



**WAKE COUNTY BOARD OF EDUCATION
BOARD OF EDUCATION MEETING MINUTES
February 5, 2013**

<u>Board Members Present</u>	<u>Staff Members Present</u>	
Keith Sutton, Chair	Stephen Gainey, Interim Superintendent	Andre Smith
Christine Kushner, Vice Chair	Cathy Moore	Jacqueline Ellis
John Tedesco	Cris Mulder	Todd Wirt
Kevin L. Hill	David Neter	Marvin Connelly
Jim Martin	Danny Barnes	Joe Desormeaux
Deborah Prickett	Lloyd Gardner	Mark Winters
Susan P. Evans	Rose Ann Gonzalez	
	Clinton Robinson	<u>Board Attorney Present</u>
	Karen Hamilton	Jonathan Blumberg

Chairman Sutton called the meeting to order at 5:36 p.m. Everyone recited the Pledge of Allegiance.

Chair’s Comments

- Chairman Sutton commended members of the Wake County Public School System staff who attended the County Commissioner’s Meeting on Monday for their level of professionalism and maintaining their level of professionalism under tense circumstances.
- Chairman Sutton shared that the Board just completed District 1 candidate interviews with eight extremely qualified candidates. The Board looks forward to making a decision on the District 1 seat at the end of tonight’s meeting. The Board will begin the same process for the now open District 9 Board of Education seat.
- Chairman Sutton shared that at the second meeting in February, the Board will have a moment in Black History. Chairman Sutton encouraged all schools throughout the district to take a moment to recognize Black History Month.
- Chairman Sutton read the following statement, *“One of the primary goals of the Wake County Public School System is to provide a safe learning environment for every child that sets foot on a campus in our system. On any given day, when I kiss my daughters good bye and tell them to have a good day in school, I nor any other parent, expects that that to be perhaps the last day that I may see my child alive. Schools should be, and many of us expect them to be, one of the safest places where many children spend most of their time. It is our responsibility as the Board, Administration, and staff of the Wake County Public School System to live up to that expectation.*

It is to this end that I am appointing the Task Force for Creating Safer Schools in Wake County. This fifteen to twenty member task force of public safety experts and practitioners will convene to develop and recommend effective policies for the Wake County Board of Education to consider for adoption that will improve the campus safety of our 169 schools. The task force will be led by Sherriff Donnie Harrison of Wake County and Al White, Retired Captain, Raleigh Police Department and a Wake County resident.

As an ad hoc committee of the Board of Education, the task force will provide a comprehensive review of the school system's safety and security plans. This will inform the task force and guide them to make policy recommendations to the Board in four key areas;

- 1. Prevention and Mitigation,*
- 2. Preparedness,*
- 3. Response, and*
- 4. Recovery*

These four areas are based upon the four areas used by the United States Department of Education's Practical Information on Crisis Planning, A Guide for Schools and Communities. These same four areas were similarly used in a 2006 report commissioned by then Governor Mike Easley entitled, Keeping North Carolina Schools Safe and Secure.

I am charging this task force to complete its work in the next 90 to 120 days; as they will meet as necessary to complete their work. I, along with the two co-chairs will quickly identify members of the education and security professions along with the community, to serve on this task force. Acting Superintendent, Dr. Stephen Gainey and Security Director, Russ Smith will serve as lead staff persons for this effort and Board Member, John Tedesco will serve as Board Liaison. With the expert assistance of Captain White, who currently serves with North Carolina Central University Police Department and Sheriff Harrison, I'm certain that through this effort, Wake County Public Schools will be better prepared, will see improved communications, and experience safer schools in our communities."

Superintendent's Comments

- Dr. Gainey shared that on January 24th, he was able to participate with Mr. Hill in mid-year graduation at Millbrook High School. Dr. Gainey thanked the principal of Millbrook High School, Dana King for inviting him.
- On January 29th, Dr. Gainey had the opportunity to sit down with the Division of Principals and Assistant Principal leaders to speak with them about issues they felt were important with school-based administrators.
- On January 30th, Dr. Gainey was a guest host for the Martin Middle Words of Wisdom news show. Dr. Gainey had the opportunity to tour Martin Middle School with Principal, Diann Kearney and her staff.
- On January 30th in the afternoon, Dr. Gainey spoke to the Realtors Association and shared information about the school system and where the school system is headed.
- On February 4th, Dr. Marvin Connelly invited Dr. Gainey and Crystal Reardon to a celebration for Wake County Public School System counselors for National School Counselor Week and to recognize the county's National Board Certified Counselors and RAMP recipients.
- Dr. Gainey reminded everyone that next week is Bus Driver Appreciation Week. Bus drivers in Wake County do a tremendous job for Wake County Schools. Dr. Gainey asked everyone to reach out to them and thank them.
- Dr. Gainey thanked Donna Stagnita. On the 25th of January, a WCPSS school bus from North Ridge Elementary had a wreck and as the staff was working through the wreck, Dr. Gainey was concerned about the elementary students from North Ridge being cold; Donna Stagnita took the students into her house and kept them warm until another bus arrived on the scene.

