



WAKE COUNTY BOARD OF EDUCATION
OPEN MINUTES-BOARD MEETING
Monday, June 3, 2002

Board Members Present:

Kathryn Watson Quigg, Chair	Patti Head
Beverley Clark	Tom Oxholm
Bill Fletcher	Amy White
Rosa Gill	Jeff York

Staff Members Present:

Bill McNeal, Superintendent	Ray Massey
Karen Banks	Toni Patterson
Brenda Barker	Janice Shearin
Maurice Boswell	Stella Shelton
Del Burns	Walt Sherlin
Mike Burriss	
Linda Isley	

Board Attorney Present:

Ann Majestic

Kathryn Watson Quigg called the meeting to order at 4:10 p.m. The Pledge of Allegiance was recited.

INFORMATION

Chairman's Comments

- *Ms. Quigg thanked everyone for attending the Wake County high school graduations. A special thanks to security staff and cabinet.*

Superintendent's Report

- *Mr. McNeal thanked Dr. John Gilbert, Board of Elections Chairman, for helping WCPSS register the students to vote before graduation.*
- *This project involved into a competition to recognize the high school that registered the most seniors by end of the school year.*
- *Broughton High School won the challenge registering 273 new voters, for 72% of its senior class. Principal, Diane Payne accepted a banner recognizing Broughton efforts.*
- *Cary High School won the prestigious national "Blue Ribbon Award" presented each year to schools across the nation that are exemplary models of excellence and equity and that show academic improvement over a 5-year period.*
- *Wake Education Partnership Annual Planning meeting is Tuesday & Wednesday, June 4 – 5, 2002, at the NC Bar Association.*
- *The Board of Education and the County Commissioners final luncheon for this year is scheduled for Wednesday, June 19, at the County Government's Conference Center.*
- *The next Board of Education Meeting will be on Tuesday, June 25, 2002, at 4:00 p.m.*

- *Kevin Hill presented the Division of Principals and Assistant Principals “Code of Ethics.” A committee which included Central Office administrators, developed the code of ethics for school district administrators using standards aligned with the core values of the Baldrige criteria. (Exhibit A)*

RECOGNITION

NEED (National Energy Education Development) Youth Awards

The WCPSS EnergySavers Program recognized the following schools as National and State NEED award recipients.

WCPSS EnergySavers – Region of the Year – State Level
 Lockhart Elementary School – Elementary School of the Year – National Level
 Knightdale Elementary School – Elementary School of the Year – National Level
 Fox Road Elementary School – Rookie of the Year – National Level
 Green Hope High School – Senior School of the Year – NC State Level
 North Ridge Elementary School – Honorable Mention – NC State Level

Students from these schools took on individual energy conservation projects that they documented and shared with NEED. As a result, they will be honored on the state and national levels at the NEED National Recognition Ceremonies held in June in Washington, DC.

APPROVAL OF MEETING AGENDA

- *Beverley Clark amended the agenda to include Board Advisory Council Final Report for District 6.*
- *Amy White made a motion to pull Information Item – Program-“Assignment of New Subdivisions to Schools.”*
- *Beverley Clark made a motion to pull Consent Item –Facilities #11-“Resolution: Closing of Completed Phase IIIB Projects.” Also, she made a motion to move from the Action Agenda –Facilities Item # 1-“Schematic Design: Northwoods Elementary Renovation” and Item # 2-Award of “Plumbing Contract: East Garner Middle” to the Consent Agenda.*

Amy White made a motion to approve the amended meeting agenda, seconded by Patti R. Head. The vote was unanimous.

BOARD ADVISORY COUNCIL REPORT

District 6 – Anne Sherron (Exhibit B)

PUBLIC HEARING

Joyce Hawkins – parent/ educator of Wake County. Maintain the current abstinence until marriage curriculum.

Sarah Harden-resident/parent of Wake County. Maintain the current abstinence until marriage curriculum.

