,912,500
6	New Construction	New elementary to relieve Bain, Lebanon Road and Piney Grove elementaries	29,895,000
5	Classroom Addition	Sharon Elementary	7,875,000
2	Renovation	Renovate current E. E. Waddell campus to reopen as a Magnet High School	4,500,000
TBD	Replacement Facility	New office facility to relocate staff currently housed at Smith Family Center Canceled to focus bond on students.	
3	New Construction	New elementary to relieve Hidden Valley and Newell elementaries and J.W. Grier Academy	29,895,500
2	Renovation/Addition	West Charlotte High School	11,250,000
4	Replacement School	Shamrock Gardens Elementary (LI/TD)	29,895,000
4	Replacement School	Briarwood Elementary School	29,895,000
5	Renovation/Addition	South Mecklenburg High School	12,781,000
1	New Construction	New K-8 Language Immersion Magnet – North	46,912,500
3	New Construction	Specialty Exceptional Children Program at former Statesville Road site	20,250,000
2	New Construction	New high School to relieve Olympic High School	110,700,000
6	New Construction	New elementary to relieve Elon Park, Hawk Ridge, and Polo Ridge elementaries	29,895,000
3	Renovation	Comprehensive renovation to reopen (potential site for Secondary Montessori)	
3	Renovation	J.T. Williams continued renovation	13,500,000
TBD	Sustainment	Career and Technical Education Upgrades Phase 1	10,125,000

5 / 6	New Construction	New elementary to relieve Elizabeth Lane with replacement of Lansdowne to accomplish zoning requirements of Town of Matthews	29,895,000
2	Renovation/Addition	Northwest School of the Arts (replace classroom building B and classroom addition to support curriculum)	16,875,000
4	Renovation/Addition	East Mecklenburg High School (replace classroom Buildings A,C,D)	12,781,000
2	New Construction	New elementary to relieve Nations Ford, Sterling, and Steele Creek elementaries	29,895,000
1	Classroom Addition	Mountain Island Lake Academy K-8 conversion (gym specialty classrooms)	9,000,000
3	Renovation/Addition	Garinger High School (additional classroom capacity replace older areas)	13,781,000
2	Renovation	Lincoln Heights Elementary – reopen – option as Montessori or other Magnet	3,937,500
			\$798,223,000

- Next Steps

- Continue to align facility needs and educational standards, to the extent possible, with the Board of Education’s Goals and Guiding Principles for Student Assignment.
- Gain approval for the final capital improvement plan to inform a 2017 Bond Referendum.
- Shepherd approved Bond request through county’s review process.
- Inform public about projects and request for bond referendum.

Superintendent Clark reported the county has asked the agencies (CMS, Library, Parks and Recreation, etc.) seeking 2017 bond funding to complete the request by the first week of January. The Board of County Commissioners will have a Board Retreat the third week of January to begin evaluating the requests to determine a total dollar amount for all funding requests. Staff is asking the Board consider this item now in an effort to meet the timeline of the county. This will assist CMS in preparing for a timely and successful bond and provide adequate time to inform the community on the proposed projects.

Chairperson McCray thanked staff for the report and invited Board members to ask questions and provide comments. Board members Byers-Bailey, Lennon, Bailey, Dashew, Ellis-Stewart, Tate, and Jones and Student Advisor Wilson asked questions and provided comments. Superintendent Clark and Ms. Stamper provided answers to the questions.

- Thelma Byers-Bailey highlighted the E. E. Waddell parents are concerned the replacement school for the K-8 Language Immersion Program – South will have fewer classrooms than the current school and that will negatively impact the quality of the program. Parents believe the standard K-8 model does not fit the Language Immersion program and that also creates an equity issue. Waddell is a flagship program that works and the Board’s Guiding Principles focus on preserving programs that work. Superintendent Clark said the proposal for the two K-8 Language Immersion programs was introduced a year ago and the recommendation has not changed. The recommendation includes a fifty-four classroom core space and nine specialty classes for a total of sixty-three classrooms. The current K-5 program at Waddell needs thirty-six classrooms to replicate what they offer today. The recommendation has twelve additional core classrooms for middle school and the nine specialty classrooms and many of the students in the current program will transfer to the program in the north. The proposed plan may require teachers to float but teachers are floating in most every school in CMS. This will

help ensure every classroom is used every period of the day which makes CMS good stewards of the taxpayers' dollars. This recommendation is preserving and expanding programs that work and we are opening new seats. Superintendent Clark said Waddell is a flagship program in CMS and the nation and we are not compromising the quality of that program.