Board Members' Comments

- Dr. Martin shared that last week, he had the privilege of being hosted by the Wake Young Men's Leadership Academy. He spent time with parents, students, teachers, and the administration. Last week, Dr. Martin shared that he was also asked to be a judge for the Swift Creek Elementary School Science Fair. This morning, Dr. Martin participated in the SCORE open house. Dr. Martin thanked the individuals involved in that effort and noted that seeing the open house highlights the many challenges the district has in providing alternative education. Dr. Martin made the following remarks regarding the County Commissioner's Meeting that was held on Monday, February 4th. Dr. Martin reminded the Commissioners and the public that \$28 M of the fund balance is being used for continuing operations.
- Mr. Tedesco thanked the Garner Education Foundation for hosting their Cooks for Books event this year. The Foundation raised nearly \$10,000 for local schools in the Garner Community for their reading initiatives this summer. The Foundation will hold a reading camp this summer and they also have a day of reading where the community is invited to come out.
- Mrs. Kushner thanked the eight district one board candidates who came out to apply for the District 1 seat; she was impressed with the deep commitment within the community. Mrs. Kushner shared that last week, she had the pleasure of attending an event for the supporters of the United Arts Council of Raleigh and Wake County. The event was entertained by storyteller Donna Washington, who has participated in the district's Artist in the Schools program. Mrs. Kushner requested that the Board take time to put renewed focus on expanding the arts curriculum within the district in particular the middle schools. Last Friday, Mrs. Kushner shared that she was honored to be able to go to Martin Street Baptist Church to a reception in honor of Chairman Keith Sutton. She was pleased to hear about the educational efforts by the Flood Group, the Raleigh-Wake Citizens Association, and other groups that attended.
- Mrs. Evans shared that last Thursday, she and Mrs. Kushner were able to attend a planning meeting for the upcoming initiative, the Wake Up and Read campaign. The campaign will be a joint effort between Wake County Public School Literacy and Early Learning Department and many other community partners. Mrs. Evans shared that the North Carolina Department of Public Instruction recently honored 50 Wake County Public Schools for their implementation of Positive Behavior Intervention and Support (PBIS). PBIS is a program that strives to build favorable school climates and increase academic learning time. Mrs. Evans shared that six of the schools that were honored for their participation are in District 8 and she has invited the principals from those schools to do a presentation at the upcoming Board Advisory Council meeting on February 11th.

APPROVAL OF THE MEETING AGENDA

Chairman Sutton requested to move Consent Facilities Item #14, Construction Documents: Richland Creek Elementary (E-25) and Item #15 Construction Documents: West Apex High (H-10) to action and to remove the following items from the Agenda; Facilities Items, #16, Design Consultant Recommendations: Architect Package 12-D, Facilities Item #17, Design Consultant Agreement: H-7 High, Facilities Item #18, Design Consultant Agreement: H-8 High, Facilities Item #19, Construction Manager At Risk Selection and Agreement: H-7 High, and Facilities Item #20, Construction Manager at Risk Selection Agreement: H-8 High.

John Tedesco made a motion to approve the Meeting Agenda with the said changes. The motion was seconded by Christine Kushner. The motion was unanimously approved.

PUBLIC COMMENT – 6 P.M.

Citizens who sign up to address the Board during public comment will be called on in priority order first for items on the agenda and then for items not on the agenda. Each individual speaker will be allowed three minutes for remarks. Issues or concerns involving personnel matters are not appropriate for this public comment setting. After 30 minutes of public comment, any speakers remaining will be recognized at the end of the agenda for their comments.

- **Barbara Vandenberg** – Ms. Vandenberg shared that she spoke to the County Commissioners at their meeting on Monday, February 4th and urged them to cease their attempt to control school sites at their level rather than have the Board of Education do that. Ms. Vandenberg stated that she told them that she thought it increased confusion over who has responsibility and accountability for school sites. Ms. Vandenberg shared that she told the County Commissioners that the Board of Education was elected to do this and it increases the costs by having two different boards do these things. Ms. Vandenberg shared that part of her argument was that the Board of Education is intelligent, hard working, focused, and quite capable of making these decisions.

INFORMATION

FACILITIES

6. 2012-2013 FACILITIES UTILIZATION REPORT

Staff presented “Factors that Impact Capacity” and considerations for future assumptions at the January 8, 2013 work session. Staff will present the 2012-2013 Facilities Utilization Report for review and discussion reflecting feedback during the work session. This annual report includes the system’s 20th day school membership, school capacities, utilization of temporary classrooms (single mobile units, modulars, SIPS buildings, and leased facilities), and the impact of programs on capacity. The report reflects standard capacity models that describe the planned use of classrooms in each school, including accommodations for students with special needs and magnet programs. Fiscal Implications: The methods used to calculate school capacity impact the scope of the next capital improvement program. Savings: Not applicable. Recommendation for Action: None.

Joe Desormeaux, Assistant Superintendent for Facilities, highlighted information from the Executive Summary on page 3 of the Utilization Report. Mr. Desormeaux stated that the report is an annual report that is given to the Board of Education and it includes the system’s school membership, school capacities, the utilization of temporary classrooms, and the impact of programs on capacity.

Mr. Desormeaux reviewed the calculation assumptions section with the Board reviewing definitions and highlighted the elementary, middle, and high school 2012-2013 facilities utilization.

Mrs. Evans stated that she appreciated the chart on Page 7 that shared the steps to compute the school capacity; it was very helpful.

Dr. Martin continually encouraged staff to look at reducing the use of modulars, the district needs to move toward building facilities that we would want to go to school in ourselves.

Mr. Tedesco echoed Dr. Martin's comments.

7. UPDATED CIRCLE MAPS SHOWING NEW SCHOOL LOCATIONS

Staff will present updated circle maps showing locations of where new schools are needed. This is based on 2012-2013 20th day student data, updated long range membership projections, and 2012 input from county planners that have generated Optimal Target Areas provided by Operations Research & Education Laboratory (OREd). Fiscal Implications: Identification of needed new schools will impact the scope of the next capital improvement program. Savings: Not applicable. Recommendation for Action: None.

Joe Desormeaux, Assistant Superintendent for Facilities, reminded the Board that the maps reflect that the district is assuming a 95% utilization rate for the elementary and middle schools and a 97.5% utilization for the high schools for flexibility. It also assumes that the optimum number of temporary classrooms in use and it also assumes all new schools are traditional calendar schools.

Mr. Desormeaux reviewed the elementary school map with the Board. Mr. Desormeaux shared that the maps reflect that in 2016-17 there will be a 6,000 student seat gap between the 95% number of elementary schools permanent and what staff is projecting to have on board. Schools open with a partial enrollment when they open and it takes approximately two years to fill an elementary school and on average, the schools are filled at an 80% fill rate.

Mr. Desormeaux reviewed the middle school map with the Board. Mr. Desormeaux shared that the maps reflect that in 2016-17 there will be a 2,300 student seat gap. It takes approximately two years to fill a middle school with the district starting off filling it at 60%.

