

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



Charlotte, North Carolina

September 23, 2014

**CLOSED SESSION  
of the  
CHARLOTTE-MECKLENBURG BOARD OF EDUCATION**

The Charlotte-Mecklenburg Board of Education held a Closed Session meeting on September 23, 2014 for following purpose:

- 1. To discuss student information that is privileged, confidential and not a public record as set forth in Title 20, Section 1232g of the United States Code and Section 115C-402 of the North Carolina General Statutes,**
- 2. To consider certain personnel matters, and**
- 3. 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), (3), and (6) of the North Carolina General Statutes.**

The Closed Session began at 5:05 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. Joyce Davis Waddell, District 3  
Tom Tate, District 4  
Eric C. Davis, District 5

**Absent:** Paul Bailey, District 6

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

Chairperson McCray called the Closed Session meeting to order at 5:05 p.m. to discuss confidential student and personnel matters.

[REDACTED]

Confidential Personnel Matters

1. George Battle provided the Board with an overview of the reorganization of the Legal Department. The recommendation included rationale to operate more efficiently with less financial impact on the District. The Legal Department currently has a vacant associate general counsel position and the recommendation will take a portion of that salary and distribute it among key positions in the Legal Department to make their salaries more competitive with market trends and return a portion to the District. Mr. Battle's responsibilities include being accountable for the operations of the Legal Department and retention and recruitment of the legal team. In these tough budget times, this is an opportunity to explore methods to retain the quality employees in the Legal Department and give them opportunities to expand their responsibilities. The scope of the reorganization includes expanded responsibilities and additional hours for the individuals which will result in cost efficiency and lessen the need for outside counsel services. The recommendation will not impact Mr. Battle's salary because that is dictated by the Board of Education and it will not impact the administrative assistant positions because their salaries were recently significantly adjusted through Human Resources. Mr. Battle provided an overview of the legal team that will be impacted, areas of practice/expanded responsibilities, and adjustment in salary.

Mr. Battle reported this proposal is lawful and does not require a Board vote but he would like for the majority of the Board to sign-off on the recommendation. Dr. Morrison reported he supports the recommendation. A Board discussion followed.

Following a Board discussion, Board members McCray, Morgan, Ellis-Stewart, Lennon, Byers-Bailey, Waddell, and Tate support the recommendation. Eric Davis was opposed. Paul Bailey was absent.

[REDACTED]



**ADJOURNMENT**

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

The Closed Session meeting adjourned at 6:10 p.m.

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Mary T. McCray, Chairperson

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Nancy Daughtridge, Clerk to the Board