

**Meeting Minutes
January 8, 2026**

**MINUTES OF MECKLENBURG COUNTY, NORTH CAROLINA
BOARD OF COUNTY COMMISSIONERS**

The Board of Commissioners of Mecklenburg County, North Carolina and the Charlotte-Mecklenburg Schools (CMS) Board of Education, met in Special Meeting Session for a Joint Meeting at Valerie C. Woodard Center, 3205 Freedom Dr Ste 1000, Charlotte, North Carolina at 4:02 p.m. on Monday, January 8, 2026.

ATTENDANCE

Present: Chair Mark Jerrell, Vice-Chair Leigh Altman
and Commissioners George Dunlap, Arthur Griffin,
Vilma D. Leake, Laura J. Meier, Elaine Powell,
Susan Rodriguez-McDowell, Yvette Townsend-Ingram
County Manager Mike Bryant
County Attorney Tyrone C. Wade
Clerk to the Board Kristine M. Smith
Deputy Clerk to the Board Arlissa Eason

Absent: None

Also in Attendance: *Crystal Hill (CMS Superintendent), André F. Mayes (attorney), CMS Board of Education: Stephanie Sneed (Chair), Gregory “Dee” Rankin (Vice-Chair), Lenora Shipp, Liz Monterrey Duvall, Rev Dr. Monty Witherspoon, Charlitta Hatch, Shamaïye Haynes, Cynthia Stone, and Anna London.*

CALL TO ORDER

The meeting was called to order by Chair Mark Jerrell, which was followed by introductions, Pledge of Allegiance to the Flag and the reading of the FY2026 Board Budget Priorities.

26-0011 JOINT MEETING BETWEEN MECKLENBURG COUNTY BOARD OF EDUCATION

Background: A joint meeting was held between the Mecklenburg County Board of Commissioners and Charlotte-Mecklenburg Board of Education to discuss matters of mutual interest.

CMS Superintendent Dr. Crystal Hill, County Manager Michael Bryant, gave opening remarks.

Mecklenburg County Community Collaborative – Quality of Life Indicators

Director of Strategy and Innovation Michael Griswold gave the presentation along with County Manager Bryant and Superintendent Hill.



Quality of Life Collaborative (QLC)

BOCC – BOE Joint Meeting

January 8, 2026



Quality of Life Collaborative (QLC) *Better Together*

- QLC was co-hosted by CMS Superintendent Dr. Crystal Hill, City Manager Marcus Jones, and County Manager Mike Bryant
- Convened 35+ public, private, and nonprofit organizations around Quality of Life Indicators
- Quality of life issues are complex, interconnected, and require coordinated cross-sector action
- Identified shared focus areas and strategies to improve Quality of Life in Charlotte-Mecklenburg



2

QLC Participants

Organizations		
Advocate Health	Bank of America	Central Piedmont Community College (CPCC)
Charlotte Center City Partners	Charlotte Regional Business Alliance	Charlotte Works
Charlotte-Mecklenburg Schools (CMS)	City of Charlotte	Crisis Assistance Ministry
District Attorney's Office	Faith Memorial Missionary Baptist Church	Foundation For The Carolinas
Inlivian	Knight Foundation	Local Initiatives Support Corporation (LISC)
Mecklenburg County Government	Novant Health	Nourish Up
Roof Above	Town of Cornelius	Town of Davidson
Town of Huntersville	Town of Matthews	Town of Mint Hill
UNC Charlotte's Urban Institute	United Way of Greater Charlotte	

Additional partner engagement:

Participants recommended expanded engagement with Charlotte-Mecklenburg Police Department (CMPD) Chief Patterson

3

QLC Focus Areas



4

The Value of the Education Profession

Focus Area Participants

- Beth Thompson, Charlotte-Mecklenburg Schools (CMS)
- Dr. Kandi Deitemeyer, Central Piedmont Community College (CPCC)
- Melia James, Town of Matthews
- Joe Bost, UNC Charlotte

Draft Strategy

- 1 Frame educators as community and economic-capacity builders
- 2 Promote educators as respected high-skill professionals

5

Support, Resources, Compensation, and Incentives for Educators

Focus Area Participants

- Dr. Crystal Hill, Charlotte-Mecklenburg Schools
- Adrian Cox, Mecklenburg County Government
- Pastor Dennis Williams, Faith Memorial Missionary Baptist Church
- Lauren Woodruff, Bank of America
- Dr. Monica Allen, City of Charlotte

Draft Strategy

- 1 Establish a housing program for educators that addresses the continuum of housing needs through both rental and downpayment programs
- 2 Establish a marketing and communications strategy that clearly articulates the value educators bring to the community

6



QLC Feedback

Collaborative Cards

- Strong support for cross-sector collaboration
- Build on momentum with quick, visible wins
- Clear roles, structured strategy, and transparent communication with regular updates
- Positive energy and commitment to excellence

7

Next Steps

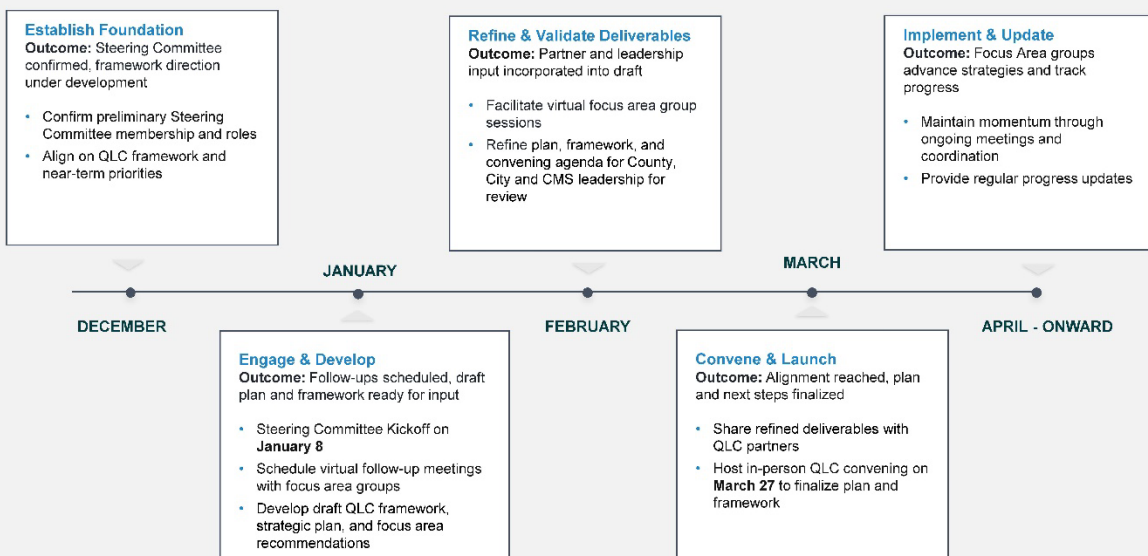
1. Stand up QLC operating framework to carry strategic planning work forward and sustain collaboration
 - Confirm preliminary QLC Steering Committee
2. Conduct February virtual focus area group follow-ups
 - Share draft framework and strategic plan for partner input
3. Align with leadership on deliverables and in-person convening design (*County, City, CMS*)
4. Host convening on March 27 to finalize framework, plan, and next steps with QLC partners

Preliminary Steering Committee Members

Name	Organization
Michael Griswold	Mecklenburg County
Dr. Monica Allen	City of Charlotte
Beth Thompson	Charlotte-Mecklenburg Schools (CMS)
Dr. Lori Thomas	UNC Charlotte Urban Institute
Lauren Woodruff	Bank of America

8

QLC Timeline



9



Examples of Q.O.L. Collaborative Initiatives

Identify opportunities to swap land and facilities to address gaps in service delivery

Improve coordination of youth workforce development programs

Enhance collaboration for summer youth programs

Explore options to increase teacher pay to a livable wage



How are teacher salaries determined

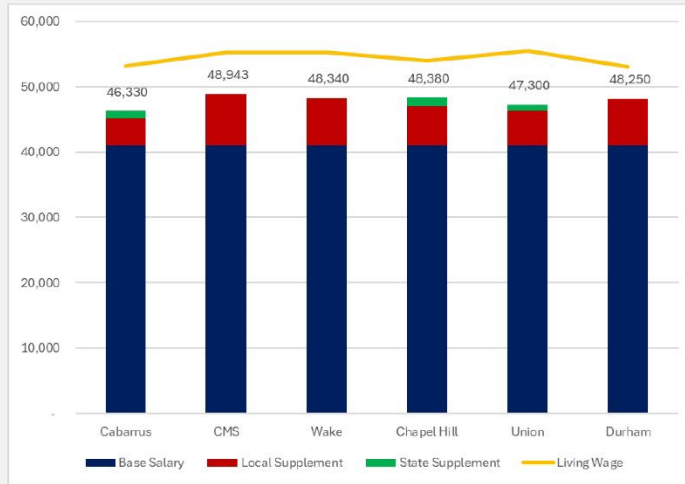
All teachers in North Carolina earn a **state determined and funded** base salary based on the North Carolina Teacher Salary Scale.