CONSENT ITEMS

Patti R. Head made a motion to approve the Consent Agenda, seconded by Amy White. The vote was unanimous.

APPROVAL OF MINUTES

March 12, 2002 – Human Resources Committee
 March 19, 2002 – Program Committee

April 2, 2002 – Policy Committee
April 16, 2002 – Program Committee
May 14, 2002 – Human Resources Committee

FACILITIES

1. Bids: Fuquay-Varina Middle Addition and Renovations

Pre-approval for bids was received at the May 21, 2002 board meeting. Bids for Fuquay-Varina Middle addition and renovations were received on May 23, 2002. Staff and Pearce Brinkley Cease & Lee P.A. recommend award of the single-prime construction contract to Shelco, Inc., in the amount of \$11,340,550. The lowest combination of multi-prime bids was \$11,474,103. Fiscal Implications - Funding is available from the total project budget of \$14,518,206, as provided in the PLAN 2000 School Building Program. Recommendation for Action - Board approval is requested.

2. Bids: Millbrook Elementary Addition and Renovations

Pre-approval for bids was received at the May 7, 2002 board meeting. Bids for Millbrook Elementary additions and renovations were received on April 30, 2002. Staff and Innovative Design, Inc., recommend award of the single-prime contract to DeVere Construction Company, Inc., in the amount of \$5,976,794. The multi-prime bids are not an option because there was not a responsive plumbing bid. Fiscal Implications - Funding is available from the total project budget of \$8,128,021, as provided in the PLAN 2000 School Building Program. Recommendation for Action - Board approval is requested.

3. Bids: HVAC Renovations - Powell Elementary

Bids for the HVAC renovations at Powell Elementary were received on May 7, 2002. Staff and Padia Consulting, Inc., recommend award of the general construction contract to Jacobsen Construction Inc in the amount of \$608,096; mechanical contract to Baker Mechanical, Inc., in the amount of \$1,087,000; and the electrical contract to P. R. Faulk Electrical Corporation in the amount of \$238,500. The total of these multi-prime bids is \$1,933,596. The lowest single-prime bid was \$2,033,219. Fiscal Implications - Funding is available from the total project budget of \$3,811,338, as provided in the PLAN 2000 School Building Program. Recommendation for Action - Board approval is requested.

4. Bids: Project Enlightenment Addition and Renovations

Bids for Project Enlightenment addition and renovations were received on May 16, 2002. Staff and The Roberts Group, PA, recommend award of the single-prime construction contract to Beers Skanska, Inc., in the amount of \$3,986,800, including alternates. The lowest multi-prime bid including alternates is \$3,993,010. Fiscal Implications - Funding is available from the total project budget of \$5,205,103, as provided in the PLAN 2000 School Building Program. Recommendation for Action - Board approval is requested.

5. Bids: Vance Elementary Addition and Renovations

Bids for Vance Elementary Phase I addition and renovations were received on May 9, 2002. Staff and Moseley Wilkins & Wood recommend award of the single-prime general construction contract to Patriot Building Company, Inc., in the amount of \$727,398. Multi-prime bids were not opened due to an insufficient number of plumbing bids. Fiscal Implications - Funding is available from the total project budget of \$2,264,631, as provided in the PLAN 2000 School Building Program. Recommendation for Action - Board approval is requested.

6. Interlocal Agreement – Cedar Fork Elementary Site, Morrisville

In May 2001, the Board of Education acquired 26 acres of land off Church Street in Morrisville for a new elementary school, community park and a future Wake County library. Wake County contributed \$200,000 towards land acquisition and the Town of Morrisville is funding a full size gymnasium. Wake County and Morrisville officials request an Interlocal Agreement setting forth the responsibilities of all parties. Fiscal Implications - Not Applicable. Recommendation for Action - Staff requests Board approval of an Interlocal Agreement with Wake County, the Town of Morrisville and the Board of Education setting development responsibilities for the Cedar Fork Elementary tract of 26 acres.