Mr. Desormeaux reviewed the high school map with the Board. Mr. Desormeaux shared that the maps reflect that in 2016-17 there will be a 5,200 student seat gap. It takes approximately three years to fill a high school with the district starting off filling it at 50%.

In Summary, Mr. Desormeaux stated that the Board is looking at between thirteen and twenty three schools that will be needed depending on how much the Board wants to reassign, reduce grandfathering, increase year-round, increase temporary classrooms, or keep the numbers the Board has in place now. Starting on February 6th, there is a discussion with the Facilities Committee on the priorities of the discussed circles. Staff will need to come back and have the Board determine if it wants to spend design funding on two elementary school designs or on one middle school design.

Chairman Sutton inquired when staff would tighten up the gap Mr. Desormeaux mention in his presentation of there being between 13-23 schools needed. Mr. Desormeaux shared that is when the Board will begin looking at the scenarios; twenty-three would be the number that would be presented based on the assumptions today, but based on if the Board wanted to go with 100% utilization, the number will continue to decrease until you reach thirteen which gets them closer to just growth.

Mrs. Evans inquired if the Board already owns the M-15 site as she knows it owns the M-16 site. Mr. Desormeaux stated no.

Chairman Sutton shared that he was contacted by a Morrisville Town Council Member recently and the Council Member has expressed some concern and interest in the Board locating a high school in Morrisville and has a potential land partner. Mr. Sutton inquired if the council member contacted the Facilities office and if so, is the area where the council member is referring to in the H-14 ring. Mr. Desormeaux shared that he is not familiar with that, but that the council member has contacted his office. Mr. Desormeaux shared that the area the council member is referring to is just north of the H-14 ring.

Mrs. Kushner shared that when the public sees a loss of seats it is not really a loss of seats it is a re-adjustment for special programs for special education classes and for Pre-K classes.

Chairman Sutton shared that the value decisions that the Board will have to make will be called upon sooner rather than later.

CONSENT ITEMS

Kevin L. Hill made a motion to approve the Consent Items as amended. The motion was seconded by John Tedesco. The motion was unanimously approved.

APPROVAL OF MEETING MINUTES

8. October 16, 2012 - Board of Education Meeting Minutes

FINANCE

9. REPORT OF ADMINISTRATION APPROVED CONTRACTS

The attached summaries are provided as information in accordance with Board Policy 8361. The summaries list all change orders, and contracts having a value greater than \$50,000 and not over \$100,000, and purchase orders in excess of \$250,000 for December 2012. Fiscal Implications: Not Applicable. Savings: Not Applicable. Recommendation for Action: Not Applicable.

10. GIFTS TO THE SYSTEM

One hundred and thirty nine gifts have been donated to the Wake County Public School System. The approximate value of the gifts is \$66,874. Fiscal Implications: Not Applicable. Savings: Not Applicable. Recommendation for Action: No Action is Required.

11. BUDGET AMENDMENTS AND TRANSFERS, 2012-2013

To report changes in the budget resulting from transactions processed during December, 2012.

Fiscal Implications: Adjust State Public School Fund	+ \$	13,316,776
Adjust Local Current Expense Fund	+ \$	3,245
Adjust Federal Grants Fund - State	+ \$	18,758
Adjust Capital Outlay Fund	+ \$	26,846
Adjust Multiple Enterprise Fund	- \$	40,287
Adjust Direct Grants Fund	+ \$	3,650
Adjust Specific Revenue Fund	+ \$	0

Net Changes + \$ 13,328,988

Savings: Not Applicable. Recommendation for Action: No action. In accordance with Budget Resolution, administration is reporting changes in appropriations.

12. POTENTIAL CHANGES IN LOCAL EXPENDITURES 2012-2013

To report potential changes in local expenditures for 2012-2013 as of December 31. Fiscal Implications: Potential adjustments within the local budget. Finance reports transactions transferring budget between accounts to the Board of Education with all Budget Amendments and Transfers monthly. Savings: Not Applicable. Recommendation for Action: No action. Administration is reporting potential changes in local expenditures.

FACILITIES

13. DEED OF EASEMENT: CITY OF RALEIGH SANITARY SEWER (BRENTWOOD ELEMENTARY)

The City of Raleigh (“City”) has undertaken a project to make improvements to the Marsh Creek Interceptor portion of the City of Raleigh sewer system. As part of this project, City requires a portion of the improved sewer line to be located upon the Brentwood Elementary School campus. The sanitary sewer easement required upon Board property includes 5,854 square feet (0.13 acres). Installation will also require the removal of 5 large trees. Construction is scheduled for Spring 2013. Terms and conditions have been reached regarding compensation for the acquisition of a sanitary sewer easement, as well as landscape damages for the removal of trees. The requested easement will not substantially interfere with the present or future use of the property. Staff requests Board grant the requested easement. A copy of the easement document and plat are attached with the area of the easement identified on the plat. Fiscal Implications: The City of Raleigh will compensate the Board in the amount of \$8,342 for the land interest in the easement area and \$9,000 for landscape damages caused by tree removal. Savings: Not Applicable. Recommendation for Action: Board approval is requested.

16. DESIGN CONSULTANT RECOMMENDATIONS: ARCHITECT PACKAGE 12-D

In accordance with the designer selection procedures (Policy 7265) adopted by the Wake County Board of Education, the selection committee recommends selection of the below listed design firms for new school designs in the next Capital Improvement Plan (CIP):

Future Elementary Schools	Moseley Architects MBAJ Architecture Walter, Robbs, Callahan & Pierce Architects
Future Middle Schools	Perkins & Will Architects
Future High Schools	Fanning/Howey Associates MBAJ Architecture

Fiscal Implications: Design fees will be negotiated in accordance with the designer selection procedures and will come from the CIP 2006 for designs that will be starting in the near future. Savings: Not applicable. Recommendation for Action: Board approval is requested.