- Rhonda Lennon expressed concern about the limited magnet programs recommended for the north and the continued overcrowded conditions of the schools in the north. Ms. Lennon respects the proposed projects but it gives her heartburn because of the limited funding and projects recommended for District 1 (approximately \$56 million out of \$798 million) and that will not make the 200,000 voters in the north happy. Ms. Lennon is happy about the new K-8 school and the Mountain Island expansion but those are the only projects recommended for the north. The north has a lot growth and we need more projects and seats to accommodate that growth. This plan covers the next several years and it is disappointing that it only includes a limited number of new seats in the north. Superintendent Clark said during her *Superintendent Coffees* and visits with the community she talks about what is in and is not in the proposed Capital Improvement Plan. She has reminded the people in the north that the last two bonds had significant investments in District I and this plan also includes the Merancas campus at Central Piedmont Community College which will create 200 seats to relieve North Mecklenburg and Hough high schools and the Early College for Teachers is close to the north area and that may also relieve some seats. Some of the Phase I work will not ease the growth in District 1 but the proposed plan does create new seats for the north.
- Paul Bailey said District 6 will receive approximately \$100 million in projects and some projects coupled with District 5 will add another \$100 million. Staff has done an excellent job in assessing the innovation and existing issues and he will support the recommendation. It is important to ensure the community understands that these bonds are important for the entire county and for the bonds to pass we need the support of the community. The best investment we can make is for the education of our children and the proposed bond is focused on education and the children of the community.
- Saniye Wilson inquired about projects related to art and art schools and the reason the public speakers do not support the plan for Waddell. Superintendent Clark provided clarifying information noting several of the projects related to art were approved in a previous bond, the plan includes projects for schools with art programs, and highlighted information regarding the plan for the Waddell program in the south and north.
 - Elyse Dashew said she is a past Waddell parent and she has talked with many of the parents about the proposed plan. Ms. Dashew supports the recommendation and noted it provides sixty-three classrooms and not fifty-four as noted by the parents.
 - Thelma Byers-Bailey said to accommodate the needs of certain programs and the needs of the Waddell parents CMS should design a modified K-8 program with additional classrooms and that may alleviate the need for future additions or mobile units at a school to accommodate growth.
- Ericka Ellis-Stewart said CMS has a solid process for assessing facilities to determine the capital improvement needs for CMS. There may be some disagreement on the outcome of the projects based upon the rubric but it is important we talk with the community so they will understand how the projects were determined. The Capital Needs Assessment for CMS equates to approximately \$2 billion and that is a lot to accommodate the needs of our children. It is important that the BOCC and community support the proposed bond but that will only move the needle a little. As part of the AdvancED Accreditation process, CMS must make capital

improvements by a specific timeframe in order to maintain its accreditation. In addition, CMS must invest in its programs and facilities if we are going to continue to educate children and meet the growth of the community. Each year, CMS brings many new people to the county and we are worthy of investments in our schools. Ms. Ellis-Stewart asked the cost to add the additional classrooms (sixty-three to seventy-one classrooms) at Waddell? Ms. Stamper said approximately \$3 million per school for construction costs only and that does not include ongoing maintenance or staffing. Ms. Ellis-Stewart said families on the west side have expressed concern about the lack of projects in the west and the plan eliminated the project to renovate the athletic facilities at West Charlotte which was previously included. Ms. Stamper said the Capital Improvement Plan includes projects for athletic facilities for several schools but they were ranked as a lower priority. Staff did not get direction from the Board to add those athletic projects in the list of priorities. Ms. Ellis-Stewart noted that the West Charlotte families believe the projects for renovation and additions at West Charlotte should include the athletic facilities because those areas desperately need repairs. The Board or the Board's Facilities Committee should consider options to appropriate dollars outside of the bond process to expedite that project. Ms. Stamper said CMS has limited resources and there are several high schools that need upfits for their athletic facilities and they all want those projects expedited. CMS followed a rigid and structured process to determine the priority projects for the bond. Superintendent Clark said it has been shared with the chair of the Facilities Committee that CMS will have some additional dollars generated from the sale of CMS surplus property as early as January 2017 while a bond will not be available until November 2017. The revenue from surplus property must be used for capital need projects and those dollars will be an opportunity to complete smaller projects on the Capital Needs Assessment list. Our funding partners will be happy for CMS to use those funds to address improvements for our schools. Ms. Ellis-Stewart expressed concern that the replacement school for Lansdowne was elevated on the priority list because the Town of Matthews created a zoning ordinance regarding the placement of mobile units. CMS not putting mobile units in a particular area of the county because of zoning ordinances will create a slippery slope and an equity issue.

