



**WAKE COUNTY BOARD OF EDUCATION  
BOARD MEETING MINUTES  
SEPTEMBER 4, 2012**

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

Chairman, Kevin L. Hill, called the meeting to order at 5:31 p.m. Everyone recited the Pledge of Allegiance.

**APPROVAL OF THE MEETING AGENDA**

Chris Malone made a motion to amend the Meeting Agenda and to go into Closed Session pursuant to G.S. 143-318.11 (a) (3) to preserve attorney-client privilege with respect to Marcus Johnson vs. City of Raleigh et. al. case number 512-CV-210, to consult with an attorney employed or retained by the Board in order to preserve the attorney-client privilege as provided under G.S. 143-318.11 (a) (3), to consider confidential student information protected under G.S. 115C-402 and the Family Educational and Privacy Rights Act 20, U.S.C. 1232g, and to consider confidential personnel information protected under G.S. 143-318.11 (a) (6) and 115C-319.

Debra Goldman reminded the Chairman that in the work session, the Board agreed to pull Action #25, Adoption of Priority Lists of Renovation Projects.

Keith Sutton made a motion to approve the Amended Agenda. The motion was seconded by John Tedesco. The motion was unanimously approved.

The Board returned to Open Session at 5:47 p.m.

**Chair's Comments**

- Chairman Hill shared that with the start of the traditional calendar year on Monday, August 27, Wake County has nearly 151,000 students hard at work each day. The Wake County Public School System has received numerous recognitions for excellence both inside and outside of the classroom. Our goal is to continue excelling on behalf of the students.
- Chairman Hill stated that the school system got off to a very poor start last week in terms of coping with the registration process for new students and the transportation of students to and from school. The results were not up to Wake County standards and are not acceptable.

While the Chairman is dismayed by the events of last week, he was very clear in extending his appreciation of the hard work of teachers and school staff along with central services and transportation staff members to minimize the extent of the disruptions. Chairman Hill thanked the staff, teachers, students, and parents for what was a very long week.

### Superintendent's Comments

- Superintendent Tata shared that the school system welcomed more than 105,000 traditional calendar students back to school. Mr. Tata thanked all of the teachers and staff at the 169 schools for a great academic year last year and wished them well in the year ahead.
- Mr. Tata shared that he spent part of the first day of school at Forestville Road Elementary School and Knightdale Elementary. He thanked the teachers and staff for their hard work.
- Mr. Tata stated that there have been many issues with regard to transportation and as he has said before, there are no excuses for what happened, but Wake County remains committed to fixing the problem. Staff has been working since the first day of school and through this past weekend to monitor and evaluate problem areas, listen to and respond to concerns, change routes, and add additional buses. Staff has added 34 additional buses since last Monday and rehearsing Saturday, Sunday, and Monday so that drivers would be ready for this morning.

Mr. Tata shared that he spent time this morning at the Green Hope Transportation Center and then rode three different routes to Apex Middle School, Baucom Elementary, and Olive Chapel Elementary. Mr. Tata thanked driver, Ebony LaSane, and all drivers who work hard every day navigating challenging circumstances safely. Mr. Tata shared that things are improving everyday and the county will continue working until all the issues are resolved. Staff knows that they are not there yet and that there is much work to do. Mr. Tata thanked all of the parents for their patience. Staff has heard their concerns and is working to rectify the issues as quickly as possible.

- As another school year begins, staff wants to remind parents of the importance of being engaged in their child's education. Wake County Public Schools is offering a series of parent academy workshops to help parents better understand the school system, how to get involved and get your child on a path for success. Parents can learn more about these workshops and sign up on the district website.
- Mr. Tata shared that the Wake County Public School System is hosting a Back-to-School kick off this weekend, September 8<sup>th</sup> to give families important information about the school system and introduce them to parent academies. The event will be held from 8:00 a.m. until 1:00 p.m. at Millbrook High School.
- Mr. Tata shared that the nominations are in for the finalists for the 2011-12 Principal and Assistant Principal of the Year. Mr. Tata shared the district appreciates the hard work of all of the county's school leaders and looks forward to recognizing these groups at an award ceremony on October 11. The finalists for Principal of the Year are;
  - Kevin Biles of Pleasant Union Elementary,
  - Ken Branch of Brentwood Magnet Elementary,
  - Paula Trantham of Millbrook Magnet Elementary,
  - Brian Pittman of Holly Ridge Middle,
  - Erika Lucas of East Wake School of Arts, Education, and Global StudiesThe finalists for Assistant Principal of the Year are;
  - Teresa Castwell of Lead Mine Elementary,

- Ruth Ann Freeman of Bugg Magnet Elementary,
  - Travis Schillings of Brassfield Elementary,
  - Wynette Martin of East Cary Middle,
  - Matthew Rice of Enloe Magnet High
- As the county celebrates academic gains across the board for 2011-2012, the county looks forward to a new more rigorous curriculum this year. Staff has been preparing teachers for the new Common Core and Essential Standards Curriculum that all North Carolina schools will use this year. Students will receive a more in depth understanding of their subjects and be involved in more project-based learning. The new standards will help better students and make them more competitive with students from other states. A video was shown that will help explain the changes for Common Core to families.

### **Board Members' Comments**

- Mrs. Kushner apologized to parents and students for the bus debacle. Mrs. Kushner shared that her heart was breaking last week as she heard countless stories of no buses, late buses, students getting home three hours after school let out, and students dropped off at empty houses because their parents were waiting and waiting at a bus stop. Mrs. Kushner thanked parents who despite the mess, kept their children on the bus. Mrs. Kushner also thanked the teachers, bus drivers, and staff for all of their hard work last week, but especially on the transportation issues. Mrs. Kushner shared that staff has to and will work to get the issue right.

Mrs. Kushner stated that a week ago as the bus problems were manifesting themselves throughout the county, she called for an audit of the system and she repeated a call for an independent audit today. Mrs. Kushner stated that some are saying that every school year begins with bus problems, but this year has been like no other. In her thirteen years of having children in the Wake County schools, she has never seen a school year start this way. In fact, ever since DPI has had efficiency ratings, Wake County had one of the highest ratings in the state, upwards of 99%, up until 2009.

Up until 2009, the district maximized state funding for the system; Wake spent less on bussing per pupil than other systems in the state despite the fact that Wake is a large county geographically. Average ride times were less than 20 minutes; fewer than 8% of children were bused from non-contiguous nodes to balance school populations. Wake's efficiency rates dropped after 2009.

So what happened in 2009, the prior Board started picking apart student assignment plans and making them less efficient. They vilified bussing, despite the fact that more than half of our students take the bus to school to get to school; yet bussing was made a scapegoat. But in truth, our previous system was less costly and more efficient than the post-2009 changes.

The prior Board cut more than \$4 million from big yellow school bus transportation, then they added a county-wide choice plan; a choice plan that from the start would actually require more bussing.

Mrs. Kushner shared that she cannot get the chorus of *Big Yellow Taxi* out of her head, "*you don't know what you've got til it's gone.*" I hope the community now clearly sees why the current

Board has directed the staff to move to an addressed-based assignment plan. The problems for base-assignments are less severe, more easily fixable, and less costly than those under this experiment with county-wide choice.

This year, the county started with 58 fewer buses and we already knew that 52 more busses were needed for the choice plan and growth to continue with three-tier plan. We began the year 100 buses behind. The Board was advised in the spring by staff, that the routing system would make this work. The Board relied on the Superintendent's and staff recommendations. The complication is that the county-wide choice plan has created non-contiguous spot assignments throughout the county. In the closing weeks of registration, schools were full and new students were assigned further and further out. Hundreds of non-contiguous assignments are now scattered throughout the county adding significant time to bus routes, breaking up neighborhoods, and helping create the inefficiencies that was seen last week.

Continuing the county-wide choice plan would worsen these problems. Wake County is too big for county-wide choice, the county does not have the buses, there is not enough space in schools, and the county can't fix what is broken about the seemingly seductive idea of county-wide choice. Mrs. Kushner went on to say that this experiment has exposed the pressure points of the school system on transportation, programs, and especially on capacity. The county needs more efficient base-assignments with more contiguous assignments.