21. RESOLUTION: CIP 2006 APPROPRIATION AND REALLOCATION REQUEST

In September 2011, the Board approved a plan for \$130M in CIP 2006 funding and savings. This resolution will put in place the funds to accomplish the majority of the items on that plan. These appropriations and reallocations will fund the construction of Richland Creek Elementary, West Apex High, Facility Assessments (through the summer 2014), Program Management (until the summer of 2014), and Building Permits associated with Richland Creek and West Apex. These funds are being reallocated from prior savings, Contingency, and Reserves from CIP 2006 (\$69,727,538); and the repurposing of funds from Life Cycle Replacement of Building

Components (\$3,800,000), Property Acquisition (\$1,790,637), and Mobile/Modular Classrooms (\$6,150,000). Future appropriations and reallocations will fund the remainder of Start-up Design, offsite improvements at Richland Creek, West Apex, Panther Creek and Green Hope modular units, Garner 9th Grade Center, and infrastructure at Abbotts Creek Elementary in accordance with the proposed joint development agreement with the City of Raleigh and Wake County. The details of this resolution are shown on the attachment. Fiscal Implications: Funds are available from CIP 2006 in accordance with the approved spending plan. Savings: Not applicable. Recommendation for Action: Board approval is requested.

SCHOOL PERFORMANCE

22. ENLOE HIGH SCHOOL TRIP TO GERMANY – FRANKFURT AND SCHWETZINGEN

- 10 students from Enloe High School will take part in a biannual exchange with their partner school in Germany.
- No school will be missed as the trip is during Summer Break. Students will depart from RDU on June 14, 2013 and return on July 7, 2013.
- During this trip, students will represent Enloe High School as they have direct exposure to the German way of life through home-stay, school attendance, and tours of Germany's various sites.

Fiscal Implications: The cost per student is approximately \$2900.00. This trip is enrichment only and not a required trip. Families, private donations, and possibly corporate sponsorship will provide the financing for students wishing to participate. Savings: N/A. Recommendation for Action: Board approval is requested.

23. GRANT PROPOSALS

- Competitive (#16113): New York Road Runners, Lesson Plan Pilot Grant / Individual Schools.
- Competitive (#16213): US Department of Education, NC Department of Public Instruction (NCDPI), Advanced Placement Test Fee Program / Individual Schools.
- Competitive (#16313): Discovery Education, Discovery Education Grants / Individual Schools.
- Competitive (#16413): Youth Empowered Solutions (YES!), YES! Grant Programs / Individual Schools.
- Competitive (#16513): US Department of Agriculture, NC Department of Public Instruction, Fresh Fruit and Vegetable Program (FF&VP) / Individual Schools.
- Collaborative (#16613): Council for Economic Education, NC Council for Economic Education, Virtual Economics Grant Program / Individual Schools.
- Competitive (#16713): Wake Education Partnership, Teacher Leadership Grants / Individual Schools.
- Competitive (#16813): Foundation for the Carolinas, Longleaf Fund Grants / Central Services.

Fiscal Implications: Any required cash and/or in-kind matching contributions vary by grant program. Savings: Grant funding supplements existing resources. Recommendation for Action: Board approval is requested.

24. POLICY 6860 - CO-CURRICULAR ACTIVITIES AND ATHLETICS

Revised; Second Reading

Policy 6860 on Co-Curricular Activities and Athletics is amended due to revisions in the 2013

2014 student assignment plan. Fiscal Implications: None. Savings: None. Recommendation for Action: Board approval is requested.

POLICY

25. BOARD POLICY 1323: RULES OF ORDER

Revised; Second Reading

This policy was presented to the Board for a first reading at its 1/22/13 meeting. Fiscal Implications: None. Savings: N/A. Recommendation for Action: Board approval is requested.

26. BOARD POLICY 6203: TRANSFER OF SCHOOL ASSIGNMENT

Revised; Second Reading

This policy was presented to the Board for a first reading at its 1/22/31 meeting. Fiscal Implications: None. Savings: N/A. Recommendation for Action: Board approval is requested.

HUMAN RESOURCES

27. RECOMMENDATION FOR EMPLOYMENT

1. Professional
2. Support
3. Contract Central Services Administrator

ACTION ITEMS

FINANCE

28. TRANSPORTATION DEPARTMENT REORGANIZATION

The beginning of the 2012-13 school year was impacted by significant problems associated with the transportation of students on yellow buses. Although most of the problems associated with the opening of the school year have now been addressed, many of the root issues underlying the symptomatic problems have not. In addition to aggressively hiring more bus drivers, a detailed review of the department's organizational structure has been conducted. At the Board's January 22, 2013 Work-Session, staff presented a detailed overview of the departments current organization structure, dating back to the mid-1980's. At the same Board Work-Session, staff made detailed recommendations for changes to align the structure of the transportation department to the requirements associated with managing yellow bus transportation for a district with 169 school sites and 150,000 students. Staff will provide a brief recap of the January 22, 2013 presentation and request board consideration for approval of the reorganization. Fiscal Implications: Funding of \$2.25 M is required and available. Savings: N/A. Recommendation for Action: Board consideration for approval.

David Neter, Chief Business Officer, shared that at the Board's work session two weeks ago, he presented a detailed report on the review of the Transportation Department and recommendations for organizational changes.

Mr. Neter shared that the recommended changes are to address issues that became painfully apparent at the beginning of the current year regarding the transportation of students. The beginning of the 2012 year came along with some serious delivery issues for our 75,000 students that ride school buses daily. There were routing issues, a shortage of available drivers, and

communication issues.

Since the opening of school, the district has engaged in aggressive recruiting of bus drivers, conducted a detailed study of the department, the organizational structure including engaging outside firms to assist with the review.

The first issue identified by the review is number of total bus drivers, significant progress has been made with adding a net 37 permanent drivers another 40 drivers are still needed. The second major issue staff identified in the review is that the organizational structure in the department dates back to the mid 1980s. Mr. Neter shared that the current structure is highly decentralized with the majority of functions happening in the district offices. The decentralized structure is still an appropriate one however, staff believes now it must be balanced with the centralization of key functions. The scope of responsibility in staffing of the district operations office does not align with the district's current needs for routing and communications.

Back in 1985, the district had half as many schools and almost a third of the students we have currently; today, the transportation department is a \$70 million organization transporting 75,000 students each day with 1,500 employees in the department, currently 924 yellow buses on the road daily travelling a combined 106,000 miles each day.