All teachers in North Carolina earn a **state determined and funded** teacher supplement in addition to their base salary except teachers who work in Charlotte-Mecklenburg, Wake County, Guilford County, New Hanover, Buncombe, Asheville City, Forsyth and Durham County.

Overwhelming majority of teachers in North Carolina earn a **locally determined supplement** funded by the local board of county commissioners.

Some teachers in North Carolina earn **an additional local supplement** as determined by districts that may have taxing authority or local government.

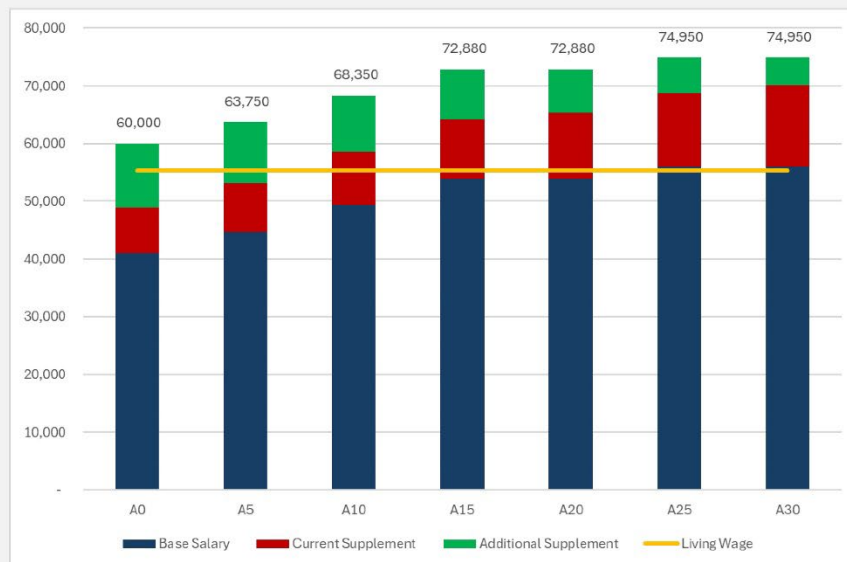
FY2026 Beginning Teacher Wages vs Living Wage



Living Wage by County	
Cabarrus	53,269
CMS	55,307
Wake	55,286
Chapel Hill	53,976
Union	55,474
Durham	53,144

*Living wage total is based on 1 person working, no children working 2080 hours a year. Rates can be found at [MIT Living Wage Calculator](#)

Multi-Year Goal: Align Teacher Pay Above Living Wage



Living Wage for Mecklenburg County is \$ 55,307

*Living wage total is based on 1 person working, no children working 2080 hours a year. Rates can be found at [MIT Living Wage Calculator](#)

Comments

Board Member Haynes asked where the community involvement landed. *County Manager Bryant said they had representatives from the community who were not necessarily affiliated with the organizations but there as a resident of the County.*

Board Member Shipp said she appreciated the mention of enhancing summer youth programs and asked how they could make that happen. She said they were looking at various ages and asked what they were thinking about enhancing the programs. *County Manager Bryant said it was about more coordination and ensuring they had a more robust program. He said there were so many opportunities to ensure the programming responded to the needs and provided support while ensuring youth remained on the right track. He said they believed if they could come together, they could put together a program that offered a variety of services to do just that. He said, though it wasn't just about money, they would be able to save so they weren't investing and providing programming for the same students, and it would give them more oversight to ensure the programs aligned with some of the quality-of-life indicators they had identified.*

Board Member Monterrey-Duvall asked what the plan was to turn the ideas into reality. She asked if there were dollars assigned or a timeline yet. *County Manager Bryant said the City, County, or CMS clearly could not fund it alone but there was a common interest in the goals being*

Meeting Minutes January 8, 2026

identified, which was why they had the philanthropic community attending the meetings. He said the community partners were at the table to let them know there were opportunities to contribute. He said they had to do something, and the commitment was there.

Board Member Monterrey-Duvall said if the asks were quantified, it would be easier to get the funding. *County Manager Bryant said they were in the process of designing the framework and metrics before they could determine a quantified ask.*

Board Member Stone said as they considered the cost of living and the impact on affordable housing for educators, including personal childcare costs and rising healthcare costs greatly impacted teachers which was causing the teachers to leave. She said the increased costs outweighed their income.

Board Member Sneed asked for clarification regarding the timeline and said it was important that they were intentional in reaching out. She said she was interested in knowing what strategies were being used to ensure they had a robust participation. *Mr. Griswold said, when they mentioned scheduling follow up meetings with the focus groups, those were the individuals that participated in the original focus areas at the convening.*

Board Member Sneed asked if there was an opportunity for those that would be impacted the most to participate. *Mr. Griswold said they could discuss that as they moved forward but they were still developing the draft strategies.*

Board Member Haynes said she wanted to get to where the community landed, in terms of the plan development itself. She said they previously established plans before the end customer got the chance to vet it out and they ended up doing things to people instead of for people. She said she was hoping the community could be a part of the plan instead of just seeing the end result.

Board Member London asked if there as an opportunity to potentially look at increasing the number of opportunities provided to youth or for students to receive career connected learning for students in high school.

Commissioner Griffin said similar conversations occurred about once every 10 years. He said, before they fixed the problem, they must identify the problem with specific objectives. He said the philanthropic community had always been at the table when the programs were initiated but he was not sure where they went after, and the public sector had to pick them up. He said they should look back to see what had been done in the past.

Commissioner Rodriguez-McDowell asked for clarification regarding the goal of getting to living wages for teachers. She requested Superintendent Hill to clarify her comments regarding her commitments within her budget. *Superintendent Hill said the State was responsible for base salaries and the BOCC helped CMS support them with the supplement. She said, for the previous two years, CMS made realignments to their current operating budget to meet their needs. She said they looked at their current budget to see what they had that was not yielding the highest results to repurpose that funding to the increase teacher supplement. She gave a brief description of the first two slides in the presentation.*

Commissioner Dunlap said he would be installed as the National President of Counties in July, and he would focus on youth and youth balance. He said the discussion was aligned with what he wanted to do, and he was excited about it. He said he looked forward to collaboratively working to improve the lives of their youth.

Commissioner Powell said the State did not cover about \$430 million in the previous year in operational support. She said the County was filling a gap that the State was not providing. She said she appreciated the focus on collaboration. She said she was concerned with the mention of land swapping. She said she was unaware of any significant pieces of land that were land banked for that specific purpose. She said they needed energy and commitment from the City regarding the rezonings. She asked where they were going to put the extra schools and fire stations because

Meeting Minutes January 8, 2026

there was a limited amount of land left. She said she hoped they could do a lot more in predevelopment.

Commissioner Leake said it was good to know that the public was taking awareness to the issue of teacher pay. She said teacher salary had been a problem over the years. She said Teach for America paid 12.5% more for teachers than teachers in the classroom. She said people in Northern states would retire and moved to North Carolina to work. She said they were seasoned teachers who would receive both their retirement pay as well as salary from North Carolina.

Commissioner Meier asked if land swaps included sports fields. She said she could not believe they were not paying a living wage and asked if other counties were. She said the public needed to understand that it was not just a County issue, it was a State issue as well. She said the State was failing them and the press needed to talk about it. *County Manager Bryant said the land swap conversations were only just beginning. He said they had joint and individual meetings with the associations mentioned regarding access and addressing gaps in services within the community.*

Superintendent Hill said other counties were not meeting the living wage, especially the counties comparable to Mecklenburg County. She said it was not germane to Mecklenburg County; it was the entire State. She said the North Carolina beginning teacher base salary for 2024-2025 was \$41,000. She said that was lower than Mississippi, Georgia, Alabama, Kentucky, West Virginia, South Carolina, and Tennessee.