- Dr. Jones said if we limit the number of mobiles in the Town of Matthews then other segments of the county will also say they will not allow mobiles.
- Thelma Byers-Bailey expressed concern about how the Matthews project got jumped on the priority list and noted the West Charlotte community wants CMS to add \$8 million to the bond request to upgrade the athletic facilities at West Charlotte. Ms. Byers-Bailey said should this project be turned over to the Board's Facilities Committee, the committee would have to assess the athletic needs of the other schools to determine a priority list and West Charlotte may not be the priority. Superintendent Clark noted that adding upgrades to the West Charlotte athletic facilities to the proposed bond list would be allowing West Charlotte to jump up on the priority list. Staff, the Facilities Committee, and the Board would have to assess the projects to determine the neediest projects for the use of the revenue from the sale of surplus property.
- Tom Tate noted that CMS strives to meet the same building standards for all the schools regardless of their location but some areas do require different zoning ordinances and CMS must meet those requirements. CMS is running out of space to build new schools particularly in District 4 because it borders the Union and Cabarrus counties. At this time, CMS is not sure where some of the relief schools will be located. Mr. Tate said he will support the recommendation but it is concerning that the Board is asked to approve the relief schools even though we do not know where they will be located. There are many answers that are not

answered but we must act with a sense of urgency to get this moving. He understand that the Waddell parents want a school with seventy-one classrooms but he is not sure how that can be done because another project will have to be taken off the list. CMS is at the 11th hour and we must collaborate with the county in order to make a bond happen. The plan is not perfect but it does address issues throughout the county and it is better we move ahead with these projects. It is important to note the Board previously approved them April 2016.

- Ericka Ellis-Stewart asked the classroom standards for the K-8 schools voted on in 2012? Ms. Stamper will provide the Board the number of existing classrooms today and the number to be added. Ms. Ellis-Stewart said the county uses a different rubric to prioritize projects and it is important that the Board and staff work with the county to ensure the priority of the projects remain the same. When the county changes the priority of projects our parents are disappointed and believe CMS did not keep the promises they made. Superintendent Clark said she and Ms. Stamper are meeting with the county manager on January 5, 2017 and this point will be addressed.

Thelma Byers-Bailey moved that the Board add \$8 million for the West Charlotte athletic facility to the line item.

Chairperson McCray reported there is not a motion on the table and that is not an appropriate motion at this time.

Paul Bailey moved that the Board approve the proposed CMS Proposed Capital Improvement Plan and the 2017 Bond as presented by staff, seconded by Tom Tate, a Board discussion followed.

Chairperson McCray invited Board members to ask question and provide comments.

- Rhonda Lennon said classroom additions are the least expensive portion of a capital budget and to increase the classrooms at the Waddell programs in the north and south would cost approximately \$6 million. Ms. Lennon said that would be a good use of the funds from the sale of surplus property and she asked could staff proceed with plans to design those schools for the seventy-one classrooms knowing that the funding would be coming? Ms. Lennon would also support adding \$6 million to the proposed bond because that would give District 1 an additional six classrooms because District 1 did not have very many projects in the last bond. This would be a small investment to enhance and maintain the Waddell program. Ms. Lennon would recommend that CMS change the K-8 facility standard design for the Language Immersion Program.
- Chairperson McCray said she would not support that recommendation because it would be the Board cherry picking projects. There are K-8 schools in east Charlotte that are sorely lacking and those schools must be changed. CMS has K-8 schools sitting in schools designed as elementary facilities and those middle school students do not have the same access as the students in the schools designed as middle schools. The Board must talk about equity in the district and be about the equity in this district and do the right thing.