The initial findings of the review include that the overall existing structure does not align with the 2013 Wake County Public School System and the associated needs for the transportation of students.

Currently, what is in place is working and that organizational refinement is required. The second major finding is that some of the work assigned to each of the 15 district operations managers is not aligned with a professional background of those individuals.

The scope of work assigned to the operations managers does now allow their ability to focus on their core function which is the delivery of students.

The review of the department included using outside resources. The first resource reviewed was a complete review of the department conducted by the TransPar Group in 2006. It was determined that the majority of recommendations made at this time were not implemented and it is assumed that they were not implemented for budgetary reasons. Many of the recommendations from the TransPar Group report are included within the overall recommendations today.

The second group that staff engaged in the review process was the Wexford Group, the group specializes in logistics consulting and related areas. The group was engaged at the beginning of the current school year to immediately review and assess the problems the district was facing. Many of the recommendations from the Wexford Group mirror that of the TransPar Group and are included within staff's overall recommendations today.

The next group that staff engaged in reviewing the department and the recommendations that staff are making is the Institute for Transportation Research in Education, otherwise known as ITRE. It is an inner-institutional research center that is administered by the North Carolina State University. ITRE has reviewed the district's current organizational structure and has

proposed changes to the structure and concurs with the feedback received in both the TransPar Report and the Wexford findings.

Finally, staff took a field trip and visited Charlotte-Mecklenburg County School System. Mr. Neter shared that Charlotte is a good peer comparison, they must follow the same guidelines and policies that we must and other LEAs in the state of North Carolina. Charlotte Mecklenburg has a similar number of students, similar size county, and are regarded as a well run transportation district.

The current transportation department has certain core functions such as maintenance that are centralized, but a majority of functions are de-centralized into 15 separate district offices. Each district office has a district operations manager and either two or three bus driver team leaders. There is no full-time staff certain to be in the district office at any given time and the background of the district office managers is primarily staff who has worked their way up from being a bus driver. Most of the district officer managers have an educational background no further than high school.

A key finding from TransPar and Wexford indicates that the district's Transportation Department is deficient in the management level staff with a college education and associated professional background. As Mr. Neter shared with the Board in the Work Session, he is not making a statement in any way, shape, or form, on the importance and value of a high school education and diploma nor is he making a statement on the importance of providing a career path for all employees, rather he is making the point that the Transportation Department is a \$70 million organization and a complex organization and does require people in management positions with the background to serve in them.

Mr. Neter reviewed with the Board the current responsibilities assigned to each of the district operations managers. Mr. Neter shared that the duties assigned to these individuals are extremely broad in scope and do not allow for a focus on their core function which should be the delivery of students.

Mr. Neter stated that the issues that have been identified are;

- Scope of the duties assigned to the operations managers it too broad and does not allow for a focus on the delivery of students,
- The complexity of the routing function is not effectively matched with the backgrounds of district office managers,
- Given the size of the district, routing functions should be centralized,
- Communications between the district offices and schools, the district offices and parents, and the district offices and the transportation department in Central Office are inconsistent,
- The use of de-centralized districts is an appropriate structure for the functions related directly to the delivery of students, and
- The number of buses and bus drivers assigned to each of the districts is high.

Mr. Neter shared that staff's recommendations are based upon the findings contained from the 2006 TransPar Report, Wexford Group Review, and the review conducted by ITRE. The first recommendation is to centralize the routing function. The routing function will continue to be a complex function. Centralizing the routing function will help reduce the scope of duties of the

district operations managers and it will better align the complex routing process with appropriate staff. Centralizing the function will also allow staff to develop standards across the district and allow for better coordination between the routing function and other district-wide management.

Staff's recommendation to centralize the routing function will be to establish the positions of a Director of Central Operations, Logistics, and Systems, two routing managers which would be senior administrator positions and eight routing specialist which would be grade 29 positions.

The Director of Central Operations position will have minimal qualifications including a four year degree with an advanced degree preferred, a background in computer science, civil or transportation engineering, operations management, or business administration; senior level supervisory experience. The Director position will oversee more than just routing, it will oversee all district-wide systems.

The Routing Manager positions will have minimum qualifications including a four-year degree, background in similar areas to the Director, and logistics and supervisory experience will be strongly preferred.

The Routing Technician positions will have minimum qualifications including a high school diploma, a four-year degree will be preferred; extensive experience with complex software applications and established communications and collaboration skills.

The centralization of routing will provide the basis for district-wide standards to be a component of all system structures and processes that the district rolls out, not just the routing function. It will allow the alignment of a complex routing process with appropriate staff and it will reduce the scope of responsibilities for district operations managers.

Mr. Neter shared that Charlotte-Mecklenburg has 15 districts just as we currently do, they have the routing function centralized a Director of Routing and 15 routing technicians. To implement a model identical to what Charlotte has would be more expensive than what staff is recommending and staff believes that having a routing technician for every two districts with the management above them for assistance, staff believes that we can effectively accomplish the same thing as Charlotte.

The second recommendation staff proposes is to implement a customer service representative in each of the district offices. Of the limited district office staff, there are no current staff in the office at all times. The need for immediate communications with local district knowledge is extremely important when it comes to the delivery of students and the complexity of our system and the needs of parents and other stakeholders.

Staff believes that it is important to have consistent communications conduit in each of the district offices to communicate and coordinate between parents, other district offices, schools, and anyone else involved in the process. The position will also take on clerical and other administrative tasks currently performed by the district operations manager further reducing their scope of duties.

The third recommendation staff proposes is to add a sixteenth district to balance the district workload and buses and drivers per district as the county continues to grow. Staff had proposed

putting a business case in for next year's budget to include the addition of the sixteenth district however, as staff began developing the recommendations, staff made the decision to include this within the recommendation giving staff the advantage if the Board does approve, the ability to start implementation immediately and have an impact on the beginning of operation of next year.