Commissioner Townsend-Ingram asked how County partners were selected. She asked if they selected the same ones every time. She said if they were surveying only the people that were already there, they were missing a huge portion of people that wanted to provide input, including the County Commission and Board members. She said their questions could influence the platform they were building on. She asked what the cross-sector communication plan and the international destination plan was. She said there had to be parity and equity. She asked if the Quality-of-Life explorer matched with the quality of life in Mecklenburg County. She requested a communication plan and calendar and asked what went wrong and what went right with their best practices. *County Manager Bryant said the County was intentional with whom they selected while trying to maintain a good healthy balance that would allow them to work through the exercise, so it was within a manageable size. He said they had 40 people, and it would be challenging with more.*

County Manager Bryant said, when he went on his listening tour, he met with CEOs and presidents from different sectors, and he told them he was going to host a Quality of Life collaborative and asked if they would like to partner and support it. He said, just because they were planning for the second meeting, it did not mean they would not engage others as well. He said the topics they were discussing and the goals identified aligned to the Board priorities. He said it was inclusive in community input in the form of community engagement. He said at some point you had to have the administrators in a room to sort through and identify strategies to bring forward for the Board to weigh in before finalizing.

County Manager Bryant said they had to start from somewhere and it was all tied to a balanced scorecard. He said the Board received three updates on the scorecard, and they kept the work in front of the Board. He said their intent was not to close people off but to come together and be productive and get the product in place.

Mr. Griswold said for both the education focus areas, there were strategies that spoke to the need for public communication regarding the value of the profession.

Commissioner Altman said she appreciated the collaboration between the CMS chair and County Manager Bryant for their collaboration and said, to achieve full funding three years running was an accomplishment. She said she wanted to recognize the Chair of the County Commissioner and the School Board Chair for their collaboration. She said the taxpayers needed to understand the County had to fill a \$429 million gap left by the state in the previous year. She asked CMS if they

Meeting Minutes January 8, 2026

had an estimate of what it would take to bring teachers' pay up to a living wage. She said she appreciated the aspects of improved coordination regarding youth workforce development programs. *Superintendent Hill said she wanted to ensure they knew CMS would never ask the County for the amount it would take to get teachers up to a livable wage. She said she would continue to ask for roughly 5% every year for the next 5 years. She said they planned on looking internally to figure out how they could redirect and come up with a number.*

CMS Chief Financial Officer Kelly Klutts said it would cost roughly \$114 million to get teachers up to livable wage and \$23 million a year over a five-year period. She said CMS normally only asked for \$8-\$9 million.

County Manager Bryant said whatever that amount would be to move closer to a livable wage, the Board had to be mindful that it would be one-time funding. He said it is known that the County couldn't afford to fill the gap. He said the State still had the responsibility to fully fund teacher pay and whatever solutions they came up with would be temporary.

Chair Jerrell said they were in a \$429 million deficit just for education. He said, with respect to the multiyear goal, it was only as of present, and it did not factor in several years ahead. He said they had to take that into consideration as they looked at the numbers.

Chair Jerrell asked if they had any historical precedent of a shared budget responsibilities between the three entities. He said, when they looked at the way they were moving, Better Together was amazing. He said the alignment of their legislative agendas to lobby Raleigh was going to be critical for them to bring their resources together with those agendas. He said Mecklenburg County was 23% of the economic engine for North Carolina and coming together would be critical. He said he would love to discuss coming together. *County Manager Bryant said he was not familiar with a collaboration between the three entities.*

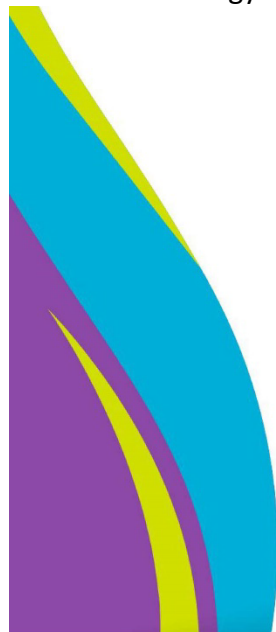
Commissioner Griffin said Chapel Hill and Carboro were cities that chipped in, and they should invite the City to the conversation. *County Manager Bryant said he believed the City Manager would agree.*

Commissioner Rodriguez-McDowell asked if they could put the \$114 million into cents for property tax. *County Manager Bryant said it would be roughly 3.8 cents more.*

CMS Board Chair Sneed said Chapel Hill and Carboro did not have the ability to contribute independently and had to seek approval through State legislature to do that.

Charlotte-Mecklenburg Schools SY24-25 Academic Outcomes

CMS Chief Strategy Officer Beth Thompson gave the presentation



Charlotte-Mecklenburg Schools Academic Outcomes FY24-25

Beth Thompson, Chief Strategy and Innovation Officer

Endless possibilities

Accessing Data

2024-25 End of Year Data State Website	2024-25 End of Year Data CMS Website	2025-26 Goal Monitoring CMS Website
		



2025-26 Monitoring Reports on District Goals

- Goal 1: K-2 Literacy
- Goal 2: 3-8 Literacy
- Goal 3: Math I
- Goal 4: Post-Secondary Readiness

August 2025	September 2025	October 2025	November 2025	December 2025	January 2026
Goal 4 4.1 + 4.2 (Interim) 2024-25 Projection	Goal 2 (All, 3-5) Annual Target (EOY) 2024-25 Actual	Goal 3 (All, MSI) Annual Target (EOY) 2024-25 Actual	Goal 4 (All) Annual Target (EOY) 2024-25 Actual	Goal 1 1.1 (Interim) 2025-26 Benchmark 1)	Goal 1 1.2 & 1.3 (Interim) 2025-26 Benchmark 1)
Goal 1 (All) Annual Target (EOY) 2024-25 Actual	Goal 2 (All, 6-8) Annual Target (EOY) 2024-25 Actual	Goal 3 (All, HSI) Annual Target (EOY) 2024-25 Actual			Goal 2 2.1 (Interim) 2025-26 Benchmark 1)
February 2026	March 2026	April 2026	May 2026	June 2026	July 2026
Goal 2 2.2 (Interim) 2025-26 Benchmark 1)	Goal 3 3.2 (Interim) 2025-26 Benchmark 1)	Goal 1 1.1 (Interim) 2025-26 Benchmark 2)	Goal 2 2.1 (Interim) 2025-26 Benchmark 2)	Goal 3 3.1 (Interim) 2025-26 Benchmark 2)	
Goal 3 3.1 (Interim) 2025-26 Benchmark 1)	Goal 4 4.1 + 4.2 (Interim) 2025-26 Semester 1)	Goal 1 1.2 & 1.3 (Interim) 2025-26 Benchmark 2)	Goal 2 2.2 (Interim) 2025-26 Benchmark 2)	Goal 3 3.2 (Interim) 2025-26 Benchmark 2)	



North Carolina State Accountability Model

School Performance Grades Elementary/Middle Schools	School Performance Grades High Schools
EOG Scores: Reading, Math*	EOC Scores: English II, HS Math, Biology*
EOC Scores: Math 1*	Graduation Rate
EOG Scores: Science (Grades 5 & 8)*	ACT/ACT WorkKeys
English Learner Progress	Math Course Rigor
Growth (Reading, Math & Science)	English Learner Progress
	Growth (English & Math)
Participation	



* Grade Level Proficiency (Level 3, 4 or 5)

2024-25 Headline Results: Grade Level Proficiency

Charlotte-Mecklenburg Schools
**outperformed North Carolina
in overall grade level proficiency**
with significant increases in
Reading Grades 3-8 (+5.2%)
Math Grades 3-8 (+4.6%)
Math III (+8.2%)



2024-25 Headline Results: Growth

156 (89.1%)
Charlotte-Mecklenburg
schools met or exceeded growth,
highest number and percent in
Charlotte-Mecklenburg
Schools history



2024-25 Headline Results: Growth

115 (65.7%)
Charlotte-Mecklenburg
schools exceeding growth,
highest number and percent in
Charlotte-Mecklenburg
Schools history



2024-25 Headline Results: Growth Compared to NC Districts

#10 of 115

public school districts in North Carolina
for % of schools meeting or exceeding growth,
highest ranking in Charlotte-Mecklenburg
Schools history



