

WAKE COUNTY BOARD OF EDUCATION
OPEN MINUTES
May 29, 2001

Board Members Present:

Bill Fletcher, Chair
Rosa Gill
Judy Hoffman
J.C. O'Neal
Tom Oxholm
Susan Parry
Kathryn Quigg

Staff Members Present:

Karen Banks
Jo Baker
Del Burns
Mike Burriss
Linda Isley
Cindi Jolly
Ray Massey
Toni Patterson
Janice Shearin
Walt Sherlin
Jonibel Willis

Board Attorneys Present:

Ann Majestic

Bill Fletcher called the meeting to order at 4:05 p.m. Everyone recited the Pledge of Allegiance.

INFORMATION

Chairman's Comments

Mr. Fletcher thanked the community for the public rallies, emails, post cards and resolutions in support of the school system's funding request, and asked for continued support through the fruition of the budgeting negotiation process.

Superintendent's Report

The Finance Officers Association has notified WCPSS that its comprehensive annual financial report for fiscal year ending June 30, 2000 has qualified for a certificate of achievement for excellence in financial reporting. It is the highest form of recognition in governmental accounting.

The Senate Education Subcommittee budget recommendation recently listed a number of items that will have a direct effect on the operation and local budget of WCPSS. Mr. McNeal summarized areas that will have the greatest impact, including revision of the school bus replacement schedule, lowering class size in kindergarten, expanding funding for instructional supplies, reducing central office administration funding by nearly 2 percent, and increases in funding in the areas of special needs, student accountability and limited English proficiency.

RECOGNITION

1. North Carolina Character Educators of the Year Award Winners

The North Carolina Character Educators of the Year Awards Program supports character education and recognizes the role classroom educators play in nurturing good character. Since 1999, these awards have been presented annually to elementary, middle, and high school educators who have developed innovative, exemplary, and replicable curricula that make character-building an integral part of the classroom experience. Applicants for the awards must submit a completed application that includes an explanation of their project and how it supports the North Carolina Standard Course of Study, anecdotal evidence of its success, lesson plans, and samples of student work. Applications are accepted for individual classroom, team, and schoolwide projects. An Evaluation Committee, comprised of program sponsors, educators, Rotarians, parents, former NCCEY recipients, and other community members, reviews and selects the top submissions from the statewide pool of elementary, middle, and high school applicants. No fiscal implications at this time.

2. MAGNET SCHOOL AWARDS

The Magnet Schools of America Conference was held in St. Louis, Missouri, April 24-28, 2001. Presenters at this conference, all receiving excellent evaluations, included:

Kenneth Branch, Cynthia Privette: Centennial Campus Middle School

Tasha Haynes Cardenas: Partnerships that Promote: Marketing Strategies for K-12 Magnet Schools

Caroline Massengill, Panel Member: The Survival of Magnet Schools

Cathay Smith, Tamani Anderson: Hidden Racism: A Conversation Worth Having

Fran Venezia, Beverly Honeycutt: Teaching Old Dogs New Tricks...and Best Practices

WCPSS Magnet Schools recognized at this conference were:

Magnet School of Merit

East Millbrook MYP/IB Magnet Middle School

Bugg Creative Arts and Science Magnet Elementary School

Magnet Schools of America Honorable Mention

Combs Leadership Magnet Elementary School

Wendell Gifted and Talented Magnet Elementary School

Phale D. Hale Education Consulting, Inc. "Triple A" Magnet School 2001 Award

Carnage Gifted and Talented Magnet Middle School

Conn Global Communications Magnet Elementary School

APPROVAL OF MEETING AGENDA

*Under Facilities, consent item #2 (Bids: Athens Drive High Renovations) was moved to action; Redistricting Proposals was moved from information to action; and the Public Hearing for Items Not On the Agenda was moved before the Closed Session. **With these revisions, Tom Oxholm made a motion to approve the agenda. It was seconded by Kathryn Quigg and the vote was unanimous.***

PUBLIC HEARING FOR ITEMS ON THE AGENDA

None

CONSENT ITEMS

MINUTES

April 19, 2001 Policy Committee Meeting

May 2, 2001 Policy Committee Meeting

May 14 Board Meeting

May 17 Public Hearing on Redistricting

PERSONNEL

1. Recommendations for Career Status

A listing of 483 teachers were recommended for career status.

