



WAKE COUNTY BOARD OF EDUCATION
MEETING MINUTES
August 14, 2012

<u>Board Members Present</u>	<u>Staff Members Present</u>	
Keith Sutton, Vice Chair	Superintendent Anthony J. Tata	Andre Smith
Chris Malone	Judy Pepler	Jacqueline Ellis
John Tedesco	Cathy Moore	Todd Wirt
Jim Martin	Cris Mulder	Stephen Gainey
Christine Kushner	David Neter	Lisa Grillo
Deborah Prickett	Don Haydon	Marvin Connelly
Susan P. Evans	Danny Barnes	Joe Desormeaux
Debra Goldman	Lloyd Gardner	Mark Winters
	Rose Ann Gonzalez	
	Pamela Kinsey-Barker	<u>Board Attorney</u>
	Clinton Robinson	Ann Majestic

Vice Chairman, Keith Sutton, called the meeting to order at 5:30 p.m. Everyone recited the Pledge of Allegiance.

Chair’s Comments

- Vice Chairman, Keith Sutton shared that Board Chairman Kevin Hill recently lost his mother and is taking time to be with his family. Please remember to keep him and his family in your thoughts and prayers.
- Also recently, the Wake County Public School System lost a former principal, Ms. Pearl Poole. Ms. Poole served twenty-three years in the Raleigh- Wake County Public School System and was a teacher and counselor at Daniels Junior High School, Assistant Principal at Broughton High School, and served as the principal at Wiley Elementary from 1978 until 1986. She was one of WCPSS’s first magnet school principals. Please keep her and her family in your thoughts and prayers as well.
- On Monday, August 13, 2012, Wake County Public School System opened two new schools, the Wake Young Men’s and Young Women’s Leadership Academies. Mr. Sutton congratulated the 300 students; 150 at each school.

Superintendent’s Comments

- Superintendent Tata shared that since the last Board meeting, year-round schools fully ramped up; Track four began July 30th. Early colleges and the leadership academies began on Monday, August 13th. Mr. Tata shared that a few weeks ago; the Shelton Leadership Center from N.C. State University took the entire staffs and the three hundred students from the leadership academies through leadership training for four days as a part of the kick off. A video was shared. Superintendent Tata thanked the General Shelton Leadership Center, N.C. State University, and Jim Goodmon with the A.J. Fletcher Foundation; both General Shelton and Jim Goodmon spoke at the Leadership Week.

- Traditional Schools will begin on Monday, August 27th, with teachers returning on Friday, August 17th. Mr. Tata shared that any families, who have not yet registered or enrolled, may do so Monday through Thursday, 8 a.m. until 3 p.m.
- On Saturday, August 18th from 9 a.m. until 5 p.m., WCPSS will be holding its Annual Kickoff to Kindergarten. Marbles Kids Museum will host the event. The event is free for new kindergartners and families; kids get a feel for what kindergarten is like and parents can meet experts in education and healthy living and ask questions.
- East Wake Middle School held an anti-bullying event on the morning of August 14th. Speaker Kirk Smalley and his organization, Stand for the Silent presented a message to students about prevention and support. Teachers will go deeper in discussions with students using lesson plans across the content areas that will focus on the issue of bullying. Bullying is a serious issue that we are addressing in many ways, with an active Bullying Prevention Task Force. Families can find more information on our website by typing “bullying” in the search box.
- Superintendent Tata shared that parent academies are approaching. Students have the best chance to succeed when schools and parents work together. Eight workshops are being offered beginning August 28th. Topics for the workshops include parent involvement, successful teacher conferences, supporting kindergartners, navigating the school system and more. The workshops will be conducted in both English and Spanish and are offered through our Lifelong Learning program.
- Superintendent Tata congratulated Oak Grove Elementary PTA Vice President, Mandy Patterson; one of twelve PTA members recognized as a Champion for Change by President Obama last week. Ms. Patterson started a children’s charity called Pajama Pals which distributed nearly 75,000 books and new pajamas to underprivileged North Carolina children.
- Superintendent Tata congratulated Middle Creek High students winning awards at the SkillsUSA National Leadership and Skills Conference. Alec Mcdivitt and Tyler Campbell were recognized for Television (Video) Production. Taylor Eargle was recognized for a T-shirt design. The SkillsUSA Championships involve more than 1,100 businesses, corporations, and trade associations in promoting career and technical education.
- Superintendent Tata congratulated all of the students, teachers, and staff for academic gains at every grade span last year. He will provide a full report to the Board on Tuesday, August 21st. Economically disadvantaged students showed the highest gains in proficiency under our state’s current testing model and high school economically disadvantaged children showed the highest since they have been tracked as a sub-group for the past ten years. Non-economically disadvantaged students showed gains as well and the district took a step in the direction of narrowing the achievement gap while increasing performance for all. There were proficiency increases in reading, math, and science at every grade level and subject tested, except for seventh grade math. Third graders showed the most improvement. There was also improvement in Algebra I, Biology, and English I. We are celebrating strong results, but also looking into the data for areas of improvement. Superintendent Tata thanked everyone from teachers to central services to leadership, and principals for uniting around the call for higher academic performance.
- Superintendent Tata will provide a State of the Schools address on Thursday, August 23rd at 6:30 p.m. at Southeast Raleigh High School. While specific community members in the southeast are invited, it is open to the public.