Thelma Byers-Bailey moved that the Board approve adding \$8 million to the line item 14 on the Proposed 2017 Bond regarding renovations for West Charlotte to replace the sports facilities. The motion did not receive a second and the motion died.

Chairperson McCray reported with no further Board discussion she called for the Board vote on the motion. The motion passed upon 7-1 voice vote of the Board.

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

Nay: Rhonda Lennon.

Absent: Eric Davis.

V. REPORT/INFORMATION ITEMS

A. Report on Budget Amendments for October 2016

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

As required by the FY 2016-2017 Budget Resolution, Section IV, adopted August 9, 2016, a report of budget amendments shall be made to the Board of Education on a monthly basis.

Fiscal Implications:

Fiscal Year 2016-17 Other Operating Revenue increased by \$338,428

Fiscal Year 2016-17 Other Operating Expenditures increased by \$338,428

Chairperson McCray called upon Ann Clark to present Budget Amendments for October 2016. Superintendent Clark reported this is the monthly report and as presented.

B. Report on Financial Statements for October 31, 2016

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

Section 115 C-436 of the North Carolina School Budget and Fiscal Control Act requires the Finance Officer to present statements of the financial conditions of the local school administrative unit to the Board and the Superintendent.

Chairperson McCray called upon Ann Clark to present the Report on Financial Statements for October 31, 2016. Superintendent Clark reported this is the monthly report and as presented.

C. Report on Capital Project Ordinances for October 2016

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

As required by the FY 2016-17 Budget Resolution, Section IV, adopted August 9, 2016, a report of the budget amendments shall be made to the Board of Education on a monthly basis.

Fiscal Implications;

Fiscal Year 2016-17 Other Capital Outlay Revenue increased by \$33,267,072

Fiscal Year 2016-17 Other Capital Outlay Expenses increased by \$33,267,072

Chairperson McCray called upon Ann Clark to present the Report on Capital Project Ordinances for October 2016. Superintendent Clark reported this is the monthly report and as presented.

D. Management Oversight Report on Academic Programs: Programs for Exceptional Children and School Options and Innovation

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 Programs. Superintendent Clark reported last year the Board asked that the Management Oversight Report on Academic Programs be presented in segments. The Academic report will be presented to the Board in three separate reports. Tonight the Board will receive the Exceptional Children and School Options and Innovation which includes the Career and Technical Education Program. The Board will receive the other two reports in January and April. Superintendent Clark called upon Brian Schultz, Chief Academic Officer, to present the report. Brian Schultz reported this will be the first of a series of presentations. The report on English Language Services and Student Services will be presented in January and the report on Learning and Teaching in April. Mr. Schultz highlighted information regarding The Office of Academics.

- Vision: The Office of Academics serves the unique learning needs of all students by providing access to quality instructional programming and delivery. As a result, we are preparing our graduates to make significant contributions that positively impact the social and economic well-being of the workforce and community.
- Mission: The Office of Academics serves to produce a positive impact on student learning by ensuring quality interactions between teachers, students, and content.
- Goals:
 - All students are reading on or above grade level to foster success in all content areas.
 - CMS Academics possesses a culture of collaboration within and across all divisions, departments, schools and community to maximize student learning. Academics is the core business of the work and has an impact on every department in CMS.
 - Integrate cultural proficiency and social-emotional learning into district-guiding instructional practices and priorities.
 - Each student has equitable access to personalized learning to ensure career-and college-readiness.
- Successes and Improvements:
 - Successes: Alignment, Results, Development of Pathways.
 - Opportunities: Achievement Gaps.

Gina Smith, Assistant Superintendent Exception Children, presented information on Programs for Exceptional Children.

- Programs for Exceptional Children:
 - Individuals with Disabilities Education Act (IDEA): Special education students are general education students first. The best predictor of academic success for students with disabilities is the effectiveness of instruction in the core.
- Current Opportunities for Students with Disabilities:
 - Standard Course of Study.
 - Extended Content Standards.