2. Recommendations for Contract Extensions

A listing of assistant principals, principals and central administrators were recommended for contract extension through June 30, 2003.

FACILITIES

1. Bids: Project 10H- Networking and Infrastructure Additions and Renovations

Over 90% of all classroom areas in Wake County are outfitted with fiber optic cabling from previous technology projects and/or original building construction. This project will begin to provide fiber optic cabling to limited areas that currently have only minimal copper cabling service. This project will also replace on-floor classroom copper data cabling with wall-mount cabling raceways and improve labeling of existing cabling. Where necessary, existing electrical systems will be upgraded to provide power for new and existing computers and printers. Bids were received on May 15, 2001 for networking and infrastructure additions and renovations at East Wake High, Smith Elementary, Lacy Elementary, Rolesville Elementary, Vandora Springs Elementary and Wendell Elementary. Norina Electrical and Mechanical was the apparent low bidder but withdrew their bid due to a clerical error. MBE Electrical is the next low bidder. Bid tabulation is attached. Board approval was requested to award contract in the amount of \$203,000. Fiscal Implications -Funds are available through the technology portion of state bond funds.

2. Bids: Athens Drive High Renovations (moved to Action)

3. Design Consultant Agreement: Project Enlightenment Addition and Renovations

Negotiations have been completed with The Roberts Group for the design of the PLAN 2000 addition and renovations at Project Enlightenment. The form of agreement is the standard form approved by the board attorney. Fiscal Implications - Funding is available from the total project budget of \$5,205,103, as provided in the PLAN 2000 School Building Program. The project budget includes proposed compensation for the design consultant of \$448,923.

Recommendation for Action - Board approval was requested.

4. Design Consultant Agreement: Salem Middle (M2)

Negotiations have been completed with Cherry Huffman Architects, PA for the re-use of a prototype design for the PLAN 2000 Salem Middle School. The form of agreement is the standard form approved by the board attorney. Fiscal Implications - Funding is available from the total project budget of \$21,093,376, as provided in the PLAN 2000 School Building Program. Total project budget includes proposed compensation for the design consultant of \$722,674. Recommendation for Action - Board approval was requested.

5. Design Consultant Agreement: Broughton High Renovations

Negotiations have been completed with Cherry Huffman Architects, PA for the design of the PLAN 2000 renovations at Broughton High School. The form of agreement is the standard form approved by the board attorney. Fiscal Implications - Funding is available from the total project budget of \$14,197,735, included in the PLAN 2000 Building Program. The project budget includes proposed compensation for the design consultant of \$1,077,500. Recommendation for Action - Board approval of the design agreement was recommended.

6. Construction Documents: Joyner Elementary Addition and Renovations

Construction documents for Joyner Elementary PLAN 2000 addition and renovations, designed by Skinner, Lamm & Highsmith, PA, Architects, will be presented for board approval. Fiscal Implications - The total project budget is \$8,792,608, of which \$8,629,863 is from the PLAN 2000 Building Program project budget, and \$162,745 is from the board-approved 1996 State Bond Program project budget. Recommendation for Action - Board approval of construction documents was recommended.

7. Construction Documents: Farmington Woods Addition and Renovations

Construction documents for Farmington Woods Elementary PLAN 2000 addition and renovations, designed by Davis Kane Architects, PA, will be presented for board approval.

Fiscal Implications - The total project budget is \$8,903,977, of which \$8,392,886 is from the PLAN 2000 Building Program project budget, \$334,763 is from the modernization component of PLAN 2000, and \$176,328 is from the board-approved 1996 State Bond Program project budget. Recommendation for Action - Board approval of construction documents was recommended.