2024-25 State Accountability Model: Exceeded Growth

<ul style="list-style-type: none"> Albemarle Road Elementary* Albemarle Road Middle** Allenbrook Elementary* Ardrey Kell High School**** Ashley Park PreK-8 School* Bailey Middle**** Bain Elementary* Ballantyne Elementary* Barnette Elementary* Berewick Elementary* Berryhill Elementary* Beverly Woods Elementary* Brianwood Elementary* Carmel Middle * Central Piedmont Early College** Chantilly Montessori** Charlotte East Language Academy* Charlotte-Mecklenburg Virtual** Collinswood Language Academy* Community House Middle**** Cornelius Elementary* Cotswold IB Elementary* Coulwood STEM Academy**** Croft Community School** Crown Point Elementary* Davison K-5 School** Devonshire Elementary* Dilworth Elementary; Latta Campus* Druid Hills Academy** 	<ul style="list-style-type: none"> East Mecklenburg High School* Eastover Elementary* Eastway Middle** Elizabeth Lane Elementary* Elizabeth Traditional Elementary** Elon Park Elementary* Endhaven Elementary** Governors' Village STEM (Lower)* Governors' Village STEM (Upper)** Grand Oak Elementary* Hawk Ridge Elementary**** Hickory Grove Elementary** Highland Creek Elementary* Highland Mill Montessori* Highland Renaissance Academy**** Huntersville Elementary* Idlewild Elementary** Independence High School*** Jay M. Robinson Middle**** Joseph W. Grier Academy* Kennedy Middle** Knights View Elementary* Lake Wylie Elementary* Lebanon Road Elementary** Long Creek Elementary* Mallard Creek Elementary** Mallard Creek High* Marie G. Davis* 	<ul style="list-style-type: none"> Martin Luther King Jr. Middle* Matthews Elementary*** McClintock Middle** McKee Road Elementary* Mint Hill Elementary* Mint Hill Middle* Montlaire Elementary* Mountain Island Lake Academy* Myers Park High**** Myers Park Traditional Elementary* North Academy of World Languages** North Mecklenburg High School**** Northridge Middle School* Northwest School of the Arts* Oaklawn Language Academy* Olde Providence Elementary* Olympic High School** Palisades High School*** Palisades Park Elementary**** Parkside Elementary* Paw Creek Elementary**** Phillip O. Berry Academy of Technology* Piedmont IB Middle* Pineville Elementary*** Pinewood Elementary** Polo Ridge Elementary* Providence High School**** Providence Spring Elementary* Rama Road Elementary* 	<ul style="list-style-type: none"> Rea Farms STEAM Academy*** Roody Creek Elementary* Reid Park Academy* Renaissance West STEAM Academy**** River Gate Elementary* Sedgefield Middle* Selwyn Elementary* Shamrock Gardens Elementary* Smithfield Elementary** South Academy of International Languages* South Charlotte Middle** Starmount Academy of Excellence* Statesville Road Elementary** Northridge Middle School* Steele Creek Elementary*** Sterling Elementary*** Thomasboro Academy* Tuckaseegee Elementary** University Park Creative Arts Elementary** Walter G. Byers School* West Charlotte High*** Westerly Hills Academy**** Whitewater Academy**** Whitewater Middle* William Amos Hough High* Wilson STEM Academy* Windsor Park Elementary* Winding Springs Elementary* Windsor Park Elementary* Winget Park Elementary* Winterfield Elementary****
--	--	---	---



* Exceeded growth in 2024-25
** Exceeded growth in 2023-24 and 2024-25 (the last two years)
*** Exceeded growth in 2022-23, 2023-24 and 2024-25 (the last three years)
**** Exceeded growth in 2021-22, 2022-23, 2023-24, and 2024-25 (the last four years)

2024-25 Headline Results: School Performance Grades

123 (70%)

Charlotte-Mecklenburg schools
earned a school performance grade of
A, B or C, an increase of 21 from 2023-24 and
the largest single year increase in
Charlotte-Mecklenburg Schools history



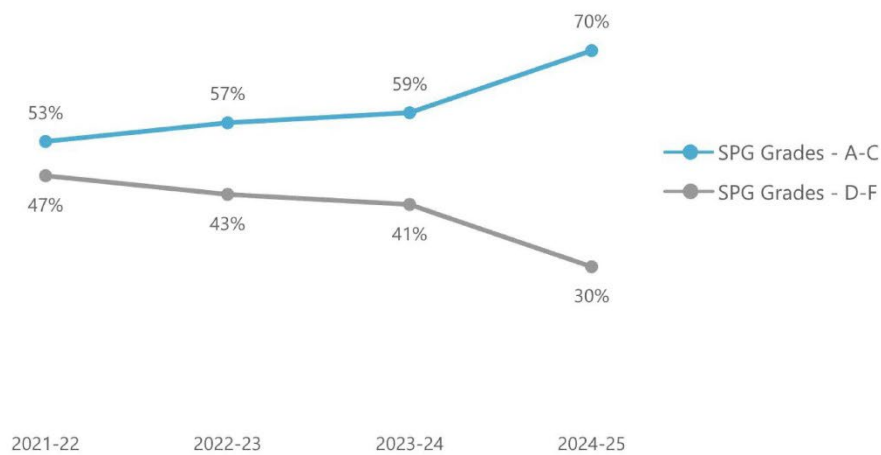
2024-25 Headline Results: School Performance Grades

55

Charlotte-Mecklenburg schools improved school letter grades; the largest single year increase in Charlotte-Mecklenburg Schools history



2024-25 State School Accountability: School Performance Grades



2024-25 Headline Results: School Designations

31

schools no longer have a state low performing designation, largest single year decrease in number of schools with the low performing designation in Charlotte-Mecklenburg Schools history



2024-25 District Growth (EVAAS) Overview

	2018-2019	2021-2022	2022-2023	2023-24	2024-25
Reading	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds 26.60
Math	Meets	Exceeds	Exceeds	Exceeds	Exceeds 17.32
Science - 5th	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds 11.21
Science - 8th	Does Not Meet	Does Not Meet	Meets	Meets	Exceeds 4.63
English II	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds 7.44
Math I	Exceeds	Meets	Meets	Exceeds	Exceeds 6.07
Math III	Does Not Meet	Exceeds	Meets	Exceeds	Exceeds 2.07
Biology	Exceeds	Meets	Exceeds	Exceeds	Exceeds 7.25



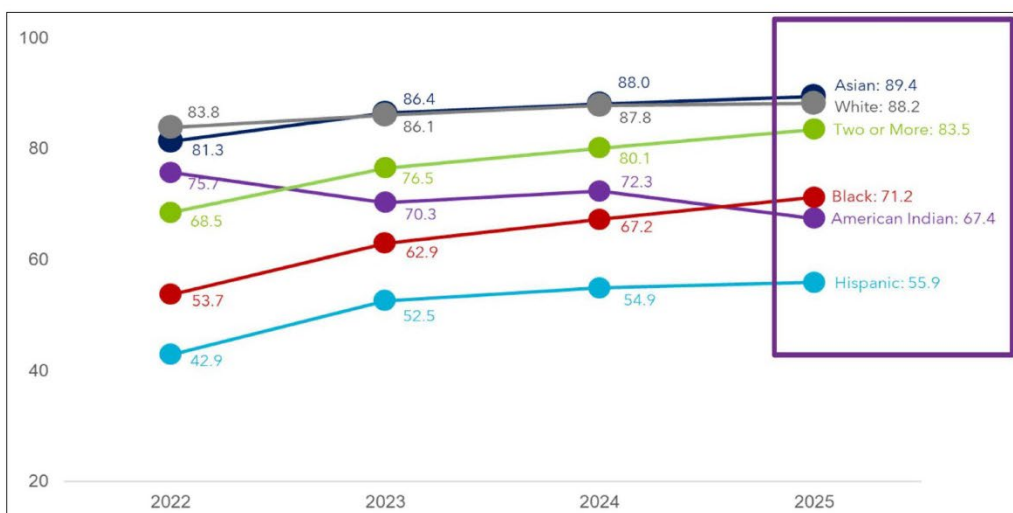
2024-25 District Growth (EVAAS) Overview

	2023-2024							2024 - 2025						
	Reading			Math			Science	Reading			Math			Science
	EOG	EOC	Overall	EOG	EOC	Overall	EOG	EOG	EOC	Overall	EOG	EOC	Overall	EOG
Asian	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds
Black	Meets	Exceeds	Meets	Exceeds	Meets	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds
Hispanic	Exceeds	Exceeds	Exceeds	Exceeds	Meets	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds
Multiracial	Meets	Meets	Meets	Meets	Meets	Meets	Exceeds	Exceeds	Meets	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds
White	Meets	Exceeds	Exceeds	Does Not Meet	Exceeds	Meets	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds
AIG	Does Not Meet	Meets	Does Not Meet	Does Not Meet	Exceeds	Does Not Meet	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds
EDS	Exceeds	Exceeds	Exceeds	Exceeds	Meets	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds
ML	Exceeds	Exceeds	Exceeds	Exceeds	Meets	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds
SWD	Exceeds	Meets	Exceeds	Exceeds	Meets	Exceeds	Meets	Exceeds	Meets	Exceeds	Exceeds	Exceeds	Exceeds	Exceeds