In the short term, more buses are needed on the road and she is thankful that staff has taken the steps already to do just that. Mrs. Kushner hopes that an independent transportation audit will reveal what else can be done to make the county's bus system more efficient.

Mrs. Kushner is thankful that in June, the Board took the courageous step to recognize that the choice plan has critical design flaws. The staff is creating a hybrid plan with address-based assignments and expanded choice. The Board will begin to review the results of that effort in the coming weeks.

Mrs. Kushner recognized that the Choice Plan is responsible for a recent back log of registrations that have plagued central office. Since July, each day hundreds of parents and guardians have waited for up to 5 hours to register their children for school. There were 2,000 adults coming through central office just last Monday, Tuesday, and Wednesday alone. Some parents have lost an entire work day registering their children for school and that is unacceptable. Thankfully, that too, will change next year. There won't be long lines at central office because parents will be able to register their children at one of the county's 169 schools; a school with a welcoming staff that can also explain bus transportation.

Mrs. Kushner went on to say that base assignments are not red, blue, partisan, they are logical and cost effective and the Board needs to be objective of where it is with the school system. Mrs. Kushner shared that the county has to learn from mistakes and all have to go forward to get this right. There are Common Standards, achievement issues, and other essential work to do; getting our students to school safely is clearly the first step.

Our Superintendent came to Wake County with experience in logistics and he will lead the work to solve this problem. There are many marvelous schools in Wake County and she is

thankful for the vibrant school communities that have worked so hard. The Board's job is to help schools get even stronger. Mrs. Kushner thanked everyone for their patience and their continuing support of Wake County schools.

- Mrs. Evans offered her apologies to the community in regards to the bus transportation problems that have been experienced thus far this school year. Mrs. Evans wanted everyone to know that she shares their frustrations and apologized to the parents, students, teachers, principals, other school administrators, bus drivers, and many of the transportation staff for all of the aggravating and stressful situations they have been placed in due to the problems experienced with late buses, no show buses, overcrowded buses, and longer than acceptable bus rides. Mrs. Evans wanted the public to know that when she agreed to allow the staff to implement the new bus routing system in the Spring, she did so based on relying on the expertise of the Superintendent and the Director of Transportation and other staff who assured the Board that this would be feasible and would only increase route times by a few minutes. Based on all of the feedback that she has received and the review of selected bus routes which she has done on her own, it is clear to her, that the staff did not use realistic estimates of ride times or realistic estimates of numbers of bus riders for each route. The bus drivers in many instances did not appear to have received appropriate guidance on how to best execute their routes and the ability for parents to reach anyone to get a status report on where their child or their child's bus was located after hours of waiting was simply dismal.

Later, the board will receive an update on the bus transportation scenario and the Board will be discussing next steps. Mrs. Evans promised that she will be asking a lot of tough questions. In Mrs. Evans 32 years in Wake County, this is the largest operational failure at Wake County Public School System that she has ever observed and she is seriously concerned. Mrs. Evans thanked the bus drivers, teachers, school administrators, district transportation office employees for going over and above the call of duty to do the best they could to deal with the insurmountable pressures that this new transportation situation placed on all of them. Mrs. Evans assured that the Board and the staff are taking this very seriously and taking whatever action is necessary to restore bus transportation as a practical and reliable option for families.

Additionally, Mrs. Evans apologized to the families who participated in school registration for their children in these past weeks; for the inconvenience and the long times spent waiting to register children at the central office. Mrs. Evans feels that this process was particularly burdensome and one of many undesirable lessons learned from our experiment with the controlled-choice assignment model. Mrs. Evans assured the public that the Board will be addressing this and hopes that returning to school assignments based on residents' addresses will make the enrollment process much easier next year. Mrs. Evans shared that she appreciates the community's patience while the county works to make improvements in all areas.

- Mrs. Prickett shared that with the bussing situation, Superintendent Tata and staff has worked very hard to correct the situation. Mrs. Prickett stated that Superintendent Tata took complete responsibility and addressed the situation. The district is still working on it trying to get things straight for the community. Mrs. Prickett shared that she remembered one of the changes in the Choice Assignment Plan is because the Board cared enough about the parents to let them grandfather into the schools that they were already in. The Board did not want to take families and try to put them in another feeder pattern. Mrs. Prickett shared

that one of the reasons why bussing was different was to try and give stability to parents and grandfather students. The Board changed from a three-tier bussing system to a two-tier light system for efficiency ratings from the North Carolina Department of Public Instruction. Mrs. Prickett shared that she had faith in staff and Superintendent Tata to get the issues worked out.

Mrs. Prickett shared that she enjoyed attending the State of the Schools presentation that was held at Southeast Raleigh High School. Mrs. Prickett shared that Superintendent Tata did a superior job delivering the latest updates about many new topics including student achievement, graduation and other testing data, budget considerations, common core transition, as well as points to think about for future planning. Mrs. Prickett shared that Cris Mulder and Keith Sutton also did a great job with their informative presentations. Mrs. Prickett thanked the Southeast Raleigh Choir and the Knightdale ROTC, as well as the Wake County Security team and other Wake County staff members. Mrs. Prickett encouraged the community that were unable to attend to go online at the [wcpss.net](http://wcpss.net) website to view the video.

Mrs. Prickett spoke and answered some questions about the school system at the recent Greater Raleigh Chamber of Commerce Leadership meeting on August 28<sup>th</sup>. Mrs. Prickett shared that she enjoyed hearing the information presented by Raleigh City Council member Mary Ann Baldwin and County Commissioner Betty Lou Ward. Mrs. Prickett thanked Emily Atkinson with the Greater Raleigh Chamber of Commerce for her efforts in scheduling these meetings and for the continued valuable partnerships that the Wake County Public School System shares with the Greater Raleigh Chamber of Commerce.

- Mr. Tedesco apologized to parents and thanked them for their patience and understanding this week. The Superintendent and Board Chairman have both highlighted that the transportation issues are unacceptable and are acting on the matter. Mr. Tedesco shared that there are real parents and children that are impacted by the situation. In a system the size as Wake County, should there be 3,000 students who are impacted with significantly late bus routes, it needs to be understood, from a staffing and systems perspective, it is a 2% failure rate but is something that impacts real families. Mr. Tedesco shared that staff did a phenomenal job; he commended teachers, principals, bus drivers, and families for their patience and additional work during the week.

Mr. Tedesco disagrees with some of his colleagues though, while he agrees that the situation is unacceptable, he commends staff for taking action and putting buses back on the road and moving in the right direction, he does think that it is a bit disingenuous for people to highlight the challenges specific to one issue; specific to an assignment issue. Mr. Tedesco shared that the state efficiency rating came into play and where the district's efficiency rating ranks in comparison to that. Mr. Tedesco stated that staff was very clear to the Board, if the state formula is reviewed for rating efficiency; it is not based on anything the district did since 2009, but is based on what other districts did across the system. Mr. Tedesco went on to explain the state's efficiency rating formula. Mr. Tedesco shared that the suggestion that this is the biggest debacle in 32 years is either seriously disingenuous or blind to the fact that the district has had multiple issues over the last 32 years, particularly in the issue of transportation when millions of dollars were lost in scandal in the last decade or when the district had mandatory year-round assignments that went to the Supreme Court of North

Carolina. There were many issues the district has had to deal with. Mr. Tedesco commends staff for handling this transportation issue in a manner that is responsible and working hard for the families of this county.