7. Deed of Easement for Street and Right Of Way – Stough Elementary

Improvements to Edwards Mill Road and renovation of Stough Elementary require the relocation of an access drive from Edwards Mill Road through the Highwoods Development providing for a cul-de-sac on Stough Elementary property. The City of Raleigh requires a deed of easement for access to the street on Board property. Fiscal Implications - None. Recommendation for Action - Staff requests Board approval of a Deed of Easement to the City of Raleigh for street and Right of Way at Stough Elementary

8. Sewer Line Easement – Turner Creek Road Elementary

To provide sewer service for the new Turner Creek Road Elementary, a sewer line easement which includes a 20-foot wide permanent easement and a 10-foot wide temporary construction easement is required across private property owned by Bertha S. Herndon. The easement will allow the Town of Cary to provide sewer service. Fiscal Implications - Cost of sewer line easement, 30-foot wide by approximately 1,125-feet in length, is \$25,000.00. Funds are available in project budget. Recommendation for Action - Staff requests Board approval to purchase a sewer line easement from Bertha S. Herndon to serve the new Turner Creek Road Elementary.

9. Communications Tower Lease – Wakefield

Terms and conditions of a Communications Tower Lease have been reached with Raleigh-Durham MSA Limited Partnership d/b/a Alltel providing for a monopole cell tower and equipment facility at Wakefield High. The lease has an initial term of five (5) years with an option for one (1) additional five (5) year period. The tower will replace a light standard at the baseball field and will resemble a flagpole. Lights currently on a concrete pole will be relocated on the new tower at the same height as on other light standards.

Fiscal Implications - Base rent for 1st five (5) year period: \$45,000 annually
 One time easement fee: \$20,000
 One time administrative fee \$10,000

If lease is extended for one (1) additional five (5) year period base rent of \$45,000 per year is increased by the greater of an adjustment in the C.P.I. Index or 25%.

Recommendation for Action - Staff requests Board approval of a Communications Tower Lease with Alltel for a five (5) year period with an option to renew for one (1) additional five (5) year period including an access easement at Wakefield High.

10. Resolution – Cell Tower Lease, Wakefield High

The Wake County Board of Education is required by North Carolina General Statute § 160A-272 to approve a resolution authorizing leases of its property for periods greater than one (1) year. Raleigh-Durham MSA Limited Partnership d/b/a Alltel requests a five (5) year lease with an option for one (1) additional five (5) year period for approximately 800 square feet at Wakefield High for a cellular tower and equipment area.

Fiscal Implications - Base rent for 1st five (5) year period: \$45,000 annually

One time easement fee: \$20,000

One time administrative fee \$10,000

If lease is extended for one (1) additional five (5) year period base rent of \$45,000 per year is increased by the greater of an adjustment in the C.P.I. Index or 25%.

Recommendation for Action - Staff requests Board approval of a resolution approving a lease to Raleigh-Durham MSA Limited Partnership d/b/a Alltel for a cellular tower at Wakefield High.

11. Schematic Design: Northwoods Elementary

Staff presented the schematic design documents prepared by Arcadis G&M of North Carolina, Inc., for the renovation of Northwoods Elementary. Fiscal Implications - Funding is available from the total project budget of \$2,991,600, as provided in the PLAN 2000 School Building Program. Recommendation for Action - Board approval is requested.

12. Award of Plumbing Contract: East Garner Middle

Staff presented for approval the settlement agreement with the surety and the contract with Bradburn Plumbing Co., Inc. (the replacement contractor) for the East Garner Middle School addition and renovations project. The performance bond requires the surety to be responsible for any costs to complete the plumbing work that are in excess of Tommy V. Strigo, Inc.'s contract balance. Staff recommends award of the plumbing contract to Bradburn Plumbing Co., Inc., in the amount of \$408,592. Fiscal Implications - The total project budget of \$10,712,853 consists of \$10,644,843, as provided in the PLAN 2000 School Building Program and \$68,010 provided from the surety due to Tommy V. Strigo, Inc.'s default. Recommendation for Action - Board approval.