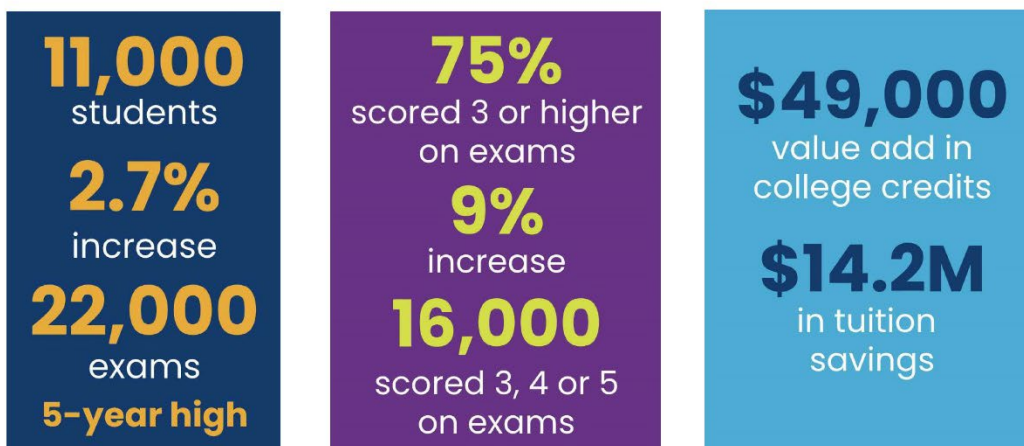


AIG: Academically and Intellectually Gifted
EDS: Economically Disadvantaged
ML: Multilingual Learners
SWD: Students with Disabilities

2024-25 Early Literacy At or Above Benchmark



2024-25 Advanced Placement (AP) Exams



STOPPED HERE

Comments

Commissioner Griffin said their teachers and counselors did a phenomenal job. He said he felt concerned because the presentation didn't mention college and career readiness. He said the State wrote the learning standards and created an assessment that had levels 1-4, and anything less than level 4 was not indicative of mastery of the learning standards. He said growth was great but sound basic education dictated that students graduated college or career ready, a priority of the Board. He said the metrics he saw reflected differently.

Commissioner Griffin said the Board invested in Read Charlotte decades ago to ensure kids were college and career ready but their overall performance in the National Assessment of Educational Progress (NAEP) had declined since 2015. He said he was looking for a commitment to college and career readiness because that was the standard in North Carolina that the Supreme Court ruled about a sound basic education.

Board Chair Sneed said the School Board was committed to ensuring students were employed, enrolled, or enlisted upon matriculation at graduation.

Ms. Thompson said the EOG scores for reading and Math were based on what was called grade level proficiency and made up the school performance grades for elementary and middle schools in the North Carolina accountability model. She said, for a student to account for that, they had to achieve a level 3 for proficiency or a level 4 or 5 which was college or career level. She said the bar set by the State for students to hit was level 3, but CMS set there's goals based on only levels 4 or 5. She said Grade Level Proficiency was what the North Carolina Accountability Model was.

Ms. Thompson said they had and wanted to attend to both. She said they had to acknowledge what the State would say they had to do in order to show the impact of their school district. She said CMS was attending to and reporting out consistently on the bar they set. She said GLP and College and Career Readiness would be focus one.

Ms. Thompson said the State would re-adjust standards every few years and were actively in the process of doing that for English Language Arts. She said, every time they re-adjusted standards, they would also re-norm the assessment and say the following: "With newly adopted content standards, new assessments are implemented. Comparison to previous year's assessments were not valid due to the difference in standards". She said they needed to consider whether standards and assessments had been re-normed when attempting to compare their performance to past performance.

Ms. Thompson said NAEP assessed 4th and 8th grade students and showed how their students

Meeting Minutes

January 8, 2026

compared on a national level. She said every state created their own assessment systems, so NAEP was the only entity that was national. She said they just had data reports with all their school performance areas, and they were seeing good gains.

Commissioner Leake requested a breakdown for clarity so they could know which schools were failing and in what district. *Ms. Thompson said she would look into her request. Ms. Hill said there were districts that performed phenomenally.*

Commissioner Townsend-Ingram congratulated the School Board and said the way the City and County could help would be through exposure. She said there were only about 14 high schools on the list, but she understood there would be a lag time before they saw the same results as with the middle and elementary schools. She said she would love it if the City and County became the premier place students wanted to work post-graduation and asked how they could partner with CMS to do that. *Ms. Thompson said that sounded like that would be under the purview of the Quality-of-Life collaborative.*

Commissioner Dunlap said when standards changed and they looked for different outcomes, they would never appreciate how far they'd gotten if they kept going back to how it was in the past. He said he looked forward to improvement and it was the best that could be expected. *Ms. Thompson said other districts nationally had noticed and they all wanted to visit to see what they were doing. She said the improvements they were seeing were not happening across the county.*

Commissioner Rodriguez-McDowell asked why the American Indian students dropped so much in early literacy. She asked if the Hispanic demographic was the lowest scoring because of the funding cuts pertaining to ESL programs and other cuts. *Ms. Thompson said the Native American students were a very small population in the school and if a group was smaller, their data could change drastically by one student not being proficient. She said their Hispanic student group was a group that was not growing at the rate she would like to see, and they would have to look at what needed to change. She said the data did not reflect the budget cuts.*

Board Chair Sneed said, though it was not presented, CMS had the highest rate of growth in the State in terms of English Language Learners. *Ms. Thompson said they had to acknowledge that, just because a student was learning English, it did not make it easy to learn something else in English. She said they had to acknowledge what they were asking of children.*

Commissioner Dunlap said, given the disruption from the presence of Immigration Enforcement agents in the County, they could anticipate things would look different in the following year.

Chair Jerrell congratulated CMS and said the leadership and planning made a difference. He said Commissioner Leake led a charge for accountability years prior which started the ball rolling. He said it was a difficult discussion, but he believed they were better for it. He said Chair Sneed was chair of the Black Political Caucus during that time and they were extremely instrumental in backing a plan of accountability. He said her leadership was instrumental along with community organizations that came together. He said several members of the Board were actively participating in the movement.

Mecklenburg County Budget Landscape

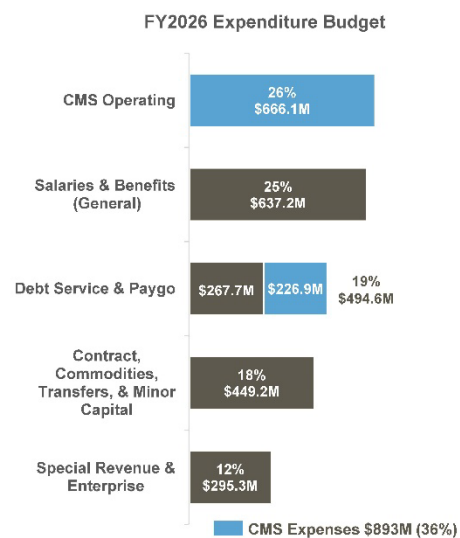
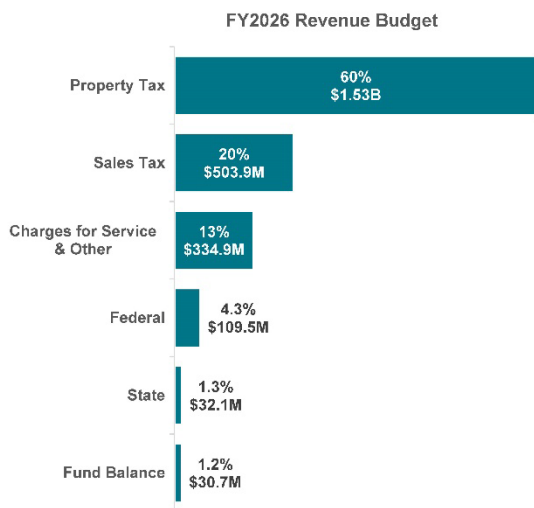
Budget Director Adrian Cox gave the presentation