- Ms. Goldman thanked everyone who have reached out and contacted her, board members, and staff regarding the transportation issues. It has helped to make everyone aware of the ramifications of the problems that have been encountered this year. Ms. Goldman is also thankful that Superintendent Tata worked to take control of the situation; working with staff and especially for his pledge to get the issue fixed and to get it right. As a parent, her heart goes out to the parents that are waiting at a bus stop for their children to come home, or waiting at the bus stop in the morning for the bus to arrive. These are similar problems that the county faces year end and year out in Wake County. Ms. Goldman wanted to let people know that the Board is listening and are responding. For those that have not had their solutions brought forward yet, please keep the Board in the loop and aware. The issues have got to be fixed for everyone.
- Dr. Martin apologized to the public for the transportation situation this year. Dr. Martin thanked the public for forwarding comments to the Board so that they can know what is going on and begin to work at it. Dr. Martin is glad to see that staff is working to address the problems. A point of concern that Dr. Martin would like the Board to pay attention to is the Board's discussion of efficiency. In an email today, the Board learned that a goal would be to fill buses to 80% on average, which is fine in some places but not in others. Dr. Martin shared that the Board needs to think about what efficiency means. Dr. Martin shared that staff needs to look at time, not just how many students can be placed in seats as the Board moves forward. Once immediate needs have been solved, the Board and staff needs to look and figure out what happened. Dr. Martin shared that he believes what happened was preventable and he like Mrs. Kushner, have called for an external audit to see what has led to where the district is. Dr. Martin shared the district could have anticipated the bus issues based on what was starting to happen with year-round assignments; there was warning, why was it not heeded. Dr. Martin stated further that when he read in an email that, "while the computer program showed that we could have been able to execute with 881 buses, they do not deal with the friction of traffic, slow bus stops, carpool lanes, etc." Why was this not in the computer program. Dr. Martin shared that he is an objective kind of person, he wants to be data driven, and wants the Board to think before it acts; which is why he voted "no" and he will continue to vote "no" until he has appropriate data to believe that he has confidence going forward. The system must be audited to figure out where the decision points were made to put the district into a situation that he believes was completely preventable.

#### **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.*

- **Alicia Motyka** – Ms. Motyka shared that she has sent many emails regarding the transportation problems. Ms. Motyka stated that a long-term solution needs to be sought for everyone. The Superintendent and Board members have continued to disappoint her and many other parents in the county in response to the transportation debacle. Before last

week, Ms. Motyka's son spent a maximum of 15 -20 minutes riding the bus each way; after traditional schools began, he son has spent a minimum of 35-45 minutes on the bus each way twice a week. In addition, he has been waiting at the school bus stop an additional 20 minutes every morning because no one knew when the bus was actually going to arrive. Her son would sit at school an additional 30 minutes waiting to be picked up. In total, her son is spending over 60 minutes waiting for and riding the bus daily, which is not acceptable for anyone. 45 minutes are lost each day that could be used on homework, extra-curricular activities and family time. The district's schedule has turned Ms. Motyka's son into a grumpy and exhausted child who does not want to complete his homework or do anything by the time he arrives home. Ms. Motyka has spent 3-4 hours daily for the last 6 days dealing with this transportation issue. Ms. Motyka is fed up. Many parents have full-time jobs beyond being parents, and should not have to worry about fixing the district's transportation issues. These issues were created by the district with school choice and now a way must be found to fix it. Long-term decisions need to be sought that make sense to all in Wake County Public Schools.

- **Gail Sabol** – Ms. Sabol shared her frustration regarding transportation for her family and the frustration she has felt with the new Choice Plan assignments and how they relate to getting students transported to and from school. Ms. Sabol shared that her daughter was on a bus for more than 12 hours last week. Ms. Sabol implored the staff and Board to do the right thing for children using bus transportation.
- **John Shell** – Mr. Shell shared that his son is a first grader on track one; last year his family had one bus, one bus stop, and one time for 180 days; it was glorious. This year, since the start of track one, his family has had 6 bus stop times, 5 bus drivers, and several times the bus stop has been changed with no notification; which is totally unacceptable. Mr. Shell stated that clearly, two things have changed from last year to the current year; there were 58 less buses and a choice plan that will bus children all over to get them to school. Mr. Shell does not know how a Choice Plan can be implemented and buses taken off the road when the routes have been changed. It does not seem logical. Until the district can get the transportation issues fixed, he will be taking his child to school daily. Mr. Shell requested the new Board majority to correct the situation and to get rid of the Choice Plan.
- **Ricky Barker** – Mr. Barker commended the teachers and support staff who have provided a positive educational experience for his son. Mr. Barker has been moved by the dedication of the teachers who have taken the time to provide a quality education for his child. Mr. Barker shared that the current bus schedule for his child is not acceptable and requested an immediate change. Since early July, Mr. Barker's son has spent nearly two and a half hours on the bus each day. Mr. Barker and his family have gone through the normal channels of having contacted staff in July and have been informed to be patient that things will change when all four tracks have been in for the year. No changes have been made. Mr. Barker shared that he is very hopeful that changes will occur soon, if not, he respectfully requested that the Board and staff look into the issue.
- **Richard Olson** – Mr. Olson shared that 86% of eastern Wake County schools are under performing. Mr. Olson requested that the Board pay some attention to the eastern Wake County area. After multiple years of low year-end test scores, the area needs new problem-solving leaders. Mr. Olson shared that the Board needs to appoint someone who will look into the issues of eastern Wake County. The Knightdale PTA has information and will be happy to discuss further with the Board.

- **Beverley Clark** – Ms. Clark shared that back in January, Great Schools in Wake issued a position paper that outlined very clearly the foreseeable consequences of Mr. Tata’s Choice Plan. Sadly, the problems that were outlined were ignored but have now come to pass. It’s not enough for a superintendent to merely take the blame for problems that he created; a good leader adequately plans in order to avoid problems. Clearly, that has not happened. Ms. Clark shared a few points made last January. The plan will cost more money, lacks a detailed budget and funding and buses more children. No analysis has been calculated to measure the additional costs. Superintendent Tata has said that there will be increased costs, he just hasn’t said how much more or where the funds will come from. There will be increased bussing under the new Choice Plan. With each family being forced to select its own school, there is no economy of having a group neighbors all attending the same school. This plan will either force taxes up or require drastic classroom cuts. The plan does not guarantee proximity and destroys historic neighborhood attendance patterns; no longer will neighbors have the choice to go to school with neighbors. Living within the walk zone (1.5 miles) of a school will be no guarantee of access to that school if it is full. Citizens without children in the schools also have a lot at stake; every household address in Wake County has been reassigned or unassigned. No longer do you know, based on your address, where your child or the child of your subsequent purchaser will go to school. The plan does not give real choice. There is no choice where there is no capacity. Choice is a sham if there is no way to meaningfully exercise it. Popular schools will be over-subscribed and enrollments capped. The purpose of the plan appears to be, to re-distribute students evenly across all of the county’s schools, not to give real choice. This plan means longer bus rides for many children. Unlike the four board members sitting at this table who voted for this plan, the Great Schools in Wake studied it and thought about the consequences. The bus disasters of the last week are directly tied to the inefficiency that is a result of the Choice Plan. You can’t fix the bus problem without fixing the Choice problem. Ms. Clark commended the five Board members who voted in June to find a better way. Ms. Clark cautioned them not to accept mere window dressing on the Choice Plan and asked them, can you trust the same inexperienced staff that created the current fiasco be trusted to lead the system out of this mess.
- **Patty Williams** – Ms. Williams shared that parents of year-round students have been complaining about their school bus woes for weeks, but the start of the traditional school year last week, brought transportation to a screeching halt. This week, buses are still arriving late and mechanics have been pulled from their usual job to drive routes. An unprecedented volume of delays, no shows, over-crowded buses with three children per seat and some sitting in the aisles, drivers intentionally skipping bus stops in order to make it to school on time and not risk losing their jobs, running multiple loads on the same bus routes, all in the name of efficiencies that the district would get money from the state next year to save operational dollars, according to the superintendent. However, an inadequate transportation plan cuts into precious instructional time and puts children’s safety at risk. Ms. Williams shared that growth was pointed to as the reason for this transportation fiasco; growth has been a way of life for ten plus years in this school system and it can hardly be used as an excuse to explain away these transportation woes. Same holds true for grandfathering. Sitting growth aside for a minute, a simple arithmetic calculation would have averted this problem in the first place. Ms. Williams shared that transportation is bearing the burden for other hasty expensive decisions. On behalf of the taxpayers of Wake County, Great Schools in Wake has repeatedly called for full public accounting of many costly expenditures that

have compromised the classroom and are now taking their toll on transportation. Among them, millions spent on boys and girls academies that serve only 350 students, thousands on rent for a new office building for the central office when Wake Forest Road stands empty and unused, tens of thousands on new family and community engagement staff to create promotional videos, hundreds of thousands on modular units, some at under-crowded schools, thousands in extra transportation costs to allow students attending middle and high schools without inter-scholastic athletic programs to participate in athletics. The list goes on; the untold costs of the assignment plan are just the tip of the ice berg. Mrs. Williams stated that after the second week into the traditional school year, the district finds itself with a failing assignment plan, a failing transportation system, and the school system failing to follow its own principles of wise use of taxpayer dollars. How long should we let this go on before we let the Superintendent and the staff he's hired answer to the Board and to the citizens of Wake County.