FINANCE

1. Activity Bus Purchase

In an effort to assist schools desiring to purchase activity buses, Wake County Public School System has established a program whereby used activity buses are purchased from the central fleet. Under the agreement, buses are sold for eighty (80) percent of current purchase price with payment in five (5) installments over a five (5) academic year period. All collected funds are deposited in restricted fund balance until a sufficient amount is accumulated to purchase more activity buses. Fiscal Implications: Total funds available in restricted fund balance is \$361,000.

2. Change Order 1 To Awkman Consulting (Dwight Snow) Service Agreement

On December 18, 2001 the Board approved an agreement with Mr. Snow to provide maintenance and support of WCPSS AIX/UNIX operating systems and other related utilities associated with production systems and procedures. Hourly rate was \$115 and contract was to end on June 30, 2002. Technology Services wishes to continue these services through the first half of the 2002-03 fiscal year until a vendor can be chosen through the Request for Proposal (RFP) process to provide this type of support. Change order 1 extends the term through December 31, 2002. Hourly rate will remain \$115. Fiscal Implications: Total amount of change order is not to exceed \$115,000. Funding for contracted services was identified and planned for in the 2002-03 fiscal year budget request. Funding will be available in the Technology Services current expense budget.

3. Change Order 1 To Excel Consulting Solutions (Mamta Rao) Service Agreement

Technology Services entered into an agreement with Ms. Rao on April 30, 2002 to provide Maximo integration support as well as functional and technical support of WCPSS accounting modules. Hourly rate was \$100 and contract was to end on June 30, 2002. Technology Services wishes to continue these services through the 2002-03 fiscal year. Change order 1 extends the term through June 30, 2003 and allows for a flat rate to be invoiced bi-monthly for hours

provided. This rate is based on a 45-hour work week. Hourly rate remains \$100. Fiscal Implications: Total amount of change order is not to exceed \$192,000. Funding for contracted services was identified and planned for in the 2002-03 fiscal year budget request. Funding will be available in the Technology Services current expense budget.

4. Change Order 1 To Netcomlogic (Pradeep Sharma) Service Agreement

Technology Services entered into an agreement with Mr. Sharma on March 11, 2002 to provide analysis and recommendations related to data warehousing, develop methodology for upgrades and support of existing systems and provide production and database support. A flat monthly rate of \$18,750 was agreed upon based on \$93.75/hour for a 50-hour work week. The contract was to end on June 30, 2002. Technology Services wishes to continue these services through the 2002-03 fiscal year. Change order 1 extends the term through June 30, 2003. Change order 1 is based on a flat monthly rate of \$17,728. Fiscal Implications: Total amount of change order is not to exceed \$195,000. Funding for contracted services was identified and planned for in the 2002-03 fiscal year budget request. Funding will be available in the Technology Services current expense budget.

5. Change Order 1 To Sj Solutions (Sanjeev Saxena) Service Agreement

Technology Services entered into an agreement with Mr. Saxena on March 26, 2002 to provide functional and technical support of WCPSS purchasing and warehouse modules of the Oracle Financial ERP. Hourly rate was \$92 and contract was to end on June 30, 2002. Technology Services wishes to continue these services through the 2002-03 fiscal year. Change order 1 extends the term through June 30, 2003 and allows for a flat rate of \$8,000 to be invoiced bi-monthly for hours provided. This flat rate is based on a 45-hour work week. Fiscal Implications: Total amount of change order is not to exceed \$192,000. Funding for contracted services was identified and planned for in the 2002-03 fiscal year budget request. Funding will be available in the Technology Services current expense budget.