BOCC / BOE FY2027 Landscape

1/8/2026

Total County Budget

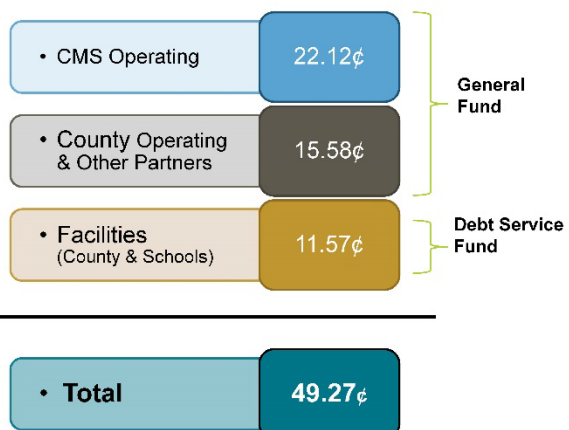
FY2026 Operating Budget \$2.5B



Property Tax

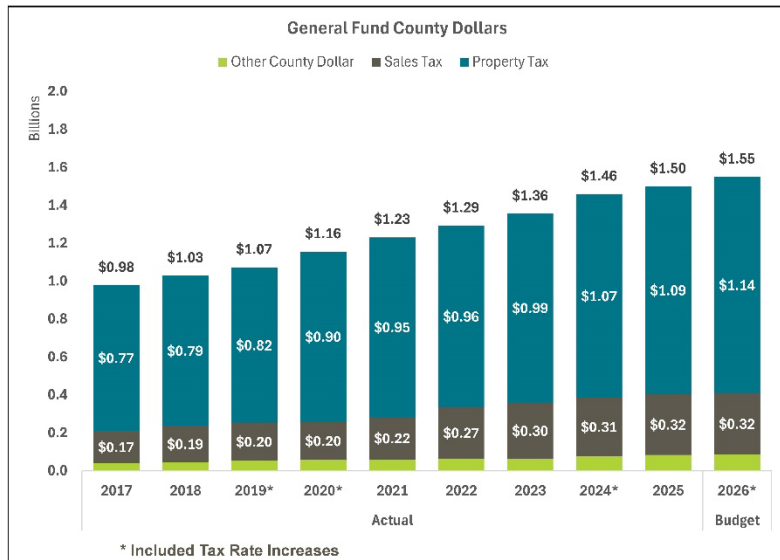
- The County Tax Rate is **49.27¢** (37.70¢ General & 11.57¢ Debt Service)
- 60%** of Total Revenue
- Average growth excluding property tax increases has been **\$33M** or **2.9%**

How Property Taxes Are Used



General Fund County Dollars

- County Dollars
 - Property taxes, sales tax, and other discretionary funds
- FY26 estimated County Dollar growth excluding impacts of fund balance or tax rate increases is **\$55.7M (3.8%)**
- Actual Annual growth since 2017 averages **3.4%**
 - Excluding:
 - Tax increases
 - Interest on investments
 - COVID surge in sales tax
 - Other one-time outliers



4

Conceptual Budget Outlook

Revenue

County Dollar Revenue Estimate Based on average growth (3% - 4%)	\$46.5M - \$62.0M
Expenses	
Funding to CMS Same percent as FY2026 (4.4%)	\$29.3M
Increase County Salaries Same percent as FY2026 (5.5%)	\$28.3M
Baseline County Salaries & Benefits Preliminary estimates	\$15.6M
Reduction in Reimbursement for SNAP Administration Decrease from 50% to 25% of costs beginning 10/01/2026	\$7.8M
Gap	
Funding to CPCC Same percent as FY2026 (3.6%)	\$1.8M
Budget Gap	(\$36.3M - \$20.8M)

These are not official budget estimates for FY2027
Estimates will be shared at the annual retreat

5

Other Potential Costs On The Horizon

- New Main Library (6 months)
- Other CIP Operating Costs
- Facility Based Crisis Center (year-one)
- Other Contractual Increases & Utilities
- Temporary Relocation of Staff for Wilson Center Upgrades
- Growing Jail Population
- Other Impacts of Iryna's Law
- Other Impacts of Federal Budget
- MEDIC Emergency Response Study Recommendations

6

County Expenses Due to A Void in State Funding

FY2026	
CMS - Operating Support	\$ 429,674,870
CPCC Supplemental Wages & Benefits	10,340,239
Court Support	8,484,502
District Attorney:	\$4,301,012
Public Defender:	\$2,159,036
Trial Court Administrator:	\$1,421,334
Clerk of Court:	\$603,120
Behavioral Health Support	18,376,066
Scrap Tire Disposal	675,244
NC Pre-K Supplement	1,600,000
Foster Care (Raise the Age Impact)	737,000
State/County Special Assistance Program	3,646,544
In-Home Aide Services	3,121,201
Adult Day Care Services	3,457,690
Gun Permit & Sex Offender Registration	1,910,861
Juvenile Detention	2,215,983
Total	\$484,240,200

\$484M of funding in FY2026 that is needed due to mandates or a lack of sufficient funding from the State

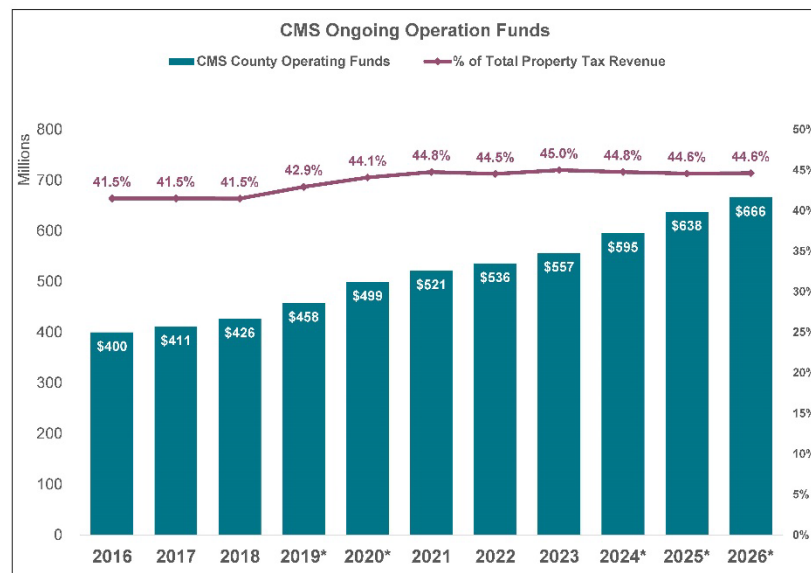
16.08¢ of the Property Tax Rate

\$2.99B over 7 years since FY2020

7

CMS Ongoing County Operating Funds

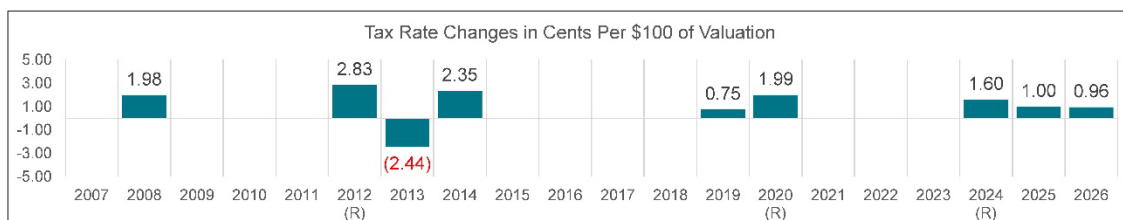
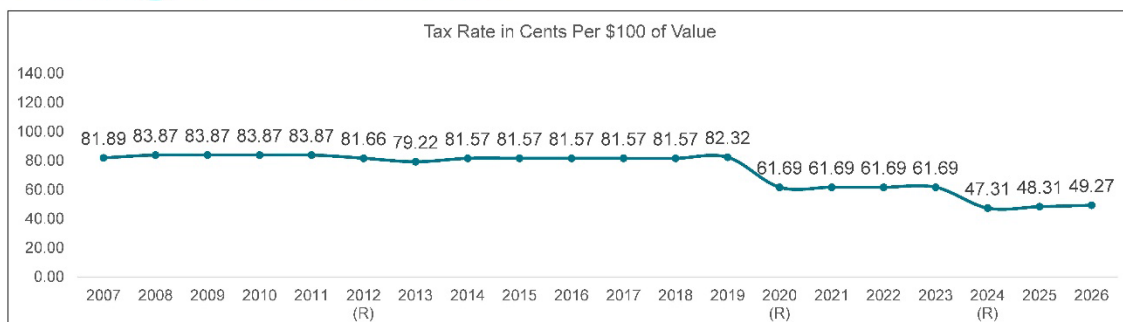
- Ongoing County operating funding to CMS has increased an average of **5.3%** annually over the last 10 years
- County funding has equaled **45%** of total property tax since FY2021



* Years with tax increases

8

Change in Tax Rate




(R) – Budget impacted by revaluation, change in tax rate is reflected as the change from the revenue neutral Actual Rate Change (FY2012 -2.21 | FY2020 -20.63 | FY2024 -14.38). Next revaluation in 2027 will impact FY2028.