Board Members' Comments

- Dr. Martin expressed condolences to Chair Hill and his family during the loss of his mother. Dr. Martin also acknowledged the loss of Betty Ann Knudson. His family had the opportunity to get to know her ten years ago. She was a very amazing lady. What brought Ms. Knudson to the table of school reform was seeing on her way to Brooks Elementary School, that there was not playground equipment or books in the library. As a lady of action, she realized that if you put children and teachers in a good environment; learning will take place.
- Mrs. Prickett shared that she attended the Cary Chamber of Commerce leadership dinner on August 8th and enjoyed being with Mayor Weinbrecht and other Cary Town Council members, as well as the County Commissioners, Congresswoman Renee Ellmers, fellow Board Members and other Elected Officials and valued community partners. Mrs. Prickett congratulated Superintendent Tata, the Wake County teachers, administrators, and staff for their help in raising achievement scores for students in Wake County and for the direction that the Board provided in the process. Mrs. Prickett shared that, *“the data that Superintendent Tata shared is some of the best this system has seen in over a decade. I especially support the way that Title I funds were appropriated and the use of EVAAS in predicting student success in Algebra I, which allowed equal access to the course at an earlier age. The many new initiatives that have been put into place are working. I look forward to even more success in the future.”* Mrs. Prickett also thanked Rodney Nelson at Panther Creek High School and Dr. James Hedrick at Green Hope High School and the teachers and staff of the two schools for having the highest graduation rates this year.
- Mrs. Evans shared that on Friday, August 10th, she along with Mr. Sutton, attended the White Oak Foundation Scholarship Black and White Ball. The event was sponsored by the White Oak Missionary Baptist Church in the Green Level area of Apex. Approximately twelve scholarship recipients were honored.

APPROVAL OF THE MEETING AGENDA

With no changes to the Agenda except for an updated Human Resources list that was provided to Board members at the table, Debra Goldman made a motion to approve the agenda; the motion was seconded by John Tedesco. 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.

- **Stephany Enders** – Ms. Enders shared that last year, as the latest student assignment policy was being put together, the Superintendent requested that the Board let the Choice Assignment Plan play out. Now, it is time to consider the lessons learned about choice. Ms. Enders stated that in the old base assignment plan, there were more choices than in the Choice Plan. Under the base assignment plan in her neighborhood, parents had the choice of twenty-three schools for their children in grades K-12. In the new choice plan they had only nine choices. One of the lessons learned that should have been obvious, is that choice in all forms of assignment, and are dependent upon capacity. Ms. Enders further stated that 95% of families like the base assignment plan better because their choice was to stay in their

assigned school from the old assignment plan. A good question to ask is, if the public wanted more choices in their proximity schools, why weren't there more requests for another school? Based on the comments from those that have come before the Board in the last few months, they do like choices in their school assignment if there is a school tied to their specific address. The old base assignment model with the magnet program fulfilled that need, but their top priorities continue to be stability and predictability. The choice plan is unfair to those in charter schools or those who move here after the choice process ends. Parents like having a good support network to enhance student achievement like that at Walnut Creek Elementary School. Ms. Enders stated that the success at Walnut Creek proves that with extra money that buys extra support and smaller class sizes; it results in higher achievement at the high poverty schools. This also proves that we can't do great education on the cheap. Ms. Enders shared that it will be most cost effective to avoid high poverty schools in the upcoming assignment model. The public has learned that choice does not equal neighborhood schools. Public hearings should be conducted before another assignment model is rolled out; one that borrows the best from many models. There should be a genuine exchange of ideas with concerns being given the respect they deserve.