6. Second Year Of Two-Year Service Agreement: Stephen W. Mcnatton

At their June 11, 2001 meeting, the Board of Education approved a two-year agreement beginning July 1, 2001 to retain the services of Mr. Stephen W. McNatton to provide system administration services for UNIX based computer systems and application systems, including DNS, FTP, Proxy, Firewall and Content Management services. These services are essential in managing internet and intranet services throughout the school district. The second year of this agreement will begin July 1 and terminate at the end of the 2002-03 fiscal year. Rate remains fixed and will continue to be invoiced monthly. Fiscal Implications: Total amount of agreement is \$384,000 with \$192,200 having been paid out in the 2001-02 fiscal year and \$192,200 to be paid out in the 2002-03 fiscal year. Funding is planned for and will be made available in the Technology Services Division current expense budget for the 2002-03 fiscal year.

7. Change Order 2 To Devaul Consulting (Tim Devaul) Service Agreement

On September 4, 2001 the Board approved Change Order 1 to an agreement with Mr. Devaul which extended his services in providing maintenance and support of software systems related to Human Resources, Payroll and Finance/Accounting functions and UERS maintenance through June 30, 2002. Mr. Devaul has also acted as lead developer and manages the workload of the other contractors. Hourly rate was \$61.05. Technology Services wishes to extend these services again which will carry us through the 2002-03 fiscal year. Change order 2 extends the term through June 30, 2003 and allows for a flat rate of \$6,093.75 to be invoiced bi-monthly for hours provided. This flat rate is based on a 45-hour work week. Fiscal Implications: Total amount of change order is not to exceed \$146,250. Funding for contracted services was identified and

planned for in the 2002-03 fiscal year budget request. Funding will be available in the Technology Services current expense budget.

8. Change Order 1 To Datanet/Pomeroy Break And Fix Service Agreement

Services initiated the Request for Proposals (RFP) process in early 2001 related to the repair of desktops, laptops and printers. Datanet/Pomeroy was awarded a contract after submitting a proposal which met all criteria. A contract was initiated August 1, 2001 for the 2001-02 fiscal year. This contract allows for renewal of up to two consecutive one-year terms. Technology Services wishes to extend these services through the 2002-03 fiscal year. Change order 1 extends the term through June 30, 2003. Fee schedule for repair services will remain unchanged. Fiscal Implications: Total amount of change order is not to exceed \$80,000. Funding for contracted services was identified and planned for in the 2002-03 fiscal year budget request. Funding will be available in the Technology Services current expense budget.

PROGRAM

1. Grant Proposals

Entitlement (#653): North Carolina Department of Public Instruction, Language Acquisition Grant / Central Office, Curriculum and Instruction. Competitive (#654): United States Department of Education, Physical Education Program / Central Office, Curriculum and Instruction. Competitive (#657): North Carolina Department of Public Instruction, Learn and Serve / Carnage and Ligon Middle School. Competitive (#658): Coca-Cola Foundation / Conn Elementary. Fiscal implications vary by grant. Staff recommends that the board approve the applications.

2. Scientific Learning

Fast ForWord is a reading intervention program that focused on foundational skills related to auditory discrimination. *Fast ForWord* was initiated at Creech Road and York Elementary Schools for Special Education students in 1999-2000. In 2000-2001, Durant Road Middle School was added. Success of the program initiated expansion of the pilot to 10 elementary and middle schools. The proposal is to pilot *Fast ForWord* at 10 schools so the evaluation of the materials can be conclusive. The contract provides for expansion to more schools in 2003-2004 and 2004-2005 if the evaluation is supportive. Total cost of the 2002-2003 contract shall not exceed \$172,433.00, to be paid from at-risk funds.