9

Property & Sales Tax Impact


County Property Tax

 \$377,300 (median)	County Property Tax 49.27 ¢/ \$100 Value	Planned Future Tax Rate Increases for Debt
	\$1,859 Or \$37.73 / Tax Rate ¢	2027: 0¢ 2028: 2¢ (1¢ CMS) 2029: 1¢ (All CMS)

Household Impact 2027 - 2029	
2027 Transit Sales Tax	\$218.00
2028 2¢ Property Tax	\$75.46
2029 1¢ Property Tax	\$37.73
Total Annual Increase	\$331.19

State, County & City Sales Tax

Based on Household Income of \$122K

 Estimated Taxable Sales \$21,855	FY2026 Current Rate 7.25 ¢/\$	FY2027 Rate With New Transit Sale Tax 8.25 ¢/\$	FY2027 Increase \$218 (12%)
	\$1,584	\$1,803	

10

FY2027 Budget - Key Dates

Date	Activity
Jan. 8	Board of Education & Board of Commissioners joint meeting
Jan. 21	Public hearing #1
Jan. 28-30	Board of Commissioners Annual Retreat
May 6	CMS presents its budget request to the Board of Commissioners
May 12	Central piedmont present its budget request to the Board of Commissioners
May 14	Presentation of Manager's FY2027 Recommended Budget
May 20	Detailed overview of the Manager's FY2027 Recommended Budget
May 21	Public hearing #2
May 28	Board of Commissioners take straw votes to adjust the Recommended Budget
June 2	Board of Commissioners scheduled to adopt the FY2027 Budget

11

Comments

Board Chair Sneed said she did not see the County's operating funds and how they increased or decreased over time or where the discretionary funds went. She said she knew they had opportunities for community funding from community organizations and nonprofits, but she wondered if there was an opportunity for coordination to determine if there was an actual need before the funding was granted. *Mr. Cox said they had a balanced budget, and it did grow every year. He said some growth was from natural growth and some from tax rate increases. He said a lot of that was driven by the expenses and needs of the County. He said discretionary funds went to the most important needs in the County. He said it would be different each year. He said there may be some opportunity to look closely at their process with nonprofits to ensure they were doing things the right way. He said they were funding some additional funds to Meck Pre-K because the salaries were not keeping up. He said that was part of what the State was not doing. He said the analysis to determine if it would be cheaper to have one program as opposed to separate programs had not yet been performed.*

Board Member Haynes asked what the purpose of presenting the conceptual budget outlook was because, although it said it was not an official budget estimate, it showed the same percentage of funding to CMS, but it also showed a budget gap. She said it led her to believe they were attempting to lower the expectations of the school board. *Mr. Cox said they showed a conceptual budget because it was too early in the budget process to give accurate numbers. He said a lot of*

Meeting Minutes
January 8, 2026

the revenue the County received was from just the previous week and through February. He said, in terms of revenue, he did not believe it would be much different. County Manager Bryant said the conceptual budget outlook was given to present a reality, not to lower expectations. He said the \$484 million mentioned was being utilized to cover expenses the State did not. He said the 3-4% growth in revenue did not keep pace with the demand. He said they had to have tough conversations pertaining to investments the County made over the years.

Board Member Monterrey-Duvall said she was grateful to the BOCC for their dedication to public education. She said she was worried about the impact from the federal cuts and the impacts that would inevitably fall on them. She said, while they were seeking the additional \$114M, they already had \$110M on the line. She said there was a perception that the County spent more on parks than they did on education and requested further insight. *Mr. Cox said Park and Recreation budget was about \$70 million in operating and the CMS budget was \$666.1 million in operating so the County did not spend more money on parks. He said the federal funding issue was something they were watching because they too would be impacted. He said property tax was the only route the County could levy.*

County Manager Bryant said they felt it was important to share with CMS a multi-year look that highlighted tax rate increases as well. He said on July 1st, 2026, the one cent sales tax would go into effect. He said voters also approved a tax rate increase through the bond referendum as well. He said it was important to not only factor the federal government and their funding level but also that some of the tax rate increase commitments had already been made.

Board Member Shipp asked what made Meck Pre-K and Bright Beginnings Pre-K different. *Mr. Cox said Meck Pre-K and NC Pre-K and Bright Beginnings might have had different eligibility requirements.*

Board Member Shipp said they should begin to talk about the funding for the Pre-K programs if they could begin to collapse the programs into one.

Board member Rankin asked if the one cent possible tax increases were for bond debts. *Mr. Cox said that was correct and explained the increases.*

Charlotte-Mecklenburg Schools Budget Landscape 2023 Bond Update

Chief Finance Officer Kelly Kluttz gave the presentation



Charlotte-Mecklenburg Schools Budget Landscape

Kelly Kluttz, Chief Finance Officer

Endless possibilities

Enrollment: Past, Present, & Future

Two independent studies tell the same story:

- Enrollment was expected to decline beginning in the early 2020s
- Both studies show CMS reaching a low point mid-decade
- Significant enrollment growth resumes towards the end of the decade
- These trends were predicted a year or more ago; this decline is not a surprise
- Similar demographic changes are occurring across North Carolina
- Required birth rate for stable enrollment is 2.1 per female, current rate is 1.63
 - This gap means fewer students over time

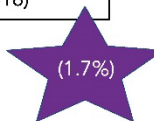
K-12 Enrollment Changes	~ Number of Students	Period of time
Decreases 3.1%	~4,500 students	between 2023-24 and 2028-29
Increases 6.8%	~9,400 students	between 2028-29 and 2033-34



Current Enrollment & Funding

Fiscal Year	Best of First 2 Months Average Daily Membership (ADM)
2019-20	147,206
2020-21	139,839
2021-22	140,706
2022-23	141,434
2023-24	141,105
2024-25	141,894
2025-26	139,476 reduction (2,418)

Enrollment Based Formulas
Classroom Teachers
Assistant Principal
Counselor
Technology Associate
Elementary Art, Music, PE
Teacher Assistants
Media Assistants
Clerical Support
Custodial Support



Note: NC State Average Enrollment Decline for 2025-26 is (1.76)

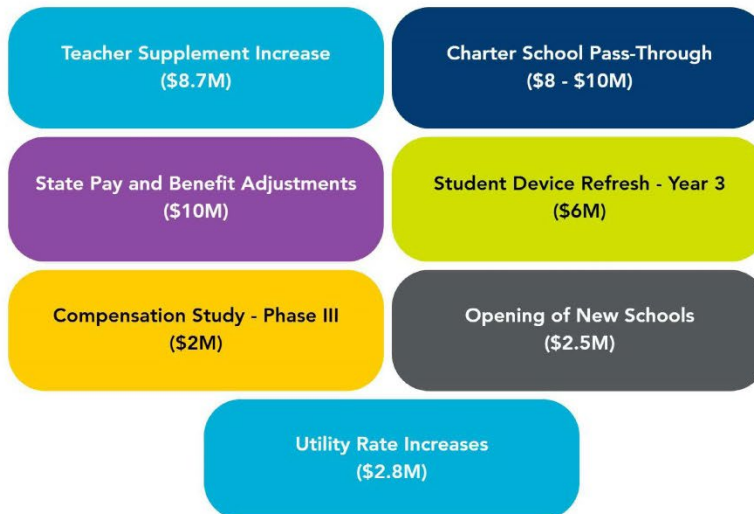


Operating Funds

State (55.8%)	Sound Basic Education	State determines spending Primarily enrollment driven GS115C-47(1) ; GS115C-408
Federal (6.1%)	Supplemental	Federal determines spending rules
Local (34.4%)	Sound Basic Education (Good → Great)	General Statutes define basic funding structure GS115C-426 ; GS115C-408



FY2027 Budget Landscape (high level estimates!)



FY2027 Budget: Enhancing Excellence



Meeting Minutes
January 8, 2026

Chief Operations Officer Tim Ivey gave the presentation



Charlotte-Mecklenburg Schools Bond 2023

Tim Ivey, Chief Operations Officer

Endless possibilities



2023 Bond Program



Albemarle Road Middle School
Allenbrook Elementary School
Berryhill School
Billingsville Montessori Upfit
Beverly Woods Elementary School
Cochrane Collegiate Academy/iMeck (Design Only)
Cornelius Elementary School
Cotswold Elementary School
Coulwood STEM Academy
Dilworth Latta Elementary School
East Mecklenburg High School
Elbert Edwin Waddell High School (Design Only)
First Ward Creative Arts Academy
Garinger High School
Harding University High School
Huntersville Elementary School
J.T. Williams Secondary Montessori

Marie G. Davis Montessori Upfit
Matthews Elementary School
New Elementary School on Park Road
New Middle School #1 South
New Middle School #2 North
New Middle School #3 Southwest
Northwest School of the Arts
North Mecklenburg High School
Second Ward Medical Magnet High School
Sedgefield Montessori
South Charlotte Middle School (Design Only)
South Mecklenburg High School
Steele Creek Elementary School
University Park Creative Arts School
Villa Heights Elementary School (Design Only)
Wilson STEM Academy
West Regional Athletic Complex (Design Only)