- **Greg Flynn** – Mr. Flynn shared that he and his family live 0.4 miles from a school where they walk or sometimes ride to it. For the past two years, transportation has offered it to him politely and he has declined. His family is blessed by proximity, sidewalks, and a small school. Mr. Flynn has had the privilege for six years to review school plans for the entire state. It has been his observation that many new schools are of such a large scale requiring unique and remote large sites that the walk zone around them typically contains few residential units and a few if any sidewalks to accommodate walkers; yet they have large areas requiring extensive bussing. The academic benefits of small public schools are evidenced widely and locally with the creation of small leadership academies and the expansion of charter schools that are scaled smaller than Wake County models. The provision of choice in any environment assumes a provision of inventory from which to choose. Mr. Flynn stated that the absence of such an inventory has led to great conflict in recent years. In considering facility needs for a growing and changing population, Mr. Flynn recommends an expansive view of building needs in the preparation of capital budgets for future bond requests, one that includes smaller and more numerous schools. Mr. Flynn shared that his concern is that the \$200,000 provided by Progress Energy through the Chamber of Commerce for the development of the Choice Assignment Plan, has and will hold so much influence that a future bond referendum will likely be held below the amount necessary to properly meet the district's physical and academic needs in order to meet the political needs of the business community. Mr. Flynn stated that parents have a right to expect the interests of their children are put above political interests. Mr. Flynn shared that on February 7<sup>th</sup> of this year, a contract was awarded to Measurement Inc. in the amount of \$82,000. Although an office of Measurement Inc. sits on the Board of Directors of Mr. Tedesco's organization, Mr. Tedesco did not recuse himself; in fact, he introduced the motion for approval. A month later, two officers of Measurement, Inc. made contributions to Mr. Tedesco's political campaign. Mr. Flynn asked the Board to examine this breach of trust.
- **Amy Lee** – Ms. Lee shared that the first day of school bus delays are expected; but in the seven years her children have been in school, it has never been this bad or this wide spread. The first day of school, after waiting over an hour for his bus at their assigned stop, Ms. Lee's son jumped on the wrong bus. Fortunately, he realized it quickly, so the bus driver went around the block and brought him back to his stop. Ms. Lee's son's bus never showed because the bus driver did not have their stop listed on her route. This stop was given to Ms. Lee by the Transportation Department; the driver solved the issue on her own with the parents as Ms. Lee still has not received clarification from Wake County regarding her child's

stop location. Ms. Lee's daughter's elementary school bus was also late the first day of school, so she drove her to school only to hear many other parents saying their bus did not come that morning. After school, Ms. Lee's daughter's bus arrived at school to start taking students home at 6:25 p.m., which is two hours forty minutes after the school day ended. Her daughter's bus was late to school every day last week. The only morning her daughter rode the bus last week was Wednesday, and she was very upset that she arrived at school forty minutes late. This morning, when their bus was late again, Ms. Lee drove her daughter to school and waited at the bus loop to see how many buses arrived late, she saw four buses arrive late. Her daughter's bus was thirty minutes late. It's getting better, but it is still late. Students are missing out on valuable instructional time. The Ligon/Enloe route 65 is still running over capacity. Besides taking too many buses off the road, the Superintendent is trying to blame grandfathering on the transportation problems. Taking 52 buses off the road while adding 4,000 new students created transportation problems, however, these problems would have been worse had it not been for grandfathering. It is widely known that folks inside and outside of Central Office tried to warn the Superintendent of looming problems with the Choice Plan and transportation proposal. Ms. Lee inquired as to what the contingency plan was. Whatever the contingency plan, it seems that it was to have parents give up on buses altogether.

- **Eric Fagerstrom** – Mr. Fagerstrom shared that last week was very trying for his family and it continues. Mr. Fagerstrom gave the following solutions to the transportation issues the district is facing including every bus driver having a GPS system. Drivers are transporting precious lives and it is dangerous for them to be driving with one hand and having a printed route in the other hand. Several occasions have been given to him by young children giving directions to drivers while the vehicle is moving. Mr. Fagerstrom shared that drivers need to know where they are going without distraction. Mr. Fagerstrom stated that the North Carolina bus system needs to further review the delivery routes so that children being picked up are in geographical regions. There needs to be a review of the number of bus stops given to each driver so that they can complete the route within 40 minutes including the number of stops they have. It may be necessary to bring back some drivers and buses. Mr. Fagerstrom stated that Wake County needs to improve communication overall between the bus driver, dispatch, and parents involved. This can be done by either mobile phone or text messaging so that parents know what is going on.
- **Glenn Stevenson** – Mr. Stevenson shared that he has two children on a bus that attend Hunter Elementary and they arrive to school almost two hours after they get on the bus. The bus picks the students up from their stop 45 minutes to an hour late. It is hard for his family to have family time if they get home after 5:30 daily. The tardiness of the bus picking up his children is making him late to work and he has to be to work on time. Mr. Stevenson requested that the routes be reviewed and fixed as quickly as possible.
- **Brenda Hudson** – Ms. Hudson shared that she has three non-transportation related issues that she raised that are applicable to high school students. Ms. Hudson shared that Policy 5535 has the unintended consequence of lowering the class rank of Wake County Public School students who have been in Wake County Public Schools their entire four years. The policy allows pass/fail grades to be entered for students who transfer from schools that are not SACS accredited and the grades do not count toward GPA or class rank, therefore a child that enters late has an advantage. Ms. Hudson addressed R & P 5534, which allows an unfair lower quality point rating for university classes. Currently, 100 and 200 level university courses are only awarded 5 quality points which are worth less than an easier pre-

requisite Ms. Hudson shared that there is unbalanced treatment of the way certain AP classes are being handled at the high schools. Several classes such as biology, chemistry, and physics have in the past and currently, the teacher requests that the student has an additional credit in which to deliver the material. One class may be ranked as an AP class the second class is only ranked as an honors class; devaluing the AP class to be a 5 ½ 2 credit class; which lowers quality points for high achieving students.

- **Shannon Hardy** – Ms. Hardy spoke to the Board regarding discrimination. Ms. Hardy shared that in the old days it was really simple, it was black and white. Today it is shades of gray that discrimination is still prevalent. It is not about race necessarily; in fact it is more regional than race. The primary duty of the school board is student achievement. Ms. Hardy is worried that many who are from Knightdale, Wendell, Rolesville, Zebulon, and in eastern Wake County tend to be forgotten. Ms. Hardy worries that Knightdale High School has the lowest SAT scores in the county and has had the lowest SAT scores for the four years she has been participating and advocating for her town's education. This week, Ms. Hardy's daughter had her first week of high school at Knightdale High School. She felt the students were respectful and loves her teachers, but she comes home with only one book out of five classes. Ms. Hardy has called a few of her friends who all have students in honors biology in Leesville, Broughton, Middle Creek, and Sanderson; not only do those students have classroom books but they all have a book to take home and leave at home so they do not have to carry them back and forth. Ms. Hardy looked at the data for 2010-11 North Carolina Report Card, in all data points Knightdale High School is below the district average and in all of the data points with exception of Algebra I Knightdale High School is below Broughton, Middle Creek, Leesville, and Sanderson. It is clear to Ms. Hardy that her daughter is not given the same tools to succeed as other high school students in the county. Ms. Hardy does not want the board to hand her daughter a book until there is enough for every student at Knightdale High School. Ms. Hardy wanted to know whose responsibility is it to make sure that all schools have equitable resources. Ms. Hardy requested that the Board keep its eye on the prize which is student achievement.
- **Anne Sherron** – Ms. Sherron shared that what the Choice Plan has done especially at the elementary school level, takes the principal's facility utilization magic of their existing space out of their hands. Alston Ridge, on the facility document of August 20<sup>th</sup>, has no more room for kindergartner and first grade students, but there are two seats, 12 seats, 21 and 22 spaces available at other grade levels, meaning that the school can hold more children. Ms. Sherron shared that this is capping by grade level and it's not an efficient use of space. Ms. Sherron shared that last December; this Board was criticized for allowing the Choice Plan to play out. The Choice Plan was presented and sold as the solution to the district's base plan problems. The community needed to see the actual warts of a choice model as well to learn. There is no perfect assignment plan especially in a county growing like Wake. With what was already known about base and what the district has learned about Choice, Ms. Sherron looks forward to the results of the Board's decision to have the base plan returned with expanded choice. As the new base plan is designed and implemented, she hopes it takes into consideration that every child has the ability to learn and that it has the academic performance category that will enable every school to be a strong school. Ms. Sherron would like to see the county start paying for the school system that the county says it wants.