- Students: As of December 2015, CMS served 14,002 students or 9.3% of students in the district. Of the students with Individual Education Plans (IEPs), 63% are served at the regular level of service which means they spend 80% or more of the day with general education peers.
- Programs for Exceptional Children Vision and Mission:
 - Vision: Programs for Exceptional Children positively impact academic and social outcomes for students with disabilities so they can be productive citizens.
 - Mission: Programs for Exceptional Children promote success for students with disabilities, their families, staff and community to achieve post-secondary outcomes.
- Goals: The Department is always seeking ways to better serve students.
 1. Student Achievement: This work is supported by instructional programming and operational processes. Cross-departmental collaboration is critical to its success.
 2. Postsecondary Outcomes: CMS is closing the graduation rate gap between all CMS students and students with disabilities. CMS has increased the focus on creating opportunities for community partnerships and employable students through community agencies.
 3. Service Provider Recruitment and Retention: Despite local and national special education teacher shortages, the gap between Exceptional Children teacher retention and CMS teacher retention is minimal. The Department values input from stakeholders and seeks input on their experiences in the CMS schools. We strive to listen to the voices of staff in Central Office, general education teaches, Exceptional Children teachers, and parents. In a recent parent survey, 700 parents responded and provided value insight. The majority of the parents indicated they would recommend the CMS Exceptional Children services to families or friends.

Akeshia Craven-Howell, Assistant Superintendent of the Office of School Options, Innovation, and Design, provided information on School Options and Innovation Department.

- School Options and Innovation:
 - Unified Vision: All students in CMS will have equitable access to a districtwide portfolio of options defined by innovative and relevant schools models, themes, and programs of study.
 - Mission: Support schools to design, establish, and sustain:
 - The innovative theme-based education, promoting student interests, learning, and instruction (magnet programs).
 - Career-based programs of study and experiences, accelerating students toward college and career attainment, persistence and success (Career and Technical Education).
 - Organization: Department includes Magnet Schools and Programs, Career and Technical Education, and Curriculum and Instruction.
- 2016-2017 Career and Technical Education (CTE):
 - Professional Capacity: Area of focus is to increase the capacity of school-based CTE personnel (teachers and coordinators). Success metrics include student outcomes and End of Course exams and districtwide principal survey response related to instructional practice of CTE teachers and role of instructional coordinators and career development coordinators.
 - Work-Based Learning: Area of focus is to systematize the CTE work-based learning continuum 6th - 12th grades. Success metrics include percentage of middle school students earning a CTE core competency badge and percentage of high school students participating in work-based learning opportunities.

- College and Career Attainment: Area of focus is to shift from college and career ready to college and career attainment. Success metrics include increase number of CTE concentrators and increase the number of CTE students and CTE concentrators graduating with a second certification.
- Ongoing Work: Partner with Technology Services to ensure high level of service. Work with three CMS high schools (West Mecklenburg, West Charlotte, Harding University) to implement ‘wall-to-wall’ CTE and small learning communities. Collaborate with Advanced Studies to grow the International Baccalaureate Career Certificate programs in CMS. Rebrand and update CTE messaging as a part of overall school options marketing and communications effort.