- **Amber Elam** – Ms. Elam shared that she did not realize how difficult it would be to have two children on different calendars. After a couple of months, they realized they had made a mistake and are trying to fix the mistake that was made. The choice plan considers siblings attending the same school a number one priority; however, siblings on different school calendars do not receive any priority. All siblings are equally important and should be given the same priority. The choice plan is splitting their family. How is the choice plan a choice for their family when five of the seven schools were year-round and the remaining two traditional schools were close to due to capacity and they needed traditional to keep their family together. They never had a choice to go to their neighborhood traditional school. Ms. Elam shared that for five months, they were on the wait list to get into fifth grade at Davis Drive Elementary School before the waitlist was cleared they were number seventeen; Davis Drive has two seats for fifth grade, the seating capacity report was dated July 16th. The report dated July 25th showed that Davis Drive was three seats over capacity. The report for August 6th remained the same; the August 13th report for fifth grade at Davis Drive Elementary is now thirty-two seats over capacity. Ms. Elam requested that the Board explain how twenty-nine children between August 6th and August 13th had a compelling reason to be placed in fifth grade at Davis Drive Elementary. Ms. Elam shared that it is not fair for the families who were on the waitlist for five months that the staff cleared and then recently added thirty-two children to fifth grade at Davis Drive; thirty-three children were on the waitlist when it was cleared. Ms. Elam questioned if the person who represented her at her appeal was compelling enough to convince the Board that they should approve her appeal; they weren't, because she is still fighting for her daughter and her family so that they can be one family instead of a split one.
- **Heather Koons** – Ms. Koons shared that as the Board works to implement the Board Directive regarding an address-based assignment plan for next year, that the Board keep in mind how fatigued the county is with assignment changes and turmoil. To keep further turmoil to a minimum, Ms. Koons hopes the Board will re-instate school assignments from one year ago, before addresses lost their base with the choice model. Most everyone liked where they were based on the survey that was taken a year ago. Further supporting this satisfaction of previous assignments, a huge majority of parents chose to grandfather their children into their current school. If the Board returns to previous assignments, it will

minimize the turmoil of next year's changes. The proximity-based choices that were made available to people this year resulted in a trend toward higher poverty schools in some areas and very low poverty schools in others. Ms. Koons requested that the Board avoid further segregation in schools by returning to the school assignments and school choices that were working for the vast majority of families in the county. Ms. Koons shared that she hopes the Board will re-assign the fewest students possible next year and work toward a plan that minimizes reassignments in the future.

- **Matthew Ellinwood** – Mr. Ellinwood who works at the Justice Center, shared that he works with families in the system with school enrollment and registration and has been working in education for over ten years and has never seen an enrollment registration process that is even close to as difficult or time consuming to navigate as the current process in Wake County. Mr. Ellinwood shared that as recently as last year, he could help up to four families register in a given day, now it takes him all day to help one family navigate the system. Mr. Ellinwood shared that the lines are astonishingly long, they have to go to multiple locations with multiple sets of documents, and parents have to go to the website to figure out where to go, gather their paperwork, lose a day of work, head to Cary, wait outside, wait in the lobby, take a number, wait in the Board Room, meet with the staff, wait in the center of the building, choose from the choices, receive more paperwork, and then go to the school; this is if things go smoothly. For families who are unfamiliar with the process, non-native English speakers, lack transportation or have any form of special needs, it has to be frustrating. Mr. Ellinwood offered suggestions such as being able to schedule appointments ahead of time, having registration happen in one location, preferably at the school, and simplifying the choice process.

CONSENT ITEMS

John Tedesco made a motion to approve the Consent Agenda, seconded by Debra Goldman. The motion was unanimously approved.