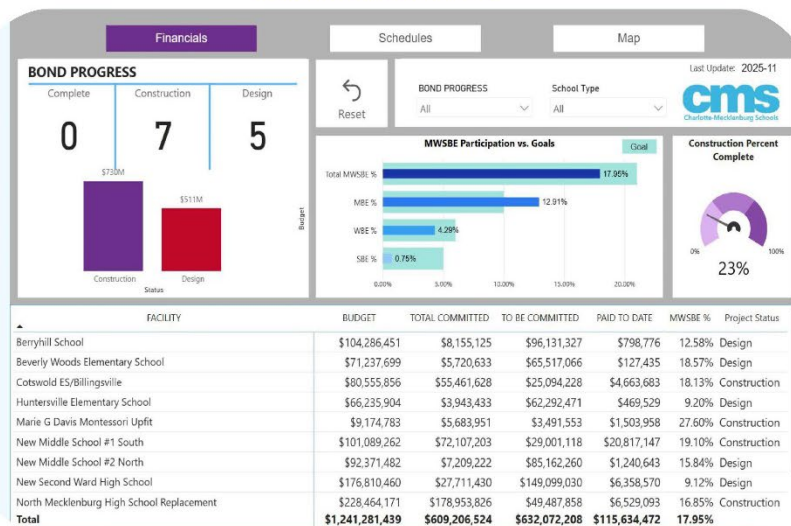
30
PROJECTS

\$2,500,000,000
ESCALATED
BOND
REFERENDUM
TOTAL

CHARLOTTE-MECKLENBURG SCHOOLS

2023 Bond Dashboard

cmsbondconstruction.com

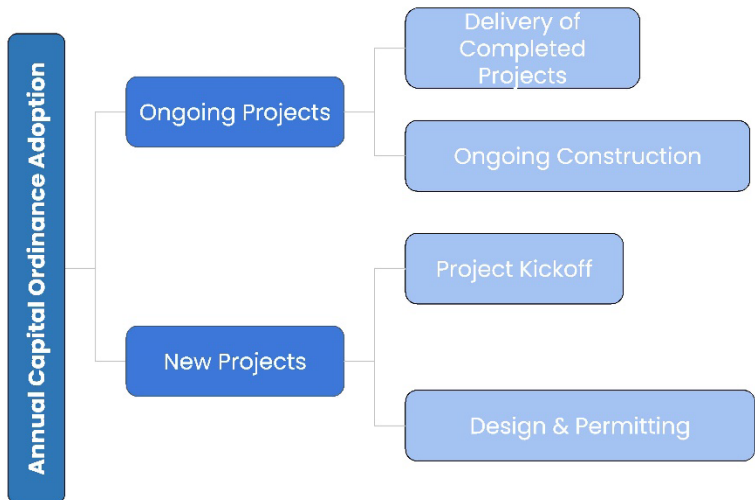




Project Execution Process

Project Order Considerations

- Cash Flow
- Capacity
- Condition
- Logistics
- Stewardship



2023 Bond Program



Projected Completion Timelines for Projects Approved in the 2025 and 2026 Annual Capital Ordinances

August 2025

Sedgefield Montessori

August 2026

First Ward Creative Arts MS
Marie G. Davis Montessori
New MS #1 South
Northwest School of the Arts
New ES on Park Road

August 2027

Billingsville Montessori
Cotswold ES
Dilworth ES
South Mecklenburg HS

August 2028

Berryhill School
Beverly Woods ES
Huntersville ES
Second Ward Medical HS
New MS #2 North
North Mecklenburg HS



DESIGN	NOT STARTED
<ul style="list-style-type: none"> Berryhill School Beverly Woods Elementary School Dilworth Latta Elementary School Huntersville Elementary School New Middle School #2 North New Second Ward Medical Magnet High School 	<ul style="list-style-type: none"> Albemarle Road Middle School Allenbrook Elementary School Cochrane Collegiate Academy/iMeck Cornelius Elementary School Coulwood STEM Academy East Mecklenburg High School Elbert Edwin Waddell High School Garinger High School Harding University High School J.T. Williams Secondary Montessori Matthews Elementary School South Charlotte Middle School New Middle School #3 Southwest Steele Creek Elementary School University Park Creative Arts School Villa Heights Elementary School Wilson STEM Academy West Regional Athletic Complex
CONSTRUCTION	
<ul style="list-style-type: none"> Billingsville Montessori Upfit Cotswold Elementary School First Ward Creative Arts Academy Marie G. Davis Montessori Upfit New Elementary School on Park Road New Middle School #1 South Northwest School of the Arts North Mecklenburg High School Sedgefield Montessori South Mecklenburg High School 	



PROJECT STATUS

2023 Bond Program



Building for Excellence, Together

- For all updates, dashboards, live cameras, and reports:

www.cmsbondconstruction.com

Follow us on social media for updates!



cmsbondconstruction.com



Comments

Commissioner Powell said everything about public health mattered including education which was all connected. She said with regard to park and recreation, it was a very unhealthy narrative to get the County to pit one thing against the other because it all mattered and parks were underfunded and many park employees were nowhere near a livable wage. She said the Boards discretionary funding was all essential to quality of life. She reiterated the lack of funding received from the State.

Commissioner Rodriguez-McDowell asked if the projected enrollment numbers were pre-ICE. She asked if there were other projections or ones they were working on related to how those would affect everything. She asked if the State average of enrollments trends included charter schools or private schools and if that would be impacted by the voucher situation. She said she thought federal funds were Title 1 and supplemental meant added or extra and requested clarification regarding that. *Ms. Klutz said the numbers were pre-ICE. She said they were measured in the first or second months so their funding would still be on their original number, and they would have some time to recover by August or September. She said the average enrollments did in fact include public charters but not for private or homeschool.*

Commissioner Rodriguez-McDowell asked if the numbers correlated. *Ms. Klutz said it was difficult to get the homeschool and private school numbers. She said Title 1 funding was one of their*

Meeting Minutes
January 8, 2026

largest portions of federal funding, however it was considered supplemental because it was the expectation for the State to provide a sound basic education and the federal contribution was in addition to the State.

Commissioner Meier asked if there was a correlation between decreased enrollment and exceeding goals. *Ms. Klutz said she did not believe so. Ms. Thompson said there was no correlation and the performance of schools or students was based on the percentage of students.*

Commissioner Townsend-Ingram asked for confirmation that the State had not yet issued a budget and how they continued to operate without those funds. She asked if there was a correlation between the performance of the schools and them getting a new school or upgrades. *Ms. Klutz said there was a continuum budget in place, and they were operating as normal but with no increases in cost of living or pay increases for staff. Ms. Thompson said there was broader research in education that the quality of the building positively impacted a student's achievement though they had not done that depth of research in CMS.*

Commissioner Dunlap said there was always someone that would like to pit the County against the School Board. He said the budget request increased when student enrollment went up, but when enrollment went down, the budget still increased. He said it didn't matter; the budget always went up and he wanted to ensure the community knew the Board's commitment to CMS.

Commissioner Leake said County Manager Bryant and Superintendent Hill came together as a body working. She said they were all present to ensure the children got the best education possible, regardless of where they came from or went. She gave praise to Chair Jerrell and said she hoped coming together would bring a better community.

Commissioner Griffin asked, while giving respect to birth rates, both nationally and locally, if there was a way to determine a rough estimate of their market share with consideration to the school board residing in the same market as private and charter schools. Ms. Klutz said they were working on establishing a very rough estimate, but it was difficult to get number of home school numbers.

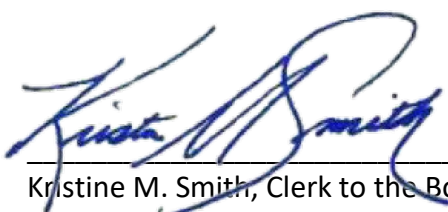
Commissioner Rodriguez-McDowell said she wanted to reiterate the impact the ICE situation would have on the numbers. She said it seemed those impacts would continue if things continued the way they were going.

Board Chair Sneed said, as a part of the same community, the CMS School Board had been asking how they could improve collaboration with the Board of County Commissioners, and she determined it would be in a fiscal manner. She said to do that; they had to have intentional and open conversations about their information. She said she was confident it would happen under the leadership of Superintendent Hill and County Manager Bryant. She said she hoped that in the future, the Board of Commissioners and the Board of Education could share a day of their retreats together to have meaningful conversation.

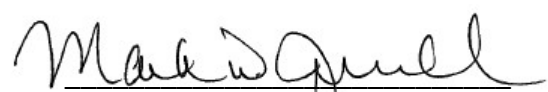
Chair Jerrell gave thanks to the production team, Board Chair Sneed, Superintendent Hill, and County Manager Bryant. He said Superintendent Hill and County Manager Bryant had charted a new course for their Boards under their leadership.

ADJOURNMENT

Chair Jerrell declared the meeting adjourned at 6:56 p.m.



Kristine M. Smith, Clerk to the Board



Mark Jerrell, Chair