8. Construction Documents: Mount Vernon Facility Addition and Renovations

Construction documents for the Mount Vernon facility PLAN 2000 addition and renovations, designed by H.S. Annis Architect, AIA, were presented for board approval. Fiscal Implications - The total project budget is \$3,119,461, which consists of \$2,510,987 from the PLAN 2000 Building Program project budget, \$423,359 from the modernization component of PLAN 2000, \$120,000 from the environmental compliance component of PLAN 2000, and \$65,115 from the 1996 State Bond Program project budget. Recommendation for Action - Board approval of construction documents was recommended.

9. Easement Agreement: Middle Creek High

BellSouth Telecommunications, Inc. requests a 10-foot wide easement area, approximately 900 feet long, from West Lake Road to the south end (Community Center) of the Middle Creek High School campus. The easement will allow for the installation of additional communication equipment. Fiscal Implications - None. Recommendation for Action - Staff requested board approval of the easement.

10. License Agreement for Installation of Automated Teller Machine (ATM)

The State Employees' Credit Union has agreed to locate and install a cash dispensing automatic teller machine in the lobby of the Harriet B. Webster Professional Development Center. Terms and conditions of operation are detailed in a License Agreement, which may be terminated by either party with 30 days written notice. Fiscal Implications - No compensation is anticipated during the first year of operation. At the end of the first year of operation, the volume of transactions will be evaluated to determine if compensation is appropriate. Recommendation for Action - Staff requested board approval of a License Agreement to install and operate the ATM equipment.

Tom Oxholm made a motion to approve the consent items, seconded by J.C. O'Neal. The vote was unanimous.

REDISTRICTING

*Alternatives 1, 2A and 4 were presented in map form to the Board for review and discussion concerning new election district boundaries. The Board is authorized and required by N.C. General Statutes 115C-37(i) to revise its district boundaries to correct population imbalances shown by the U.S. census to be within 5% of each other. The nine districts have to include between 66,723 and 73,249 voters to meet legal requirements. The Board considered Alternative 1 to be the best balanced, however, Judy Hoffman requested that Precinct 0502 be split at the Interstate 40 boundary. **Tom Oxholm made a motion to approve Alternative 1 with an amendment to split Precinct 0502 by Interstate 40, allowing the section of Precinct 0502 north of I-40 to be in District 7 and the section of Precinct 0502 south of I-40 to be in District 9. Rosa Gill seconded the motion and the vote was unanimous.** Attorney Crowell will recommend whatever next steps are necessary concerning notifying those districts effected.*

ACTION ITEMS

FINANCE

1. EMPLOYEE COMPENSATION RECOMMENDATIONS

Below are the Finance Committee's recommendations:

1. Support salary bands should be adjusted annually based on a survey of the five large employers used in the Arthur Andersen study and the benchmarks should be checked periodically with a new market study.
2. Set the system's compensation goal to achieve the median salary for each job classification at the midpoint of its band as determined in the annual salary survey.
3. Job classifications that are above the midpoint according to the survey should still receive annual salary adjustments along with an analysis to determine if they should be above the midpoint based on supply and demand or other factors.
4. Raises for support staff should be tied directly to the annual survey of comparable employers. If state raises are lower than necessary to keep up with those employer raises or compensation remains below the midpoint, additional raises should be given to try to close the gap.
5. Maintain competitive teacher compensation levels based on an annual benchmark expanded study that includes NC systems (i.e., Johnson, Durham, Chapel Hill) as well as districts in other neighboring states with which we compete directly for personnel on a funds available basis. The 75% target of Educational Benchmark Schools proposed in the Arthur Andersen is not a realistic goal at this time.
6. An annual benefit statement should be sent to all employees. The report should show in dollars each employee's cash compensation plus the cash value of all benefits, including annual and sick leave.

In discussion, Mr. Oxholm noted that paying teachers the same as those in the top 25% of benchmark schools nationally would not be realistic at this point; instead he estimated that the new benchmark would be at approximately the 66th percentile.