HUMAN RESOURCES

1. Recommendations for Employment (*Exhibit C*)

2. Recommendations for Administrative Appointments

- *Cathy Williams, school to-career coordinator, to assistant principal at Ligon Middle School.*
- *Jon Babson, assistant principal intern at Bugg Elementary School, to assistant principal at Zebulon Elementary School.*
- *Germaine D. Jackson, applicant, to assistant principal at Leesville Road High School.*

3. Recommendations for Administrative Transfers

- *Larry Canterbury, assistant principal at Garner High School, to assistant principal at Middle Creek High School.*
- *Barbara David, principal at Hilburn Elementary School, to assistant principal at Brassfield Elementary School.*

COMMITTEE CHAIRS' REPORTS

Policy Committee held its final meeting for the 2001-2002 school year. Bobby Guthrie, Senior Administrator of Athletics, presented changes to Policy 6860-Cocurricular Activities and Athletics. Mike Burriss, Assistant Superintendent of Auxiliary Services presented changes to Policy 8320-State Division of Purchase and Contract and Policy 8357-Minority Business Enterprise Participation in Construction and Purchases Contract was recommended for deletion.

Facilities Committee continued their discussion on Equity and Facilities Assumptions and Parameters, which are the building blocks for creating PLAN 2004. The action items on today's agenda were reviewed.

Finance Committee continued discussion of the small schools issues. The committee has reached a consensus and will present its findings to the Board on Tuesday, June 25. This was the last meeting for the school year.

Community Relations Committee approved recommendations on engaging elected officials for Board for approval.

[ACTION ITEMS](#)

HUMAN RESOURCES

1. Superintendent's Teacher Advisory Council Recognition and Subcommittee Recommendations

The Human Resources Committee received recommendations from the Superintendent's Teachers Advisory Council's subcommittee on allotting time during the instructional day for teacher planning and collaboration. The Committee recommends that the Board endorse the recommendations and encourage the Superintendent and his cabinet to implement the recommendations as budget and state statute permit. Final Committee recommendations include:

- *All teachers must have a daily planning period as duty-free lunch period.*
- *Provide countywide Early Release Days that may be used for collaborative planning and assessment paperwork.*
- *Assessments should be streamlined and aligned with each other and modified as needed. Communication must take place between Central Office departments in order for undue repetition of reporting to be eliminated.*

Bill Fletcher made a motion to approve, seconded by Beverley Clark. The vote was unanimous.

PROGRAM

1. Age Limit for Before and After-School Programs

This is a recommendation that all children in WCPSS before-and after-school programs must be four years of age by October 16 of each year. Current staffing ratio is 1:25, which was created according to state guidelines for children age four and above. Accepting younger children into these programs would increase the personnel costs of the programs because of a different staffing ratio. There are no fiscal implications. This item is submitted for board approval.

This item was pulled to correct the language. Staff will bring back at next Board Meeting Tuesday, June 25, 2002.

2. Before and After School Fee Increase

WCPSS Before-School Programs proposes a fee increase based on an hourly rate of \$1.00 per hour to \$1.50 per hour. There are 64 school-operated programs. WCPSS After-School Programs proposes a fee increase based on an hourly rate of \$2.50 per hour to \$2.75 per hour.

There are 32 school-operated programs. All fees will be fixed to the nearest fifteen-minute increment. The last increase in fees occurred during the 1998-99 school year. Fiscal implications are provided on hand out. Staff recommended that the Board approve the proposal. *Bill Fletcher made a motion to approve, seconded by Jeff York. The vote was unanimous .*

3. Assignment of New Subdivisions to Schools

Staff presented recommendations for the following subdivisions: Brier Creek Country Club (track 12), The Villas at Brier Creek (apartments), Moorlands and Winslow Ridge at Sunnybrook (town homes). Transportation costs will increase due to travel distance. Other facilities-related costs will be avoided. This item is presented for board approval.

Bill Fletcher made a motion to approve, seconded by Rosa Gill. The vote was 7 to 1 with Jeff York voting “no.”