APPROVAL OF MEETING MINUTES

6. May 22, 2012 - Board of Education Meeting Minutes - Recognition

FACILITIES

7. SECOND EXTENSION OF JOINT USE AGREEMENT WITH CITY OF RALEIGH FOR ATHENS DRIVE HIGH

The Board first entered into joint use agreements (JUA) with the City of Raleigh more than twenty years ago regarding Athens Drive High. The Board approved a new JUA for Athens Drive High on July 12, 2011, but the JUA has yet to be presented to the Raleigh City Council for approval. To protect the interests of the Board and to provide time for the City of Raleigh to complete its review and approval of the JUA form, Board counsel and staff recommended approval of an extension of the JUA which was approved by the Board and City Council, and expired on June 3, 2012. The new JUA forms have yet to be presented to the Raleigh City Council. On June 19, 2012 City staff presented a second contract extension for Athens Drive High to City Council which was approved. Since which time Board Counsel learned of the action taken and has had the opportunity to review and approve the extension document as to form. To protect the interests of the Board and to provide additional time for the City of Raleigh to complete its review and approval of the Board-approved JUA forms, Board counsel and staff

recommend approval of this additional contract extension for the Athens Drive High agreement for another one-year term or until a new JUA agreement is entered into by the parties, whichever first occurs. The proposed contract extension is attached hereto. Fiscal Implications: None. Savings: None. Recommendation for Action: Board approval is requested.

8. CHANGE ORDERS: REINSTATE ONE ADDITIONAL DAY OF FLOOR SWEEPING & VACUUMING PER WEEK

Prices have been negotiated with two contract vendors in the amount of \$1,059,852.60 to reinstate one additional day per week of sweeping & vacuuming floors at all of their contracted schools, as follows: Royal Janitorial, Inc. / DBA Facilico - \$756,000.00, and RTP Building Maintenance, Inc. - \$303,852.60. Changes to other contracts are being negotiated and will be presented for approvals if required. Fiscal Implications: Funds are available in the 2012-2013 Custodial Services budget. Savings: None. Recommendation for Action: Board approval is requested.

9. CONTRACT RENEWAL: ADA GENERAL CONTRACTING FOR ENVIRONMENTAL & GROUNDS

The Master Job Order Contract with 39 Construction Company, LLC, for ADA-General Contracting was bid in 2011 and approved by the Board on June 14, 2011. This contract is used to provide accessibility improvements for special needs students. The contract allows for two additional one-year terms at the expiration of its initial term on June 30, 2012. This contractor has performed well during their first year and has agreed to keep the unit prices the same. The contract amount is \$250,000 with a term of July 1, 2012 to June 30, 2013. Fiscal Implications: Funding is available from the Environmental and ADA project budget in CIP 2006. Savings: Not applicable. Recommendation for Action: Board approval is requested.

10. SCHEMATIC DESIGN: WEST APEX HIGH (H-10)

The CIP 2006 School Building Program includes a new high school (West Apex) to be built in Apex. The schematic design documents, prepared by Little Diversified Architectural Consulting for the construction of West Apex High School, were presented to and approved by the Facilities Committee on July 10, 2012, and were presented to the full Board at the August 14, 2012 Work Session. Fiscal Implications: The proposed budget for the project is \$63,999,032, which includes an offsite improvement budget of \$3,000,000. A future reallocation from Reserve will be needed at the completion of design to fully fund this project. Savings: Not applicable. Recommendation for Action: Board approval is requested.

11. DESIGN PHASE CHANGE ORDER NO 1: WEST APEX HIGH (H-10)

Board approval is requested for Design Phase Change Order No. 1 to Little Diversified Architectural Consulting for the off site design of West Apex High. The original contract was for \$2,500,000; this change to the contract, in the amount of \$131,280, brings the total to \$2,631,280. The off site design includes improvements to four intersections, a waterline extension along Humie Olive Road, and a sewer pump station. Fiscal Implications: The proposed budget for the project is \$63,999,032, which includes an offsite improvement budget of \$3,000,000. A future reallocation from Reserve will be needed to fully fund this contract and to fund construction. Savings: Not applicable. Recommendation for Action: Board approval is requested.

FINANCE

12. AUTHORIZATION FORMS

These authorization forms designate the persons authorized to sign vouchers for the payment of money on behalf of Fuquay Varina Middle, Sanford Creek Elementary, Wake Forest Rolesville Middle and West Lake Elementary. Fiscal Implications: These authorization forms are required for bank records. Savings: Not Applicable. Recommendation for Action: Approval of Authorization Forms.

13. 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 June 2012. Fiscal Implications: Not Applicable. Savings: Not Applicable. Recommendation for Action: Not Applicable.