## CONSENT ITEMS

Keith Sutton made a motion to approve the Consent Agenda. The motion was seconded by John Tedesco. The Board voted 8 to 1, with Debra Goldman casting the dissenting vote. The motion passed.

### APPROVAL OF MEETING MINUTES

7. April 28, 2012	-	Policy Committee Meeting Minutes
May 1, 2012	-	Board of Education Meeting Minutes
May 29, 2012	-	Policy Committee Meeting Minutes
June 12, 2012	-	Closed Session Meeting Minutes
June 12, 2012	-	Facilities Committee Meeting Minutes
June 21, 2012	-	Closed Session Meeting Minutes
June 26, 2012	-	Closed Session Meeting Minutes
July 10, 2012	-	Closed Session Meeting Minutes
July 10, 2012	-	Facilities Committee Meeting Minutes
July 24, 2012	-	Closed Session Meeting Minutes
August 9, 2012	-	Closed Session Meeting Minutes
August 14, 2012	-	Board of Education Meeting Minutes

### FINANCE

#### **8. AUTHORIZATION FORMS**

These authorization forms designate the persons authorized to sign vouchers for the payment of money on behalf of Jones Dairy Elementary and West Millbrook Middle. Fiscal Implications: These authorization forms are required for bank records. Savings: Not Applicable. Recommendation for Action: Approval of Authorization Forms.

#### **9. REPORT OF ADMINISTRATION APPROVED CONTRACTS**

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

#### **10. GIFTS TO THE SYSTEM**

Twenty four gifts have been donated to the Wake County Public School System. The approximate value of the gifts is \$18,024. Fiscal Implications: Not Applicable. Savings: Not Applicable. Recommendation for Action: No Action is Required.

#### **11. BUDGET AMENDMENTS AND TRANSFERS, 2011-2012**

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

Adjust State Public School Fund	+	\$	11,251,534
Adjust Local Current Expense Fund	+	\$	5,240,161
Adjust Federal Grants Fund - State	+	\$	10,773,517
Adjust Capital Outlay Fund	-	\$	54,064
Adjust Multiple Enterprise Fund	+	\$	152,738

Adjust Direct Grants Fund	+ \$	357,764
Adjust Specific Revenue Fund	- \$	1,627,655

Net Changes + \$ 26,093,995

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

**12. RENEWAL OF COVERAGE: GENERAL LIABILITY, PROFESSIONAL LIABILITY, VEHICLE, AND UMBRELLA EXCESS INSURANCE COVERAGE**

The Wake County Public School System maintains General Liability, School District & Educators Legal Liability, Law Enforcement Professional Liability, Vehicle Insurance (State Driver Education funds pay for driver education vehicle coverage and not included in cost proposals below), and Umbrella Excess Insurance to limit risk of financial and physical loss of resources and assets. This is the final year of a three year agreement. Montgomery provided three alternative proposals for 2012-13 as follows:

OPTION 1 –MONTGOMERY INSURANCE (\$75,000/\$150,000 Deductible Program)	\$781,236
OPTION 2 –MONTGOMERY INSURANCE (\$100,000/\$200,000 Deductible Program)	\$726,349
OPTION 3 –MONTGOMERY INSURANCE (\$100,000/\$300,000 Deductible Program)	\$670,180

Fiscal Implications: Funds are available in 2011-2012 Risk Management Budget. Savings: N/A. Recommendation for Action: Board approval for Option 3 Montgomery Insurance is requested.

**13. CHANGE ORDER 1: ALLIANCE OF PROFESSIONALS & CONSULTANTS, INC. SERVICE AGREEMENT**

On September 6, 2011 the Board awarded an agreement to Alliance of Professionals & Consultants (APC) to serve as a preferred vendor for Technology Services and provide technical contract personnel on an as needed basis. Initial amount encumbered to cover existing contracted resources provided by APC through September 30, 2012 was \$935,487.00. Change Order 1 will renew services and allow APC to continue to serve as a preferred vendor for another one-year term. Fiscal Implications: Total amount of change order is \$935,060.00. \$691,834.00 is required this fiscal year. The remaining \$243,226.00 will be paid in 2013-2014. Funding for contracted services is available in the Technology Services 2012-13 operating budget request. Savings: Not applicable. Recommendation for Action: Staff is requesting Board approval of change order.

**14. CHANGE ORDER 1: AUTONOMIC RESOURCES LLC SERVICE AGREEMENT**

On September 6, 2011 the Board awarded an agreement to Autonomic Resources to serve as a preferred vendor for Technology Services and provide technical contract personnel on an as needed basis. Initial amount encumbered to cover existing contracted resources provided by Autonomic Resources through September 30, 2012 was \$345,560.00. Change Order 1 will renew services and allow Autonomic Resources to continue to serve as a preferred vendor for another one-year term. Fiscal Implications: Total amount of change order is \$345,600.00. \$255,654.00 is required this fiscal year. The remaining \$89,946.00 will be paid in 2013-2014. Funding for

contracted services is available in the Technology Services 2012-13 operating budget request. Savings: Not applicable. Recommendation for Action: Staff is requesting Board approval of change order.

#### **15. CHANGE ORDER 4: ST TECH, INC. SERVICES AGREEMENT**

On September 6, 2011 the Board awarded an agreement to ST Tech, Inc. to serve as a preferred vendor for Technology Services and provide technical contract personnel on an as needed basis. Initial amount encumbered to cover existing contracted resources provided by ST Tech through September 30, 2012 was \$178,200. Change orders have been processed during the initial term to add funding to cover additional contract personnel utilized through ST Tech on the Department of Public Instruction (DPI) initiative to replace the current BUD System. Current change order will renew services and allow ST Tech to continue to serve as a preferred vendor for another one-year term. Fiscal Implications: Total amount of change order is \$178,000. \$131,668.00 is required this fiscal year. The remaining \$46,332.00 will be paid in 2013-2014. Funding for contracted services is available in the Technology Services 2012-13 operating budget request. Savings: Not applicable. Recommendation for Action: Staff is requesting Board approval of change order.

#### **16. RENEWAL OF EMC MAINTENANCE AND SUPPORT OF HARDWARE AND SOFTWARE PRODUCTS**

EMC hardware and associated software are utilized in the data center for storage of critical district information including student data and Oracle business applications data. Maintenance and support coverage of EMC products is reviewed and updated on an annual basis to determine which items require renewal. Last year's support cost was \$132,226.11. This year prepaid coverage on hardware related to the CX4-480C expired and is being rolled in to the annual support fee. Coverage for all hardware and software related to the DMX is only offered through June 30, 2013 and is therefore being prorated for ten months. Support on other hardware and software is being renewed through August 1, 2013. Fiscal Implications: Amount of renewal is \$175,849.78. Funding for contracted services is available in the current Technology Services operating budget. Savings: Not applicable. Recommendation for Action: Staff is requesting Board approval of renewal.