Tom Oxholm made a motion to approve, seconded by Kathryn Quigg. The vote was unanimous.

POLICY

1. Policy 6731 – Social Services

Revised; First Reading (Waiver of Second Reading Requested)

The revision to this policy provides definition and clarity rather than a change in content.

Rosa Gill made a motion to approve, seconded by Susan Parry. The vote was unanimous.

2. 15 Revised Policies

Revised Policies; First Reading (Waiver of Second Reading Requested)

Update with case law, statutes and application standards; clarification in terminology by: inclusion of definitions and revision of wording within policies; legal update of terminology; user friendly for students, parents and administrators. The above is true for all policy revisions except the four policies listed below:

Policy 6428 – Deletion of entire policy, incorporated into Policy 6410 and Policy 6420

Policy 6430 – Deletion of entire policy, incorporated into Policy 6410

Policy 6450 – Deletion of repetitious policy use

Policy 6601 – Deletion of entire policy, incorporated into Policy 6600

Policy 6201 – School Admissions

Rosa Gill made a motion to approve, seconded by Judy Hoffman. The vote was unanimous.

Policy 6400 – Code of Student Conduct

Rosa Gill made a motion to approve, seconded by J.C. O'Neal. The vote was unanimous.

Policy 6410 – Student Behavior

Judy Hoffman made a motion to approve, seconded by Kathryn Quigg. The vote was unanimous. In discussion, Ms. Hoffman requested that discussions on dress code continue, with consideration of a pilot program next year.

Policy 6420 – Disruption of School

This policy was amended per a handout by Attorney Majestic, with clarification to the terminology of threat/false threat. Judy Hoffman made a motion to approve, seconded by Kathryn Quigg. The vote was unanimous.

Policy 6425 – Fighting or Assault

Rosa Gill made a motion to approve, seconded by Judy Hoffman. The vote was unanimous.

Policy 6427 – Weapons and Dangerous Instruments

Kathryn Quigg made a motion to approve, seconded by Judy Hoffman. The vote was unanimous.

Policy 6428 – Theft or Damage of Property

Policy 6428 – Deletion of entire policy, incorporated into Policy 6410 and Policy 6420

Judy Hoffman made a motion to approve, seconded by Rosa Gill. The vote was unanimous.

**Policy 6429 – Narcotics, Alcoholic Beverages, Controlled Substances,
Chemicals, and Drug Paraphernalia**

Rosa Gill made a motion to approve with slight grammatical revisions. It was seconded by Judy Hoffman and the vote was unanimous.

Policy 6430 – Tobacco

Policy 6430 – Deletion of entire policy, incorporated into Policy 6410

Judy Hoffman made a motion to approve, seconded by Rosa Gill. The vote was unanimous.

Policy 6440 – Trespassing

Judy Hoffman made a motion to approve, seconded by Rosa Gill. The vote was unanimous.

Policy 6445 – Integrity

Kathryn Quigg made a motion to approve, seconded by Rosa Gill. The vote was unanimous.

Policy 6450 – Misconduct on a School Bus

Policy 6450 – Deletion of repetitious policy use

Judy Hoffman made a motion to approve, seconded by Rosa Gill. The vote was unanimous.

Policy 6530 – Due Process

J.C. O'Neal made a motion to approve, seconded by Rosa Gill. The vote was unanimous.

Policy 6600 – Search and Seizure

Rosa Gill made a motion to approve, seconded by J.C. O'Neal. The vote was unanimous.

Mr. Fletcher requested that sometime in the future staff research using breathalyzers.

Policy 6601 – Use of Metal Detectors

Policy 6601 – Deletion of entire policy, incorporated into Policy 6600

Judy Hoffman made a motion to approve, seconded by Rosa Gill. The vote was unanimous.

3. Policy 1800 – Board Advisory Councils

Revised; First Reading

Revision of the policy is to improve the structure, communication, and effectiveness of board advisory councils for the community, the school community, and the Board of Education regarding school policies and procedures.

J.C. O'Neal made a motion to approve, seconded by Rosa Gill.