The fourth recommendation staff proposes is to add a fourth area manager, currently the district has three area managers responsible for fifteen districts; adding the fourth manager will allow the district to align each of the area managers with four districts and approximately two hundred thirty-five buses and bus drivers. Staff had planned to include this recommendation as a business case for the proposed budget for next year but as they were pulling the recommendations together, staff made the decision to include within the overall recommendations pending Board approval so that staff could begin implementation to have an impact on the beginning of school the coming year.

Staff's final recommendation is to add the position of Business Processing Technician to each of the district offices. The staff would be located in the district offices, however they would report directly to the centralized Senior Administrator for business functions; this is a separation of reporting duties that is similar to how the district has its fiscal administrators structured. They will perform duties currently performed by the district operations manager including time keeping, payroll, GPS reporting and tracking, and compilation state reporting.

Mr. Neter shared that staff's recommendations will require an investment; the prior lack of investment in the Transportation Department was largely driven by the lack of budget and the lack of funding available during this period of time.

To implement the recommendations reviewed will require an investment of \$1.65 million in salary, an estimated \$600 thousand in associated in benefits; that represents a 3.3% increase over the current Transportation Department budget. Funding for the recommendations is currently available in current year's savings.

Mr. Tedesco shared that he had an opportunity to speak with colleagues in Charlotte as well and one of the differences between Charlotte and Wake in terms of the initial big picture is geography; Wake County has an additional 300 square miles more than Mecklenburg County with a lot more travel costs and transportation in terms of coverage area. In regards to what staff is proposing, is the district selling itself short and not necessarily get everything needed? Does the county need to do more than what staff is recommending now to avoid the pitfalls that are likely to happen again?

Mr. Neter shared that staff's recommendation is going more than half way there. Mr. Neter shared that a lot of people were involved including outside organizations, human resources staff actively involved in reviewing the organizational structure, the proposed organizational structure, job descriptions, work loads, and minimum qualifications; based upon that and based upon the outside people and their input and review of staff's proposal, staff believes that they can make this work. Mr. Neter shared that as staff implements the process if they do not believe the structure is appropriate; staff will come back to the Board with revisions.

Chairman Sutton inquired if Wake is bigger than Charlotte, then why would the district not

implement the same model or something similar; with staff mentioning cost, Chairman Sutton asked if staff could give the Board a sense of what that figure might be? Chairman Sutton said that it could be that the Board sees importance in this and may be willing to go that far due to the importance of the need to do what Charlotte is doing

Mr. Neter shared that it would be approximately \$657,000 incrementally for an additional eight routing technicians to have one per district in order to model after Charlotte; the salary midpoint for those positions would be around \$70,000 plus benefits.

Chairman Sutton inquired how the district will increase its use of technology as staff looks to overhaul the system? Within the last year, the district purchased a GPS system that could not be fully implemented due to the structure not being in place to support full implementation.

Mr. Neter shared that the aspect of using technology will be a key component of the Director's role; staff specifically did not title it Director of Routing rather titling it Director of Routing, Logistics, and Systems.

Dr. Martin shared that staff conducted a reasonable assessment of what can be done and will have a dramatic improved impact on the Transportation Department.

Mrs. Evans thanked the staff for their work on the Transportation Department's reorganization. Mrs. Evans shared that she was appalled to find out the magnitude of duties that the district was expecting of the district transportation offices; Mrs. Evans thanked all of the transportation staff for all that they have done. Mrs. Evans stated that she believes there will be added improvement in the area of better communication with the new reorganization and she is appreciative of that.

Susan P. Evans made a motion to accept staff's recommendation for the Transportation Department Reorganization as presented. The motion was seconded by Jim Martin. The motion was unanimously approved.

POLICY

29. BOARD POLICY 1300: BOARD MEETINGS

Revised; First Reading

The revisions to this policy were reviewed by the Superintendent's Leadership Team on 1/7/13. This same information was presented at the Policy Committee Meeting on 1/15/13. Fiscal Implications: None. Savings: N/A. Recommendation for Action: Board approval is requested.

Dr. Gainey, Interim Superintendent, presented information to the Board. With no questions from the Board, Jim Martin made a motion to approve; the motion was seconded by Deborah Prickett. The motion was unanimously approved.

BOARD

30. BOARD RESOLUTION FOR DISTRICT-WIDE VOLUNTARY DESEGREGATION

This resolution expresses the Board's commitment to district-wide voluntary desegregation. A copy of this resolution will be included in the WCPSS "Magnet Schools of America Program

Grant” application. Fiscal Implications: N/A. Savings: N/A. Recommendation for Action: Board approval is requested.

Vice Chair, Christine Kushner, presented the resolution to the Board.

John Tedesco made a motion to approve the resolution for the long-term desegregation resolution. The motion was seconded by Susan P. Evans.

Mrs. Prickett shared that she appreciated the Board’s leadership efforts in working on the resolution, but stated that the Board has not had the data to prove that magnet schools help raise student achievement, which is now one of the Board’s core beliefs. Mrs. Prickett further stated that the Board spent considerable time in the magnet discussions and the alignment based on the data that the Board had during the magnet discussions did not give her the clarity she needed for the student achievement piece.

Mrs. Prickett shared that she is hesitant on voting on the resolution because she does not know what 2014-2015 is going to hold for the district in regards to assignment; along with assignment comes facility considerations. Mrs. Prickett shared that overall, the dynamics have changed since the Board discussed this in the magnet meetings. As it is now, Mrs. Prickett shared that it looks like the Board is back to 2009 with the slight node changes in assignment.

Because of all of the recent assignment changes, she does not feel that the Board is ready at this time for this particular resolution. Mrs. Prickett shared that it is hard for her to vote for the resolution due to the question mark she has and the clarity she needs.

Chairman Sutton shared that the resolution speaks to the Board’s commitment as a district to voluntary desegregation; not attempting to speak to assignment in any way. Chairman Sutton shared that he did not work on the resolution personally, he has read through it and all of it is wording from the Board’s strategic plan, mission, goal, and vision. Chairman Sutton went on to say that the document does not deviate from any documents the Board has previously approved.