POLICY

1. REVISION OF POLICY 8320 -STATE DIVISION OF PURCHASE AND CONTRACT *Revised; First Reading (waiver of second reading requested)*

Wake County Board of Education Policy 8320 is being revised to include language related to minority business participation in state purchase contracts.

Bill Fletcher made a motion to approve, seconded by Patti Head. The vote was unanimous.

2. DELETION OF POLICY 8357 - MINORITY BUSINESS ENTERPRISE PARTICIPATION IN CONSTRUCTION AND PURCHASE CONTRACTS

Revised; First Reading (waiver of second reading requested)

Wake County Board of Education Policy 8357 is being deleted and the necessary language for this policy is being added to Policy 8320 STATE DIVISION OF PURCHASE AND CONTRACTS. The construction contract's language has been revised and inserted into a new Policy 7260 MINORITY BUSINESS ENTERPRISE PARTICIPATION IN CONSTRUCTION CONTRACTS that the board of education approved on May 21, 2002.

Beverley Clark made a motion to approve, seconded by Amy White. The vote was unanimous.

3. REVISION OF POLICY 6426 - WIRELESS COMMUNICATION DEVICES AND LASER POINTERS

Revised; Second Reading

This policy has been revised to permit the use of any approved wireless communication device on school property after the conclusion of the instructional day and to provide clarity of the policy content.

Jeff York made a motion to approve, seconded by Rosa Gill. The vote was unanimous.

INFORMATION ITEMS (cont'd)

1. Report on Settlements by Attorney

Ann Majestic, attorney reported on the four settlements litigation

- *WCPSS vs. Y. C-S, special education student, settlement for student placement at the Helen Keller Center School for the Blind for 12 months.*
- *V. Holland v. WCPSS, worker's compensation claim settled for \$124,662.00.*
- *G. Baines v. WCPSS worker's compensation claim settled for \$10,000.00.*
- *Presidential Financial Corporation of North Carolina v. Jeffrey D. Hall and the Wake County Board of Education settlement in the amount of \$12,000.*

CLOSED SESSION

Beverley Clark made a motion to go into closed session at 5:45 p.m. 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 pursuant to G.S.143-318.11 (a)(3) and to consider confidential personnel information protected under G.S. 115C-319, seconded by Bill Fletcher. The vote was unanimous.

The Board reconvened into open session at 6:20 p.m.

ACTION ITEMS (cont'd.)**HUMAN RESOURCES****1. Recommendations for Non-Renewals**

- *Seven probationary teachers recommended for non-renewals because of licensure were not met.*
- *A probationary teacher with performance issues is recommended for non-renewal,*

2. Recommendations for Administrative Appointment

Dr. Herman Norman, applicant to Principal at East Wake High School.

Rosa Gill made a motion to approve, seconded by Bill Fletcher. The vote was unanimous.

EMPLOYEE EXCELLENCE AWARD

The Board of Education recognized seven Wake County school employees for their work and service for the month of June. Teacher James Stuart Vickery, Martin Middle School was named "Wake County Employee of the Month."

The nominees were as follows:

- *James Stuart Vickery, teacher, Martin Middle School*
- *Betty Bunn, team leader, Compensation Services*
- *Elaine Gray, Head Custodian, East Millbrook Middle*
- *Deborah Huston, teacher assistant, Baileywick Elementary*
- *Mary E. May, band and orchestra director, West Cary Middle School*
- *Elisa Miller, ESL liaison, WCPSS Customer Service Center*
- *Patricia Philbrook, lead secretary, Reedy Creek Elementary School*

The Employee Excellence Awards were created to recognize Wake County school employees for their hard work, reflecting the community's high standards, and help make Wake County Schools one of the top-performing school districts.

ADJOURNMENT

There being no further business, Kathryn Watson Quigg adjourned the meeting at 6:40 p.m.
Respectfully submitted,

Elwanda K. Farrow, Recording Secretary

Bill McNeal, Superintendent, WCPSS

Kathryn Watson Quigg, Chair