In discussion, Mr. O'Neal expressed concern about combining the Fuquay-Varina and Garner councils, while Ms. Quigg spoke against combining the East Wake and Wake Forest-Rolesville councils. Both noted that their particular areas have distinct differences in issues and concerns. The vote carried with Susan Parry, Rosa Gill, Tom Oxholm and Judy Hoffman voting YES, and J.C. O'Neal and Kathryn Quigg voting NO.

FACILITIES

1. Cost Estimating Services: PLAN 2000 Building Program

In accordance with the selection procedures adopted by the Wake County Board of Education, the pre-selection committee presented recommendations for selection of a consultant to provide

cost estimating services for PLAN 2000. Fiscal Implications - Fees will be negotiated in accordance with selection procedures. Recommendation for Action - Board approval of the selection was recommended.

In discussion, Mr. Burriss reviewed a pre-selection summary report. Six firms that met the cost estimating criteria were selected to be interviewed by the pre-selection committee. Using cost estimating evaluations and site visits, the pre-selection committee narrowed their recommendations to Bovis Lend Lease and Construction Control Corporation.

Tom Oxholm made a motion to approve proceeding with negotiations with these two consulting firms. It was seconded by Judy Hoffman and the vote was unanimous.

2. Bids: Athens Drive High Renovations

Bids for Athens Drive High School were received on May 24, 2001. Staff and Boney, PLLC recommend awarding a single prime contract to Barnhill Contracting Company in the amount of \$9,104,730. The low multi-prime bid was \$8,918,860. Fiscal Implications - The total project budget is \$12,482,584, of which \$6,827,930 is from PLAN 2000 School Building Program project budget, \$1,300,000 is from the code compliance component of PLAN 2000, \$700,000 is from the environmental compliance component of PLAN 2000, \$992,054 is from the modernization component of PLAN 2000, \$2,400,000 is from the deferred maintenance component of PLAN 2000, and \$262,600 from the board approved 1996 State Bond project budget.

Judy Hoffman made a motion to approve Barnhill Contracting Company as the single prime contractor. It was seconded by Kathryn Quigg and the vote was unanimous.

PROGRAM

1. Bell Schedule Recommendations

Proposed bell schedule modifications open and close schools at times the transportation department can more effectively and efficiently provide bus service to students. The major advantages of bell schedule modifications include savings in operating costs, better utilization of equipment, ability to provide better service, and reduction in number of buses and drivers. While costs are certainly important, the ability to provide transportation service would be enhanced through the recommended options. Transportation staff recommends that in order to keep expenses to a minimum, improve student services, and assure maximum state funding for the 2001-02 school year bell schedule modifications be established by transportation staff. It is important to note the impact of student assignment and growth may result in needed changes of opening and closing times from year to year. Potential savings in current expense funds with an increase in state funding due to increased efficiency. Staff recommended that 2001-2002 school year bell schedule modifications be approved as presented.

Judy Hoffman made a motion to approve, seconded by Rosa Gill. The vote was unanimous.

Judy Hoffman made a motion to amend the agenda to include an action item on Redistricting. It was seconded by Rosa Gill and the vote was unanimous.

Resolution Adopting New Election District Boundaries (Exhibit A)

Kathryn Quigg made a motion to adopt the resolution, seconded by Tom Oxholm. The vote was unanimous.

INFORMATION ITEMS

PROGRAM

1. Assignment of New Subdivisions to Schools

Staff presented recommendations for the following subdivisions: Summermill Apartments, Brier Creek (phase 7), The Preserve at Breckenridge (phase 1, 2) and The Manor at Breckenridge (phase 1). Transportation cost will increase due to travel distance. Other facilities-related cost will be avoided. Information only at this time.

PERSONNEL

1. Notification of Administrative Transfers

Scott Brouthers, assistant principal at Carnage Middle School, to assistant principal at Green Hope High School, effective date July 1, 2001.

James Hargett, principal at Brooks Elementary School, to principal at Mt. Vernon Redirection, effective date to be determined.