14. GIFTS TO THE SYSTEM

One hundred and eighty gifts have been donated to the Wake County Public School System. The approximate value of the gifts is \$229,078. Fiscal Implications: Not Applicable. Savings: Not Applicable. Recommendation for Action: No Action is Required.

15. BUDGET AMENDMENTS AND TRANSFERS, 2011-2012

To report changes in the budget resolutions resulting from transactions processed during June, 2012. Fiscal Implications:

Adjust State Public School Fund	+ \$	1,307,950
Adjust Local Current Expense Fund	- \$	5,079
Adjust Federal Grants Fund - State	+ \$	49,136
Adjust Capital Outlay Fund	+ \$	44,371
Adjust Multiple Enterprise Fund	+ \$	21,530
Adjust Direct Grants Fund	+ \$	17,600
Adjust Specific Revenue Fund	- \$	3,389,877
Net Changes	- \$	1,954,369

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

16. LAPTOP COMPUTER INSURANCE FUNDS

Prior to fiscal year 2003-04, Wake County Public School System collected a \$25 fee from schools, departments, or employees utilizing system-owned laptop computers in areas other than their duty station. This fee reduced the employee deductible for stolen or vandalized laptop computers from \$2,000 to \$100 and the funds generated through the program replaced laptop computers if a loss occurred due to theft or vandalism. Due to the amount of funds available in the program, Wake County Public School System no longer collects the fee. A balance of \$8,859.24 remains in reserved fund balance. Fiscal Implications: This request is to appropriate \$6,500 of reserved fund balance for the current year. Savings: This program provides replacement funding to cover the balance of the property insurance deductible for stolen or vandalized laptop computers in schools/departments. Recommendation for Action: Board approval requested.

17. RENEWAL OF WCPSS WORKERS' COMPENSATION INSURANCE COVERAGE

Wake County Government and Wake County Public School System have partnered to determine if cost savings can be realized through combining respective Workers' Compensation Self Insurance Third Party Administrator coverage. Revised cost proposals for 2012-2013 were requested from the current vendor. This will be the final renewal year of a three year contract. Fiscal Implications: Funds are available in the 2012-2013 budget in the amount of \$1,581,285. The school system will request appropriation of funds from reserved fund balance as required to pay claims incurred in excess of the 2012-2013 budgeted amounts. Savings: The combined cost proposals will save the school system approximately \$20,000 due to fee reductions. The estimated market premium for a fully insured workers' compensation plan is \$3.2 million compared to the school system's proposed \$1,581,285 budget for 2012-2013. Recommendation for Action: Board approval is requested.

SCHOOL PERFORMANCE

18. CONTRACT WITH COMMUNITIES IN SCHOOLS OF WAKE COUNTY (CIS WAKE) FOR GRADUATION COACHES

CIS Wake will work with approximately 50, Tier 2, ninth and sixth grade students at Knightdale High School, East Wake Middle School, and Millbrook High school, targeting those students with attendance and/or behavioral needs. Fiscal Implications: Last year's contract cost \$200,000 and remains the same for academic year 2012-2013. Savings: N/A. Recommendation for Action: Board approval is requested.

TRANSFORMATION

19. GRANT PROPOSALS

- Competitive (#03313): Lee Brothers, Side Kick Foundation Teacher Grant Program / Individual Schools.
- Competitive (#03413): Fuquay-Varina Woman's Club, Teacher Mini-Grants / Individual Schools.
- Competitive (#03513): National Gardening Association, Kids Gardening Grant Programs / Individual Schools.
- Competitive (#03613): LEGO Group, LEGO Children's Fund Grant / Individual Schools.
- Competitive (#03713): Mr. Holland's Opus Foundation / Music Grant Program / Individual Schools.
- Competitive (#03813): NC Zoo, Keepers in the Classroom Grant Programs / Individual Schools.
- Competitive (#03913): Knights of Columbus, Operation Lamb / Individual Schools.
- Competitive (#04013): Ezra Jack Keats Foundation, Ezra Jack Keats Minigrants / Individual Schools.
- Competitive (#04113): Captain Planet Foundation, Captain Planet Grant / Individual Schools.
- Competitive (#04213): Dreyer's Grand Ice Cream Foundation, Foundation Grants / Individual Schools.
- Competitive (#04313): Kids In Need Foundation, Kids In Need Grant Program / Individual Schools.
- Competitive (#04413): Beyond Question Learning Technologies, Beyond Question Grant Program / Individual Schools.