### **FACILITIES**

#### **17. INTERLOCAL AGREEMENT WITH TOWN OF FUQUAY-VARINA: E-35**

The Board acquired fee simple title to a 20.48 acre site for a future elementary school (E-35). The Town of Fuquay-Varina has since acquired fee simple title to a 10.25 acre tract for future town park that is adjacent to the E-35 site. Both tracts are located on the northern side of Old Honeycutt Road in or near Fuquay-Varina, Middle Creek Township. Town and Board staffs have jointly developed a concept plan for collaborative development of the sites. Terms and conditions of an Interlocal Agreement have been negotiated to insure the most efficient use of the properties with savings in the overall cost of site development being an intended result. The Interlocal Agreement includes certain terms and conditions relating to the development, design, construction, operation, maintenance and use of the properties associated with the proposed future Elementary School and future Town Park. The Town and Board will jointly develop a master plan for development of the property pursuant to the agreed upon Concept Plan, and will share in master plan design costs. Minimum proposed design features will include an 800 student capacity elementary school and related program areas (Board's obligation), and a town park consisting of active and passive recreation areas that may include open play fields, restrooms,

playgrounds, parking facilities and other amenities (Town's obligation). It is anticipated that the Interlocal Agreement will come before the Town of Fuquay-Varina Board of Commissioners for review and approval on September 18, 2012. A copy of the concept plan and the Interlocal Agreement are attached. Fiscal Implications: None at this time. Board will be responsible for its proportionate share of the master planning design costs during the development of the next bond program. Recommendation for Action: Board approval is requested, subject to terms and conditions acceptable to Board counsel.

**18. RESOLUTION: FUNDING REALLOCATION FOR PLAN 2004 AND BUDGET MODIFICATION FOR PLAN 2004 / CIP 2006**

This resolution requests reallocation of \$496,264 of savings from nine PLAN 2004 projects to PLAN 2004 Program Contingency. Since these projects were completed under budget, the funds are now available as savings. This resolution also requests reducing the Plan of Record (overall budget) for PLAN 2004 by this amount, and increasing the overall budget for the CIP 2006 School Building Program by the same amount. These funds will be budgeted in CIP 2006 Reserve and will be appropriated at a later date. The reduction in Plan 2004 will close this building program. Fiscal Implications: The Plan of Record for PLAN 2004 will decrease by \$496,264 and CIP 2006 will increase by \$496,264 to \$1,083,143,558. Savings: The reallocation of \$496,264 is planned to fund the Board approved February 2012 spending plan. Recommendation for Action: Board approval is requested.

**19. RESOLUTION: CIP 2006 REALLOCATION REQUEST**

This resolution requests that \$700,000 be reallocated to Offsite (Public) Improvements and Building Permits. Both of these budget line items provide funding for all of the projects in CIP 2006 where needed. The offsite funds are primarily needed for design and easement acquisition for West Apex High and the permit funding is for Rolesville High and various life cycle projects. The details of this resolution are shown on the attachment. Fiscal Implications: Reallocated funds will be used for Offsite (Public) Improvements and Building Permits. Savings: Not applicable. Recommendation for Action: Board approval is requested.

**SCHOOL PERFORMANCE**

**20. PRELIMINARY SCHOLASTIC APTITUDE TEST (PSAT)**

The College Board, will process PSAT assessments for 10th grade students who have met the Algebra I requirements and those students in grades 8, 9, 11 and 12, and/or homeschooled students who have either met the Algebra I requirement or will complete the Algebra I course by November 17, 2012. Legal Provision: N.C.G.S. §115C-174.18 Opportunity to take Preliminary Scholastic Aptitude Test. Fiscal Implications: WCPSS will pay the College Board a fixed rate of \$114,576.00 for all 10<sup>th</sup> graders at a cost based on 75% of students projected to be enrolled in the tenth grade and at a rate of \$14 per student for test takers at participating schools in grades 8, 9, 11 and 12. Eligible homeschooled students will be provided with an opportunity to register to take the PSAT for \$14 at one of the seven middle schools that have been set up as testing centers across Wake County. Payment will be rendered against a purchase order from the Testing Office and from schools who collect fees from students to take the PSAT. Schools will deposit fees into the Fund 6 code established for collecting PSAT fees, which will be transferred to the Testing Office local account to pay the district bill. Total PSAT invoice amount for 2011-2012 was \$133,435.75. Savings: N/A. Recommendation for Action: Board approval is requested.

## **21. SCHOOL IMPROVEMENT PLANS**

In accordance with GS 115C-105.27, Board of Education Policy 5610 states in part: “In order to improve student performance; each school shall create a school improvement plan in accordance with state law, State Board of Education policy, and Department of Public Instruction guidelines.” To comply with these expectations the following occurred:

- Schools engaged in a year long process of crafting their 2012-2014 School Improvement Plan
- Instructional school staff voted and approved each plan
- Schools submitted their School Improvement Plans online

Plans include waivers the schools are requesting in order to be able to successfully implement their plan for improvement. Plans are to be “living” documents which schools utilize to focus their work. Fiscal Implications: None. Savings: N/A. Recommendation for Action: Board acceptance of plans, as presented, is requested.

## **TRANSFORMATION**

### **22. GRANT PROPOSALS**

- Competitive (#07813): North Carolina Council of Teachers of Mathematics (NCCTM), NCCTM Mini-Grant Programs / Individual Schools.
- Competitive (#07913): North Carolina English Teachers Association (NCETA), NCETA Grant Programs / Individual Schools.
- Competitive (#08013): North Carolina Biotechnology Center, Education Enhancement Grant (EEG) / Individual Schools.
- Competitive (#08113): Kinder Morgan Foundation, Kinder Morgan Foundation Grant / Individual Schools.
- Competitive (#08213): Wake Forest Area Chamber of Commerce, Teacher Grants / Individual Schools.
- Competitive (#08313): KaBOOM!, Playground Grant Programs / Individual Schools.
- Competitive (#08413): United Arts Council, Arts in Education Grant / Individual Schools.
- Competitive (#08513): US Department of Education, Race to the Top District (RTT-D) Grant Program / Central Services.
- Competitive (#08613): Kappa Delta Pi Educational Foundation, Classroom Teacher Grant / Individual Schools.
- Competitive (#08713): AgCarolina Financial, AgCarolina Financial Fund for Rural North Carolina Grant Program / Individual Schools.
- Competitive (#08813): American Academy of Dermatology, Shade Structure Grant Program / Individual Schools.
- Competitive (#08913): Extron Electronics, Classroom Technology Grant Program / Individual Schools.
- Competitive (#09013): Fuquay-Varina Rotary Club, Educational Grant Program / Individual Schools.
- Competitive (#09113): National Science Teachers Association, Shell Science Lab Challenge / Individual Schools.
- Competitive (#09213): Clorox, Power a Bright Future Grant / Individual Schools.
- Competitive (#09313): Fruit Tree Planting Foundation, FTFP Fruit Tree Orchard Grant / Individual Schools.

- Collaborative (#09413): Corporation for National & Community Service, Senior Corps Grant Program / Central Services.
  - Competitive (#09513): Wake County Smart Start, NC Pre-K / Central Services.
- Fiscal Implications: Any required cash and/or in-kind matching contributions vary by grant program. Savings: Grant funding supplements existing resources. Recommendation for Action: Board approval is requested.

## **23. BOARD POLICY 1321: BOARD MEETING PREPARATION**

*Revised; Second Reading*

The Board of Education Policy Committee discussed and revised Board Policy 1321. The full Board reviewed the changes at the August 21, 2012 Work Session. An updated draft of Policy 1321 is provided including final recommended language. Board approval is requested. Fiscal Implications: N/A. Savings: N/A. Recommendation for Action: Board approval is requested.

## **HUMAN RESOURCES**

### **24. RECOMMENDATION FOR EMPLOYMENT**

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

## **INFORMATION ITEMS**

## **FACILITIES**

### **6. TRANSPORTATION UPDATE**

Staff will provide a report on the new transportation routing system after the first week of traditional calendar school. Fiscal Implications: None. Savings: N/A. Recommendation for Action: This report is provided for information.