Mr. Tedesco shared that he understood Mrs. Prickett’s concerns, but interpreted the resolution to mean that the district continues its overall commitment to student achievement, and has the wording almost verbatim with the exception of the names of the schools the same voluntary desegregation resolution that he and Mr. Sutton co-authored in 2010. As an effort to help give the district’s grant the best possible option of winning an award, Mr. Tedesco stated that he would support this.

The board returned to the motion to adopt the Board Resolution for District-Wide Voluntary Desegregation. The motion was approved on a 6 to 1 vote with Deborah Prickett casting the dissenting vote. The motion passed.

14. CONSTRUCTION DOCUMENTS: RICHLAND CREEK ELEMENTARY (E-25)

Staff has reviewed the construction documents and requests Board approval and authorization to advertise for the construction of Richland Creek Elementary School. Fiscal Implications: The proposed project budget is \$21,553,012, of which \$20,053,012 is from CIP 2006, and \$1,500,000 is from Offsite (Public) Improvements. A separate précis at today’s meeting will request all funding for construction except offsite construction. Savings: Not applicable.

Recommendation for Action: Board approval is requested.

Joe Desormeaux, Assistant Superintendent for Facilities, presented information to the Board.

Mr. Hill shared that he has concerns about the fact that at the site for E-25 the district cannot site mobiles and that the district is deleting five rooms; which means that the district is deviating from the district's design guidelines to do this. Mr. Hill inquired if the principal's at Sycamore Creek and Herbert Akins asked about how they might handle this if they lost those five teaching spaces. Mr. Hill shared that he had concerns that the five spaces will be needed.

Mr. Desormeaux stated that the principals were not asked.

Mr. Hill inquired about the savings of removing the five spaces. Mr. Desormeaux said that it is estimated at approximately \$411,000. Mr. Hill inquired how hard it would be, if the Board saw fit to put the five spaces back in?

Mr. Desormeaux stated that it would be a significant design change and a delay in the design and the project; which is the reason it was not provided as an alternate. Over the time period, the five classrooms that were targeted that were removed were in general education support, special education support, and self-contained. Those areas were targeted after discussions with staff it looked like there had been changes in those areas that would allow staff to remove them. Mr. Desormeaux stated that instead of providing a full 900 square foot classroom for these options, staff is looking at providing a 450 square foot classroom which is what is recommended by the Department of Public Instruction, staff's practice has been in the past to do the full classroom. Mr. Desormeaux stated that even though staff is deleting five classrooms, it looks like staff will be able to convert the existing large classrooms into two classrooms so staff will be able to bring most of that back into the project.

Chairman Sutton inquired as to how this matches up with the guidelines at the Department of Public Instruction? Mr. Desormeaux stated that the Department of Public Instruction recommends 450 square feet for these classrooms. Mr. Sutton inquired about the decision to reduce the number of classrooms at this site; was it budget driven given the cuts the Board has seen or was it more program driven?

Mr. Desormeaux shared that in September 2011 when the district had the \$130 million plan that staff brought to the Board, staff squeezed a lot into that \$130 million; in order to do that, staff did have an aggressive approach at reducing the cost of the elementary and high school in the plan. Staff went into the Richland Creek project looking to reduce the budget of the project.

Jim Martin made a motion to approve the Construction Documents: Richland Creek Elementary (E-25). The motion was seconded by Susan P. Evans. The motion was unanimously approved.

15. CONSTRUCTION DOCUMENTS: WEST APEX HIGH (H-10)

Staff has reviewed the construction documents and requests Board approval and authorization to advertise for the construction of West Apex High School. Fiscal Implications: The proposed project budget is \$63,999,032, of which \$60,999,032 is from CIP 2006 and \$3,000,000 is from Offsite (Public) Improvements. A separate précis at today's meeting will request all funding for

construction except offsite construction. Savings: Not applicable. Recommendation for Action: Board approval is requested.

Joe Desormeaux, Assistant Superintendent for Facilities, shared information with the Board.

Susan P. Evans made a motion to approve. The motion was seconded by Christine Kushner.

Mr. Hill inquired what the Board was looking at in terms of reductions included as alternates and for staff to share information regarding the difference between life cycle and first time replacements in terms of the roof. Mr. Desormeaux shared that staff is looking at an approach with the construction documents; staff's intent is that if needed, when bids do come in higher, staff intends to come back to the Board and ask for the additional dollars to obtain the roof.

Mr. Hill inquired as to why staff does not just go with life cycle replacement the first time and stick to the district's standards. Mr. Hill stated that it looks like the cost is driving what staff is looking for in the bid as opposed to sticking to district design standards.

Mr. Desormeaux shared that what was really driving this was that staff thought the approach would be better to go forward with the current budget instead of going to the Board of Education and Board of Commissioners asking for additional dollars in order to cover the roof and then coming back later and the bids being lower and never needing the dollars to start off with. With this approach, staff was able to go out and ask for the bottom line dollars and then when the bids come in and go back if needed.

The Board returned to the motion to approve the Construction Documents: West Apex High (H-10). The motion was unanimously approved.

CLOSED SESSION

John Tedesco made a motion to go into Closed Session at 7:37 p.m. to consider confidential personnel information protected under G.S. 143-318.11 (a)(6) and 115C-319, to consult with the Board of Education attorney and preserve the attorney-client privilege as provided in G.S. 143-318.11 (a)(3), and to consult with the Board of Education attorney and preserve the attorney-client privilege as provided in G.S. 143-318.11 (a)(3) due to current litigation, K.D. by parents M.D. and A.D. Petitioners, v. Wake County Board of Education. The motion was seconded by Deborah Prickett. The motion was unanimously approved.

The Board returned to Open Session at 8:23 p.m.

ACTION ITEMS

HUMAN RESOURCES

31. RECOMMENDATION FOR ADMINISTRATIVE APPOINTMENT(S)

Jim Martin made a motion to approve the following Administrative Appointment(s):

- (1). Kathryn Chontos, Retiree to Interim Senior Director for Counseling and Student Services effective 2/6/13 – 5/31/13.
- (2). Elaine Hanzer, Retiree to Interim Principal at Root Elementary School effective 3/1/13 – 4/12/13.