- Competitive (#04513): National Education Association (NEA) Foundation, NEA Grant Programs / Individual Schools.
- Competitive (#04613): Woodmen of the World, Educational Grant / Individual Schools.
- Collaborative (#04713): Institute of Education Sciences, Education Research Grant Programs / Central Services.
- Competitive (#04813): North Carolina Science Teachers Association (NCSTA), NCSTA Grant Programs / Individual Schools.
- Competitive (#04913): CVS, CVS Caremark Community Grants / Individual Schools.
- Competitive (#05013): Melinda Gray Ardia, Environmental Foundation Grants / Individual Schools.
- Competitive (#05113): IBM, IBM Grant Programs / Central Services.
- Competitive (#05213): Vernier Software and Technology, Vernier/National Science Teachers Association (NSTA) Technology Awards / Individual Schools.
- Competitive (#05313): Project Learning Tree® (PLT), PLT Foundation Grant Programs / Individual Schools.
- Competitive (#05413): Institute of Museum and Library Services (IMLS), IMLS Grant Programs / Individual Schools.
- Competitive (#05513): Qatar Foundation International (QFI), Qatar Foundation Grants / Individual Schools.
- Competitive (#05613): The Beehive Collective, Placemaking Grant / Central Services.
- Collaborative (#05713): US Department of Health and Human Services, Centers for Disease Control and Prevention, Community Transformation Grant (CTG) / Central Services.
- Collaborative (#05813): Institute of Education Sciences, Evaluation of State and Local Education Programs and Policies / 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: Staff is requesting Board approval.

CHIEF OF STAFF

20. LEGAL SERVICES 2012-2013 – THARRINGTON SMITH AND HARGROVE

Legal Services for 2012-2013 – Tharrington Smith & Hargrove serves as legal counsel to the Wake County Board of Education as circumstances and the Board's need require. Fiscal Implications: Funding is available from the legal/contract services budget. Savings: N/A. Recommendation for Action: Board approval is requested.

HUMAN RESOURCES

21. RECOMMENDATION FOR EMPLOYMENT

1. Professional
2. Support

22. REQUEST FOR LEAVE(S)

23. 2012-2013 SALARY SCHEDULES

The 2012-2013 Salary Schedules reflect changes from final state legislation for the 2012-2013 school year and Board approved changes. These changes include the 1.2% salary increase for all state employees and the 1% increase to the salary supplement schedule for certified employees.

Fiscal Implications: The 2012-2013 Operating Budget aligns with the 2012-2013 Salary Schedules. Savings: N/A. Recommendation for Action: Board approval is requested.

BOARD

24. BOARD ADVISORY COUNCIL NOMINATIONS

This represents new nominations to the Board Advisory Councils. The nomination forms are attached for the Board's review and consideration. Fiscal Implications: None. Savings: None. Recommendation for Action: Board approval is requested.

ACTION ITEMS

SCHOOL PERFORMANCE

25. BOARD POLICY 5534: DUAL ENROLLMENT POLICY

Revised; First Reading

The dual enrollment policy guides students who are seeking academic credit from institutions in collaboration with WCPSS. The existing policy lacks necessary language to recognize all current academic opportunities accepted for credit. Staff presented the first draft of revisions to the policy committee on May 29, 2012. Taking direction from a discussion then, staff presented acceptable revisions to both the student achievement and policy committees at later dates for approval. The final draft captures the needed changes for accepting credit from other agencies. These changes are necessary for updates to the dual enrollment form used at the school level to establish authorization for students to enroll in acceptable academic institutions other than WCPSS. These changes are needed to be effective for the 2012-2013 school year. Fiscal Implications: None. Savings: N/A. Recommendation for Action: Board approval is requested.

Cathy Moore, Deputy Superintendent of School Performance, shared information with the Board. With no questions from the Board, Jim Martin made a motion to approve Board Policy 5534: Dual Enrollment on the first reading. The motion was seconded by Debra Goldman. The motion was unanimously approved.

26. MAGNET PRINCIPLES

On June 13, the Board reviewed the Magnet Principles and made suggestions for changes. Staff has used that feedback to make changes and is bringing a recommendation for the Magnet Principles to the Board. Fiscal Implications: None. Savings: N/A. Recommendation for Action: Board approval is requested.