Don Haydon, Chief Facilities and Operations Officer, apologized to parents, students, Board Members, and the Superintendent for this past week for the transportation situation, it is not the service staff wants to deliver or the service that students and families want, expect, should expect, or deserve. While apologies can sometimes be hollow, Mr. Haydon shared that staff will fix it. Mr. Haydon shared that he will share the transportation scope and organization, development of a new routing plan, review the fiscal summary, problems experienced and solutions, changes that will be made, and the lessons learned and next steps. See Attachment A.

Mr. Haydon shared that there was mention of an external review which is happening now. Mr. Snidemiller and Mr. Haydon met with a consultant last evening; he is on the job this week. The initial interaction that Mr. Haydon has had with him proves that he has a lot of insight and will be valuable in making recommendations and helping staff.

Mr. Haydon shared that he was not happy with the way things transpired on today, Approximately 2/3 of the issues were in the Apex district which he hopes are getting fixed currently. Mr. Haydon pledged that staff will continue to monitor both through email and information gathered from phone calls and Board members, and will also monitor through the GPS systems to see what the buses are doing and continue to make adjustments.

Ms. Goldman shared that another problem that happened is that people were receiving letters saying that they had declined transportation, when in fact, they had never declined transportation. At several times over the past year, she has asked specifically for an opt out program for parents who do wish to decline transportation have the option thus freeing up seats on buses that will not be used, making the buses more efficient and effective. Her answer has always been from both Mr. Haydon and Mr. Snidemiller that staff didn't have a system to do that.

Ms. Goldman strongly recommended that as staff moves forward, that staff finds out if parents need bus transportation or not by providing some sort of formal opt out process and make sure that word is getting out to every parent that received a letter stating that they declined transportation, that they now be told that they do have the opportunity for transportation. Ms. Goldman also shared another issue; children who participate in band at school are being kicked off buses with their band instruments. If the school system is going to offer band as part of the curriculum, then the students have to have their instrument at school and have to be able to take the instrument home and practice it. When something is a part of the district's curriculum that has to be figured out as well when figuring capacity on a bus. Ms. Goldman implored Mr. Haydon to use all of his knowledge and experience to get the transportation issues fixed as soon as possible.

Mr. Haydon shared that R & P 7125, says that a band instrument or a project cannot take up a seat on the bus. Ms. Goldman requested that staff take a better look at the R & P for 7125, as staff needs to be more realistic about instruments and projects getting home.

Mr. Tedesco asked if there was more detailed data as to the degree of challenge in terms of the number of routes that were late? How many routes were impacted by more than 15 minutes? How many routes were impacted by more than an hour? How many stops were missed? How many were not missed? Is there any detailed data of the challenge? Mr. Haydon shared that he did not have the data. Mr. Tedesco asked if that was something that staff can gauge and calculate?

Mr. Haydon shared that staff has been so busy fixing; they have not tried to count. One of the problems staff encountered in trying to compare if calls were worse during the last week. There are/were no previous records. Mr. Haydon shared that staff is keeping better records now. Mr. Haydon will check to see if staff has that information and will share it with the Board.

Mr. Tedesco stated that the process of re-aligning the department, managers, the operations; that was something that had begun a few years ago. Mr. Haydon shared that not much re-alignment had been done in Transportation. Mr. Haydon shared that some positions were changed in the parts department; going to the contracted parts function.

Mr. Tedesco asked Mr. Haydon to expand upon the statement that mechanics are driving buses. Mr. Haydon shared that the mechanics currently driving buses are all licensed and have been through the training. Staff got the Department of Motor Vehicles to give a special refresher to them either Friday or Saturday.

Mr. Tedesco stated the Mr. Haydon highlighted to the Board on multiple occasions that the efficiency rating of the state, is a comparison index, that compares Wake County to other districts and the driver of the efficiency rating is the issue of what other districts have done in the last

three years than what Wake County has done.

Mr. Haydon shared that the district can help control its destiny by the money spent on the buses on the road and the number of students per bus. The things that staff has put into place to head in that direction, should increase the district's efficiency. Mr. Haydon further stated that the district is not totally independent because it is a share the pot and equity process that the state uses to try to make sure that everyone is being treated fairly. Mr. Haydon shared that it is a conglomeration and the district has a good deal of control of its destiny by how efficient the district is, but it is a comparative distribution process.

Mr. Sutton shared that early on, some of the discussions surrounding efficiency the Board and staff talked a lot about both ridership and customer service such as on-time delivery, is on-time delivery and customer service part of the efficiency rating? how did the district take its eye off of the ball with customer service? Mr. Haydon shared that the calculation of efficiency rating is cold hearted. Mr. Haydon shared that staff may have focused too much on becoming efficient and getting the right number of students on the bus, trying to squeeze too many stops at too great a distance. Staff was overly aggressive in the efficiency search and probably lost sight of customer service.

Mr. Sutton asked if staff has considered going back to the three-tier system or opening up a third tier. Mr. Haydon shared that the better customer service is happening where there are two tiers as there is a larger block of time between tiers.

Mr. Sutton asked Mr. Haydon and Superintendent Tata to consider having a programmable GPS where the route can be loaded into the GPS prior to the start of the route. Mr. Sutton requested that within 30 days Mr. Haydon and Dr. Gainey and the Human Resources staff come back to the Board with a short term and long term plan for major recruiting that would include increased pay for drivers, signing bonuses if needed; a recruiting effort that would get out to different segments of the community.

Mr. Sutton stated that within the next 30 days, he would like the Board to receive recommendations from the Communications staff on how to reach out to parents with text messaging or Twitter to inform parents of transportation issues in real time.

Superintendent Tata shared that this morning, he began that discussion with Cris Mulder, Chief of Family and Community Engagement and the consultant with the key being the GPS being able to interface with an application that would automatically send something. Mr. Haydon pointed out that there are concerns about children on the bus and some people may not want others to know that bus 42 is approaching, bus stop X.

Ms. Evans shared that she appreciates the fact that the Superintendent, Mr. Haydon, and Mr. Snidemiller are committed to reacting and solving the problems. Mrs. Evans thanked them for the hard work that she knows has been going on for the past week. Mrs. Evans stated that there was a very poor job done of estimating what the route times for the buses would be and therefore overshot. When staff is putting together routes, what was the staff using as assumptions for the maximum end of acceptable time to be spent on a proximate school bus route? Mr. Haydon shared that Board policy dictated the time.

Mrs. Evans shared that she felt there were enough red flags in July to know that the feasibility and

reasonableness of the routes were skewed. Mrs. Evans is a bit concerned that she saw the storm coming, but felt that staff was not responding or adjusting to get ready for it. Mrs. Evans is most concerned about the communication issue.

Mrs. Kushner added her thanks and appreciated staff clarifying questions that have risen. Mrs. Kushner is glad that staff is focusing on the bus driver and the human resource element that needs to be focused on.

Mrs. Prickett shared that she appreciated Mr. Haydon providing an update to the Board. Mrs. Prickett shared that she was disappointed this year with the bussing situation, but knows that it can be worked out and has faith in the staff and parents. Mrs. Prickett feels that parents are bringing forth very legitimate issues. She was glad that the issue was discussed thoroughly at the board table this evening.

Dr. Martin challenged the Board as it moves forward to not let the state or the feds dictate decisions but decide what is important and let that dictate the Board's decisions. Dr. Martin asked how need is defined when it comes to the question of needing more buses on the road? Mr. Haydon responded that right now, need is customer service. Dr. Martin shared that he wants a better accounting of what we are saying is okay. Mr. Haydon shared that getting a child to school thirty minutes before the bell in the morning is acceptable. Staff will follow the Board policy on the time. Mr. Haydon shared that the goal is not to stretch everything to the limit of the Board policy, but to operate within the policy.

Dr. Martin shared that he was glad to hear that an audit was under way, and asked for the name of the firm or the consultant being used. Mr. Haydon shared that it was Wexford Associates. Dr. Martin inquired about what the charge was to the auditing firm?