Kathleen B. Marynak, principal at Joyner Elementary School, to assistant principal at Oak Grove Elementary School, effective date to be determined.

T.H. Mitchell, principal at Hunter Elementary School, to Magnet School Planner/Coordinator in Human Resources, effective date to be determined.

David S. Schwenker, principal at Vandora Springs Elementary School, to principal at Hunter Elementary School, effective date to be determined.

Vivian C. Wells, assistant principal at Joyner Elementary School, to assistant principal at Underwood Elementary School, effective date to be determined.

Judy J. Williams, principal at Hodge Road Elementary School, to Director of Extended Learning Programs, effective date June 11, 2001.

FACILITIES

1. Feasibility Study: Public/School Library – Elementary and Middle Schools

A study was conducted to examine the feasibility of placing a community public library within an elementary school and/or a middle school. Staff highlighted the findings of the study.

Recommendations included: a joint use facility at an elementary or middle school is not viable; co-location of a public library on an elementary or middle school site is desirable; a joint use facility at a high school is desirable; and a joint cooperation/collaboration between WCPSS and Wake County Public Libraries, independent of a joint use or co-located facility is desirable.

PUBLIC HEARING FOR ITEMS NOT ON THE AGENDA

None

CLOSED SESSION

Kathryn Quigg made a motion to move into closed session:

To consider confidential personnel information protected under G.S. 115C-319; and to consult with an attorney employed or retained by the Board in order to preserve the attorney-client privilege between the attorney and the Board. G.S. 143-318.11 (a)(3).

It was seconded by Judy Hoffman, and the vote was unanimous.

The Board reconvened into open session at 7:50 p.m.

Kathryn Quigg made a motion to amend the agenda to include two additional Facilities action items: an Interlocal Agreement and a WATCO Contract.

It was seconded by Rosa Gill and the vote was unanimous.

ACTION ITEMS continued

FACILITIES

1. Interlocal Agreement to Develop a 26-Acre Site in Morrisville for Public School and Other Public Facilities

An Interlocal Agreement by and between the Wake County Board of Education, Wake County and the Town of Morrisville provides for funding among the parties to construct a new

elementary school, gymnasium, community park and potential library facility. The agreement also provides for the division of any proceeds from the sale of any portion of the site acquired should the Board of Education declare any portion of the site as surplus property. Fiscal Implications – Board of Education contributes \$788,000 toward land acquisition, Wake County contributes \$200,000 towards land acquisition and up to \$250,000 as the county's share of park development. Town of Morrisville contributes the cost of the gymnasium less the value of a multipurpose room in an elementary school. Staff requested approval of the Interlocal Agreement.

Rosa Gill made a motion to approve, seconded by Susan Parry. The vote was unanimous.

2. WATCO Contract for \$108,430 to Bring the Wildwood Elementary HVAC Up To Building Specifications

Tom Oxholm made a motion to approve the contract. It was seconded by Kathryn Quigg and the vote was unanimous.

PERSONNEL

1. Recommendations for Administrative Appointments

Susan Boyer, intern at Salem Elementary School, to assistant principal at Timber Drive Elementary School, effective date June 2, 2001.

Betty Jean Cornell, intern at East Garner Middle School, to assistant principal at East Garner Middle School, effective date June 1, 2001.

Vernon W. Hatley, Senior Administrator of Transportation, to Senior Director of Transportation effective date May 30, 2001.

Carla Jernigan, teacher at Wake Forest-Rolesville High School, to assistant principal at Green Hope High School, effective date July 1, 2001.

Crystal Scillitani, intern at Green Hope High School, to assistant principal at Green Hope High School, effective date July 1, 2001.

Tom Oxholm made a motion to approve. It was seconded by Rosa Gill and the vote was unanimous.

ADJOURNMENT

There being no further business, Bill Fletcher adjourned the meeting at 7:55 p.m.

Respectfully submitted,

Annette Maret, Recording Secretary

Bill McNeal, Secretary

Bill Fletcher, Chairman