Cathy Moore, Deputy Superintendent of School Performance, read the following recommendation for the magnet principles, *"In alignment with the WCPSS Strategic Plan Academic Focus Areas of 1) Facilitating High Academic Achievement and Growth for All Students and 2) Reducing Achievement Gaps, WCPSS Magnet Programs will continue to be an important mechanism helping to:*

Reduce high concentrations of poverty and support diverse populations

Maximize the use of school facilities

Provide expanded educational opportunities"

John Tedesco made a motion to approve the magnet principles, seconded by Jim Martin. Dr. Martin recommended to strike the numbers (1 and 2), not the content in the written text and link the statements with "while" instead of "and" Dr. Martin also recommended removing the

capital letters from the principles as well. Mr. Tedesco accepted the recommended changes.

Ms. Moore re-read the principles for clarification for the Board. The motion to approve with the recommended change was unanimously approved.

TRANSFORMATION

27. STRATEGIC PLAN FOR THE WAKE COUNTY PUBLIC SCHOOL SYSTEM

The Board of Education and Superintendent jointly discussed and revised the mission, vision and core beliefs statements for the district at their Dec. 10th and May 22nd Board retreats and approved them at the June 5th board meeting. The adopted statements have formed the foundation for the district's strategic plan which has been developed and reviewed by the board and multiple internal and external audiences. The plan will provide the direction for the district staff to operationalize the mission, vision and core beliefs and meet our goals for increased student achievement. Board approval of the strategic plan is requested. Fiscal Implications: N/A. Savings: N/A. Recommendation for Action: Board approval is requested.

Judy Pepler, Chief Transformation Officer and Chief of Staff, shared information with the Board. With no questions from the Board, Debra Goldman made a motion to approve the Strategic Plan for the Wake County Public School System. The motion was seconded by Deborah Prickett.

Ms. Evans asked if the targets are a part of the strategic plan and if the Board is approving the targets by approving the plan. Ms. Pepler shared that the targets are intended to be the way that staff will measure success against the focus areas. Ms. Pepler stated further that staff tried to provide a way to show how staff will be measuring success and give the Board a baseline of where staff is on each area.

Mrs. Evans commented further that she appreciates the staff's patience on the process. Mrs. Evans went on record stating the following, *"that while I can accept this document in its current format, the only item that I still have an issue with is on page 17, under strategies, for recruiting, training, and retaining high quality employees, strategy #3- develop a pilot staffing and compensation structures focused on performance. I am willing to review scenarios that might take into consideration compensation based on performance so long as, we develop a rubric for determining teacher performance in particular that's not solely based on student test scores."* *"I would not support a performance-based system that is solely based on student test scores. I am not committing by this statement to implementing overall compensation structures focused on performance. I am willing to pilot them and decide as we move along."*

Dr. Martin stated for the record that, *"I cannot vote in support of this plan. I do appreciate several of the changes that have been added and the discussions. The pay for performance issues is something that I cannot accept and have also made it clear that the managed performance empowerment strategy I also do not accept and disappointed that we have not had opportunity to really dig into that or discuss it and come to agreement as a Board. When you look at the strategy, there are far too many scenarios where you may have a low performing school, but you've got fantastic leadership, they don't need more central office management than a high performing school as a teacher clearly noted to me last week. Some of the high performing schools are high performing largely because of the students that are assigned to the school; it's not that they don't have good leadership, but the leadership is not what creates the major differential in the high performance or not, whereas there are some of our low performing schools where the leadership at both the administrative and teaching level is fantastic. They don't*

need more central office oversight. While on paper that strategy may look like a fine rubric, in practice I do not see it as effective in an educational setting. For me, that would be reason enough not to support this plan.”

Mrs. Kushner shared that she senses a sense of fatigue in discussing the strategic plan. She recognizes that the staff has spent a good amount of time on the plan, but she is still not there yet and concurs with a lot of what Dr. Martin stated. She is still open to discussion.

Mr. Tedesco shared that he, like Mrs. Evans, still has a bit of an issue with the pay for performance piece but in the opposite direction. Throughout the Board’s last sixteen iterations it has gotten softer and softer and he is a little disappointed in that, but as a show of compromise, he will not reject the plan and will support it, because the Board has worked on it collaboratively for an extended period of time.