Superintendent Tata shared that it would be a stretch to say what is being done is an audit, the consultant is someone who has come in to help with the immediate near-term fixes to get through execution and structurally for the next couple of weeks. Staff will pull in an audit if that is what the Board collectively decides and conducts a full audit. Currently, what staff has done is got someone in to stand by Bob Snidemiller and his team. A logistics and transportation expert has come in to help this week. The firm will make firm recommendations for structure, organization, etc., but it is not an audit.

Ms. Goldman shared that she is really glad to hear that there will be more of a movement for recruitment and retention. Ms. Goldman liked the idea of an app for cellphones. Ms Goldman shared that in 2010, she made a request that in future years, the district has more people manning call centers because of the transportation issues at the beginning of the school year, in 2011, she made a request again, that there be more people manning the call centers; people that have updated information, access to routes and information that can actually answer parents when they call in and was promised that there would be more live people in the call centers even if it took hiring temporary staff. Ms. Goldman shared that she was interested to know if staff hired anyone or put extra staff in the transportation call centers this year? Mr. Haydon shared that there were six people answering phones that rolled over from the central office last year. Mr. Haydon shared that there was an increase in temporary staff with 15 being used this year, plus 3 or 4 staff members from the Facilities Office manning phones at central office.

Ms. Goldman asked what the plan is for returning all of the phone calls from parents and how

will they be prioritized? As a Board member, she would like to know that all parents that called about transportation has a live person return their phone call. Ms. Goldman implored the staff that they go to the backlog and return all parents' phone calls with follow up.

Mr. Tedesco shared that one of the main challenges the Board is seeing, is the issue of communications and its many facets. One of the more nominal impacts was from the assignment issue, most of it was efficiency rating, recruitment, and a host of other things. Mr. Tedesco shared that he rejects the idea that it is Mr. Tata's Choice Plan, it is the Board's Choice Plan that was accepted in a bipartisan way and moved in that direction. Ninety percent of the decisions that were made in terms of transportation this year, were with this Board. The Board has to own some of this stuff, not just to deflect it on the staff and how it is presented to the community. Mr. Tedesco encouraged Board members not to use this opportunity for political potshots on issues not liked or on staff, and to use this as an opportunity to come together and work on solving this issue for our families.

## **ACTION**

### **SCHOOL PERFORMANCE**

#### **26. RECOMMENDATION OF SCHOOLS TO INCLUDE IN THE MSAP (MAGNETSCHOOLS ASSISTANCE PROGRAM) GRANT**

Staff recommends that the following schools be included in the Magnet Schools Assistance Program (MSAP) Grant:

- Fox Road Elementary
- Green Elementary
- Poe Elementary
- Carroll Middle School
- Moore Square Middle School

The schools in the grant need to be identified in order to participate in the Magnet Fair and Magnet Application period and be able to be included in the Student Assignment Plan. Fiscal Implications: The implementation of the new/revised magnet programs will be funded as submitted and awarded in the MSAP grant proposal. Savings: N/A. Recommendation for Action: Board approval is requested.

Cathy Moore, Deputy Superintendent for School Performance, shared information with the Board. Keith Sutton made a motion to approve; the motion was seconded by Christine Kushner.

Dr. Martin requested an elevator sketch of the grant on what is it that holds these pieces together as what the Board wants to recommend going forward. Mrs. Moore shared that one of the things staff considers in terms of competitiveness for the grant are that the schools meet the criteria that are outlined in previous grant applications and the recommended schools do meet the criteria. In addition, staff has to look very closely at magnet themes and feeder patterns to ensure that schools fit within an existing feeder pattern or that they establish a feeder pattern so that there is continuity in the magnet program; all of those things make the magnet grant more competitive.

Mrs. Prickett shared that she appreciates the work that staff has put into conducting the informational meetings about the magnet programs and for all of the data that was provided. In considering the three elements that would be drivers for decision making in the magnet selection

(to reduce the high concentrations of poverty and support diverse populations, maximize the use of school facilities, and provide expanded educational opportunities). Mrs. Prickett shared that she has some schools on the proposed list that she strongly supports, like Carroll Middle School, and those that she may not be as supportive of. Mrs. Prickett congratulated all of the schools that are going to get this benefit, but in District 7, they have struggled with under-enrolled schools and she could see sharing some of the \$8-\$12 million of grant funding with districts that have not had an opportunity for this amount of resource funding. Mrs. Prickett was hoping to see some creative ideas and out-of-the-box thinking in using the selection criteria so that more districts could benefit and as well as more of the school system.

Mrs. Prickett stated that business like usual was not a goal of hers in evaluating proposed magnet schools that could qualify for funding; her goal was to give opportunities to schools that are in need and that haven't been considered with past magnet funding in order to level the playing field throughout the county.

Mrs. Kushner shared that there has been good conversations around these issues and she appreciates staff's work. As the Board thinks about all curriculum enhancements, the conversations should continue and the board should think through what criteria should be put into place.

Mr. Malone shared that looking at the list of schools, he is pretty happy with it and glad to see that the Board listened to the parents at Lynn Road and gave Fox Road an opportunity. The Board has been hearing comments from people in Knightdale and eastern Wake County in the last couple of weeks about their concerns. The concerns that they have are very valid but have forgotten some of the things that were brought to them such as AP classes, leadership programs, ROTC at Knightdale, and a high school in Rolesville, two STEM schools, and collapsed a track at Hodge Road Elementary School. The eastern area has been heard and a lot of work has been done with them, but there is still work to do. When the Board comes up with extra resources, some of the resources should be placed into eastern Wake County. Mr. Malone shared that going forward, the Board needs to address that situation.

Ms. Goldman shared that there has been good conversation regarding the magnet schools and what to put on this grant, however, she requested going forward, that the Board continues talking in terms of reviewing the magnets and the goals for magnets, the Board needs to be looking at long range planning for them. Ms. Goldman requested that the process for magnet review continues and plan ahead.

Mrs. Evans shared that overall she is supportive of the list and appreciates the discussions that the Board has had. Mrs. Evans wanted to be assured that the Pre-K students enrolled in the Montessori Program will have a place to attend kindergarten for Montessori for 2013-2014.

Mrs. Moore shared that anything that staff would do with a new magnet theme in a school or magnet program is look to see how to phase out and phase in. Staff will talk about what those options would look like. Mrs. Evans would like to see a bigger conversation of what the Board has begun with reviewing programmatic offerings throughout the county.

The Board returned to the motion to approve the recommendation of schools to include in the MSAP (Magnet Schools Assistance Program) grant. The motion was unanimously approved.

## **CLOSED SESSION**

John Tedesco made a motion to go into Closed Session at 8:45 p.m. for items previously stated. The motion was seconded by Keith Sutton. The motion was unanimously approved.

## **ACTION ITEMS CONT'D**

### **HUMAN RESOURCES**

#### **27. RECOMMENDATION FOR ADMINISTRATIVE APPOINTMENT(S)**

Christine Kushner made a motion to approve the following Administrative Appointments:

- (1) Matthew Breazeale, Applicant to 2012-2013 Converted Assistant Principal position at East Millbrook Middle School effective 9/11/12 - 6/14/13.
- (2) Charles Langley, Retiree to Interim Assistant Principal at Olive Chapel Elementary School effective 9/5/12 – 9/12/12.
- (3) Kathy Livengood, 2012-2013 Converted Assistant Principal position 50%/Instructional Resource Teacher position 50% at Holly Ridge Middle School to Assistant Principal at Banks Road Elementary School effective 9/12/12.
- (4) Lawrence Savage, Director for English as a Second Language Department to Assistant Principal at Olive Chapel Elementary School effective TBD.
- (5) Bradford Shackelford, Retiree to Interim Assistant Principal at Wake Forest Elementary School effective 9/5/12 – 9/28/12.
- (6) Jesse Williams, Applicant to 2012-2013 Converted Assistant Principal position at Fuquay-Varina High School effective 9/11/12 – 6/14/13.

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

### **ADJOURNMENT**

With there being no further business before the Board, the meeting adjourned at 8:50 p.m.

Respectfully submitted,

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Kevin L. Hill, Chair, Wake County Board of Education

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Anthony J. Tata, Superintendent, WCPSS

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Melissa R. Allen, Recording Secretary