The motion was seconded by Susan P. Evans. The motion was unanimously approved.

32. CAREER STATUS

Jim Martin made a motion to approve the recommendations for Career Status. The motion was seconded by Susan P. Evans. The motion was unanimously approved.

FACILITIES

33. ACQUISITION PROPERTY-- LEGAL ISSUE

Chairman Sutton made the following statement “ *As many of you are aware, the County Commission has adopted a Legislative Agenda that includes a number of proposals that I feel are in direct conflict with the best interests of our school system; many of these include items as you know with regard to land ownership, changing the way that board members are elected, charter schools receiving capital funding, and others.*

In order to effectively respond to these proposals, I feel that our school system needs to act expeditiously to retain the services of appropriate professionals including a lobbyist. As you notice, the General Assembly is moving pretty quickly on many legislative items and I think that we need to be in the best position to not only be able to respond but to defend ourselves and try to maintain what is in the best interest of students, families, and our schools in Wake County.

For this reason, an agenda item is currently listed as Acquisition Property –Legal Issue and the reason for that is that this larger piece came from the issue around property acquisition, specifically site M-13. Under Board Policy 8361, the Superintendent has the authority to enter into contracts up to \$100,000. I am asking the Board for its approval to allow the Superintendent to engage into contracts that will give us the professional expertise that we need as well as, the boots on the ground at the General Assembly to help again lobby for and address the things that are in our best interest.

I want to be clear that this is a Board driven request; this is not something that the Superintendent has asked for or brought to our attention. This is a Board issue that has implications not just for Wake County but all school boards across the state. But with our being the largest and being here in the Capital City, we need to be in position to address these issues.

There would be, in my opinion that we are looking at perhaps determining what the scope of our need is. At one time, we had a staff person that was responsible for managing our legislative affairs; that would presumably be one contract, then a separate contract for a lobbyist if we need it and I am assuming that we will.”

Mr. Tedesco stated that originally, the Board cut that staff position but thought that the Board returned it back to a part-time position. Chairman Sutton stated if we did, we don’t currently have that person on staff. Superintendent Gainey shared that it did not come back on the books.

Mr. Tedesco shared that his concern is that he thought that was part of the reason that the Board joined the State School Boards Association; to help with lobbying of these efforts; adding these costs at this time, seems a little more than he is interested in right now. The dollars could be better used when the Board already has people who can advocate the message for us.

Chairman Sutton shared that the relationship the Board has with the School Boards Association does include a lobbyist, so they are lobbying on the Board’s behalf, however, Chairman Sutton shared that he thinks that it is important for the Board to take this step because the legislation that has been proposed to come forward is specific to Wake County. Because Wake County Public Schools is being specifically singled out, he thinks the Board needs adequate and equal

representation on this end to defend that.

Mrs. Evans shared that she finds it very unfortunate that the Board is in this position and that the County Commissioners have taken this aggressive action for which the Board has no choice but to be defensive. She wishes that it were not the case.

Susan P. Evans made a motion to grant the Superintendent the authority to hire personnel as needed to work on the Board's behalf on this issue. The motion was seconded by Jim Martin.

Mrs. Prickett inquired that as far as the funding, where will the contracts be funded from? Chairman Sutton shared that the funding would come from over/under savings.

Mrs. Kushner shared that she thought it was worth noting that if the Board did not have construction authority, in the past few years the Board could not have done the Hilburn K-8 innovation, the Board would not have been able to do the Young Men's and Young Women's Leadership Academy innovation, and would not have been able to find the innovative solutions to the ninth grade centers for both Garner High School and for Panther Creek and Green Hope High Schools. Mrs. Kushner shared that she thinks it is very imperative that the Wake County Board of Education retains that authority so that we can do our jobs.

Mr. Tedesco inquired if there would be a financial cap for the motion that was just made. Jonathan Blumberg, Board Attorney, shared that the Superintendent has the independent authority to enter into contracts without coming to the Board under Board Policy 8361, the purpose of the motion was a directive to the Superintendent to exercise his authority under the policy but would still be limited to \$100,000 and if there were a need for further resources, the Superintendent would then need to come to the Board.

Dr. Martin reaffirmed that whoever has citing authority really is the one who does mandatory assignments the Board needs to be aware of that. Dr. Martin shared that the Board wants to be careful with citing so that assignments can be appropriately done. Currently, statutory authority says that the Board of Education is to identify needs, the Commissioners are to figure out how to meet those needs. Under current statutory authority, the Board needs to recognize that needs have not been met so the Board needs to be very careful going forward. The Board of Education needs support to make sure that we don't go down dangerous roads.

With no further discussion or debate, the Board voted 6 to 2 in favor of the motion. Deborah Prickett and John Tedesco casted the dissenting votes. The motion passed.

BOARD

34. BOARD VACANCY APPOINTMENT

The District 1 position on the School Board became vacant at the end of the day on 12/31/12 due to a resignation. This vacancy was advertised in mid-December 2012 through the first week of January 2013. Interviews of the applicants for this position will be conducted by the existing members of the School Board on 2/5/13. After the completion of the interviews, members of the School Board will vote to fill the vacancy during the regular Board Meeting. Fiscal Implications: \$14,838. Savings: N/A. Recommendation for Action: Board approval is requested.

Chairman Sutton shared that as indicated earlier, the Board went through a series of interviews for the District 1 vacancy. After conducting the interviews, the Board voted for the District 1 Board Member. The Board voted by majority with 4 votes being the number of votes needed.

The votes were as follows,

- 1 vote for Shinica Thomas
- 1 vote for Don Mial
- 1 vote for Wendy Ford
- 4 votes for Tom Benton

Tom Benton is the new member of the District 1 Board seat. Tom Benton gave brief remarks.

ADJOURNMENT

There being no further business coming before the Board, Jim Martin made a motion to adjourn at 8:39 p.m. The motion was seconded by Deborah Prickett. The motion was unanimously approved.

Respectfully submitted,

Keith A. Sutton Chair, Wake County Board of Education

Stephen Gainey, Interim Superintendent, WCPSS

Melissa R. Allen, Recording Secretary