Mr. Sutton stressed to the Board that the Strategic Plan is a living, breathing document and sets goals for where the district wants to be.

The motion was passed on a 6 to 2 vote, with Christine Kushner and Jim Martin casting the dissenting votes.

CLOSED SESSION

Debra Goldman made a motion to go into Closed Session at 6:17 p.m. to consider confidential personnel information protected under G.S. 143-318.11 (a)(6) and 115C-319 and to consider confidential student information protected under G.S. 115C-402 and the Family Educational and Privacy Rights Act, 20 U.S.C. 1232g. The motion was seconded by Chris Malone. The motion was unanimously approved.

The Board returned to Open Session at 6:27 p.m. on a motion by John Tedesco, seconded by Deborah Prickett. The motion was approved.

ACTION ITEMS CONT'D

HUMAN RESOURCES

19. RECOMMENDATION FOR ADMINISTRATIVE APPOINTMENT(S)

John Tedesco made a motion to approve the following Administrative Appointments:

- (1). Gerald Pickett, Retiree to Interim Principal at Southeast Raleigh High School effective 8/15/12 – 9/14/12.
- (2). Daniel Zoller, Assistant Principal at Wake Forest Elementary School to Principal at Lockhart Elementary School effective 9/1/12.
- (3). Pamela Doak, Director of Special Education Services to Senior Director of Special Education Services effective 8/15/12.
- (4). Patricia Abel, Retiree to part-time 2012-2013 Converted Assistant Principal position at Athens Drive High School effective 8/15/12 – 6/28/13.
- (5). Elena Ashburn, 2012-2013 Converted Assistant Principal position at Fuquay-Varina High School to Assistant Principal at Fuquay-Varina High School effective 8/15/12.
- (6). Altonia Bransome, 2012-2013 Converted Assistant Principal position at East Millbrook Middle School to Assistant Principal at East Millbrook Middle School effective 8/15/12.
- (7). Darryl Fisher, Retiree to Interim Assistant Principal at Banks Road Elementary School effective 8/15/12 – 9/28/12.

- (8). Amy Flaim, Teacher at North Ridge Elementary School to Assistant Principal at Hilburn Academy effective 8/15/12.
 - (9). Shannon Gill, Applicant to Assistant Principal at Carver Elementary School effective 8/17/12.
 - (10.) Jesenia Hafner, Teacher at Harris Creek Elementary School to Assistant Principal at Forestville Elementary School effective 8/15/12.
 - (11). Kurtis Pake, Alternative Programs Administrator/ALC Coordinator at Garner High School to Assistant Principal at Vance Elementary School effective 8/15/12.
 - (12). Christie Patrone, Instructional Resource Teacher at Dillard Drive Middle School to 2012-2013 Converted Assistant Principal position at West Millbrook Middle School effective 8/15/12 –6/28/13.
 - (13). Charlesa Peoples-Duncan, Teacher at West Cary Middle School to 2012-2013 Converted Assistant Principal position 50%/ Instructional Resource Teacher position 50% at West Cary Middle School effective 8/15/12 – 6/14/13.
 - (14). Kelley Simpson, 2011-2012 Converted Assistant Principal position at Apex High School to 2012-2013 Converted Assistant Principal position at Apex High School effective 8/15/12 – 6/14/13.
 - (15). Deanna Wilson, Teacher at Weatherstone Elementary School to Interim Assistant Principal at Walnut Creek Elementary School effective 8/15/12 – 6/14/13.
 - (16). Jennifer Zezza, Teacher at Ligon Middle School to 2012-2013 Converted Assistant Principal position at Ligon Middle School effective 8/15/12 – 6/28/13.
- The motion was seconded by Christine Kushner. The motion was approved.

The Board returned to Closed Session at 6:28 p.m. on a motion by John Tedesco, seconded by Debra Goldman. The motion was approved.

At 7:48 p.m. Jim Martin made a motion to come out of Closed Session. The motion was seconded by Chris Malone. The motion was approved.

ADJOURNMENT

There being no further business coming before the Board, John Tedesco made a motion to adjourn, seconded by Jim Martin. The meeting adjourned at 7:48 p.m.

Respectfully submitted,

Keith A. Sutton, Vice Chair, Wake County Board of Education Anthony J. Tata, Superintendent, WCPSS

Melissa R. Allen, Recording Secretary