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

- Dr. Ruby Jones asked the number of Special Behavior Support classes and is the makeup mostly black males? Ms. Smith said CMS has approximately sixteen classes and there is an effort to reduce the disproportionality of those classrooms. CMS strives to integrate those students into the general education program and to treat their mental health and behavioral needs and allow them to transition to the mainstream schools. Dr. Jones hopes the number of black males in the Special Behavior Support classes is reducing and commended the department on the great work and improvements in Career and Technical Education in the past year.
- Paul Bailey commended the increase in the number of students participating in work-based learning experiences at employer locations (468 in 2014-2015 compared to 1,582 in 2015-2016). Ms. Craven-Howell noted that is a function of matching students with employers and students committing to the 135 hours. In addition, CMS expanded the criteria for work-based learning.
- Ericka Ellis-Stewart asked the number of students who graduate with an Endorsement to their diploma in the five options of Career, college, college UNC, North Carolina Academic Scholars, and Global Language? Each year, CMS must report this information to the state and this has not been broken out in previous reports. What is the impact of a CMS ‘endorsement’ compared to a ‘credential’ on the CMS diploma and how does that contribute to the value of the CMS diploma? Superintendent Clark said the information will be included a Board update and the information can be reported in the next Academic Program report.
- Chairperson McCray asked regarding the implementation of the Wall to Wall at West Mecklenburg, West Charlotte, and Harding University high schools, she hopes staff is providing support to feeder middle schools to ensure those students will be successful when they transition to high school. Ms. Craven-Howell said staff is working with the learning communities and the principals and initiatives have included increasing technology at some schools and implementing programs (Project Lead the Way) to prepare middle school students because this will help make the high school programs strong. Chairperson McCray asked the industry concentrators obtained industry credentials? Ms. Craven-Howell said the vast majority received WorkKeys Silver or better and Microsoft related credentials. Chairperson McCray asked the things CMS is doing differently this year to ensure Exceptional Children in 8th grade to be successful compared to ten-years ago? Ms. Smith provided information noting that staff works with students to ensure they are prepared and specifically in the 8th grade as they transition to high school. Part of the 8th grade process includes determining if the student

should be on the diploma track or participate in occupational course of study program. Staff continues to seek the best way to support students in the earlier grades so they will be prepared for the next grade level.

VI. REPORT FROM SUPERINTENDENT

Ann Clark reported on the following:

- *Superintendent Coffees*: Superintendent Clark will host events at Elizabeth Traditional on December 15th; Devonshire Elementary on December 19th; and Hawk Ridge Elementary on December 20th. Conversations will include Teacher Pipeline, Student Assignment – Phase I and Phase II, and Capital Improvement Plan.

VII. REPORT FROM BOARD MEMBERS

Chairperson McCray opened the floor to Board member comments and asked members to not hold the floor for more than ten minutes.

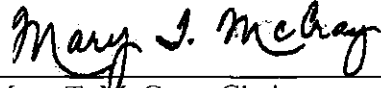
- Dr. Ruby Jones highlighted the Early College Teaching Program at UNC-Charlotte and commended Superintendent Clark for promoting the vision of this initiative.
- Rhonda Lennon congratulated the students on the Hough High School Men's Soccer Team for placing in the State Final Four which is a big accomplishment and congratulated student, Evan Ashbrook, for being named North Carolina Soccer Player of the Year and named All American. Ms. Lennon invited everyone to join her and CMS students at a Career Leadership Academy for Youth (CLAY) event hosted by the new Good Will Center located on Wilkerson Boulevard on December 15, 2016. This is a great program that works with our youth.
- Thelma Byers-Bailey enjoyed attending the celebration at Olympic High School on November 30th in which Bosch Rexroth presented \$32,000 in grants to several CMS schools.
- Ericka Ellis-Stewart reported the National School Boards Association and Council of Urban Boards of Education (CUBE) will host an Equity Symposium on January 28, 2017 and she hopes Board members will attend the event. Ms. Ellis-Stewart also noted that today is the 5th anniversary in which she and Mary McCray were sworn in as Board of Education members. Ms. Ellis-Stewart gave a hardy welcome to the Board's newest member Saniye Wilson.
- Elyse Dashew acknowledged the passing of Harold Haworth who was a true champion of children and advocate for education. He was a friend, advisor, and mentor and he will be missed.
- Mary McCray thanked Superintendent Ann Clark for a great State of Our Schools report and commended the impressive students who spoke at the event.

ADJOURNMENT

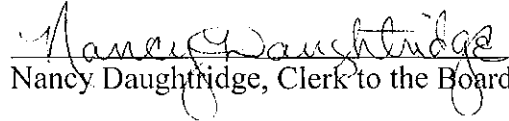
Chairperson McCray called for a motion to adjourn the Regular Board meeting.

Upon motion by Rhonda Lennon that the Board adjourn the Regular Board meeting, seconded by Thelma Byers-Bailey, the motion passed upon 8-0 voice vote of the Board. Eric Davis was absent.

The Regular Board meeting adjourned at 9:40 p.m.



Mary T. McCray, Chairperson



Nancy Daughtridge, Clerk to the Board