



**WAKE COUNTY BOARD OF EDUCATION
MEETING MINUTES
September 18, 2012**

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

Chairman, Kevin L. Hill, called the meeting to order at 5:35 p.m. Troop #395 from the Raleigh Boy Scouts led the Pledge of Allegiance.

Chair’s Comments

- Chairman Hill thanked principal, Dana King and her PTSA for hosting the District 3 Board Advisory Council on Tuesday, September 11. After a great dinner, there was good conversation about the parameters surrounding the much needed bond referendum. The BAC also talked about possible topics for future BAC meetings.
- Chairman Hill shared that he had the opportunity to attend the Community in Schools “*Gifted Hands Breakfast*” on Friday, September 14th. Dr. Benjamin Carson was the keynote speaker and he was more than inspirational. Communities in Schools of Wake County (CIS Wake) have worked in partnership with the Wake County Public School System (WCPSS) for more than 20 years to help area students stay in school and achieve in life. Chairman Hill encouraged the community to check out Communities in Schools and learn how to help them help Wake County students.
- Last Wednesday, Vice Chair Sutton, Superintendent Tata and Chairman Hill met with Chair Paul Coble, Vice Chair Phil Matthews, and County Manager David Cooke. The discussion was the first in what will be monthly meetings between both Boards as we collaborate and educate the community on the extreme importance for a bond referendum. Chairman Hill shared that it is critical that the Board not only partners with the County Commissioners, but with the leadership in all municipalities in Wake County so that a bond can be passed what will allow the school system to catch up with and possibly get ahead of the major growth schools are experiencing.

Superintendent’s Comments

- Superintendent Tata shared that staff has heard from many families and have been working to address concerns since the first day of school. Additional buses have been added to the road, routes have been improved. Staff is continuing to monitor and evaluate all bus routes and will continue to make adjustments until all the problems are fixed. Mr. Tata shared that part of resolving the issue requires hiring additional bus drivers. Staff is actively seeking and

hiring new drivers and Mr. Tata encouraged anyone who is interest to visit the wcpss.net website. Staff is currently working on incentives to help recruit and retain the best people.

- Mr. Tata shared that his past week; he had the opportunity to speak to the staff with North Carolina State University's College of Education where Chairman Hill was present. Mr. Tata spoke with them about the mission and values of the Wake County Public School System and the direction in which the district is headed. The transition to the Common Core curriculum was also discussed and the type of innovation in teachers that are needed to help students succeed. Mr. Tata thanked the College of Education for inviting him to attend.
- Mr. Tata shared the he had the opportunity to speak with many business partners during the School-to-Career Breakfast the week of September 10, 2013. Mr. Tata thanked the Business Alliance members who helped make the district's career academies successful across the county. Their support through time, resources, and internships help give students valuable real-world experience and training through career technical education. We look forward to building relationships that play a key role in making sure that all students are college and career ready.
- Mr. Tata thanked Durant Road Middle School for inviting him to Constitution Day on September 17th. He enjoyed talking with the students and was impressed with their seriousness of the way they take the Constitution.
- Mr. Tata shared that all 169 Wake County Schools and schools across the state are teaching the rigorous curriculum of the Common Core; which will give students a deeper understanding of all subjects, more engaged in learning, and make them more competitive. This week's Parent Academy workshops will help give parents a better understanding of Common Core and what it means for their child. There is a session currently being held at Millbrook High School and additional sessions at Reedy Creek Middle on Wednesday, September 20th and Thursday, September 21st at Knightdale High School. A video was shown on Parent Academies and how it can help families.

Board Members' Comments

- Mrs. Kushner thanked the Superintendent for the transportation update; Mrs. Kushner feels that it is important to let families know that staff is working on some routes and that staff is working hard to hire new drivers and to make sure that bus service is improved. Mrs. Kushner is pleased that the Board is looking to undertake an independent audit. Mrs. Kushner thanked Chairman Hill, Mr. Sutton, and Mr. Malone for going forward for the independent audit.

Mrs. Kushner shared that two weeks ago, she was delighted to spend time at Lacy Elementary School with Principal Bob Grant and their foundation to discuss issues with their work in trying to boost academics and achievement. Mrs. Kushner shared that she appreciated the informative meetings that were held last week with the Facilities Committee as well as with the Student Achievement Committee.

Mrs. Kushner shared that as the Board addresses student assignment at tonight's meeting, the Board needs to be sensitive to community needs as well as the history of Wake County schools. Mrs. Kushner wants the community to recognize that the noble attempt to have county-wide choice is simply not sustainable, the school system does not have the capacity for county-wide choice, did not have the buses that were needed, do not have the logistic

capabilities and the plan led to some alarming trends of creating high needs schools; it just seemed too complicated a plan for a county the size of Wake.

Mrs. Kushner shared that there are several messages that the Board needs to put forward to the community;

- Students will be grandfathered into their current school; they will stay where they start.
- The school system could not afford county-wide choice, the reason the Board is moving to a base assignment plan.
- Re-visit the student assignment policy 6200, to ensure that it is aligned with the plan the staff puts together.

As the Board continues its work today, to find the best solution for the community, Mrs. Kushner wants all Board members to remain objective and go forward to stay focused on the big picture.

- Mrs. Evans shared that she enjoyed participating with Apex Middle School in their Constitution Week celebration and recognition events that were held on Monday. She appreciated the opportunity to lead the school in their morning Pledge of Allegiance and the opportunity to give remarks to the students on the importance of the rights and freedoms we experience as a result of the Constitution.

Mrs. Evans shared that she also enjoyed attending the Community in Schools breakfast on Friday, September 14th. She was inspired greatly by keynote speaker, Benjamin Carson as well as by hearing the stories of the impacts the Community in Schools organization is having with students in schools.

Mrs. Evans shared that she was saddened to hear the announcement of Don Haydon's resignation on September 17th. Mrs. Evans shared that she has a great deal of respect for Mr. Haydon and his ten years of service to the system, he has proven himself as a knowledgeable, reliable, effective, and professional employee and the loss of his expertise and experience will bring a void to the school system. Mrs. Evans stated that she certainly hopes that his departure is not attributable to the recent problems the district has experienced with its bus transportation operations. There were a number of factors that contributed to the district's disappointing results surrounding the overhaul of the bus routing and the responsibility of the district's failures rest with more than any one employee. Mrs. Evans shared that Mr. Haydon and other members of the staff have worked tirelessly to bring the level of bus service back to the level the community expects and deserves. Mr. Haydon has been instrumental in making sure that parents and administrators' concerns were heard in the last few weeks. Mr. Haydon's absence will be felt as the district continues to work to restore faith in the school system surrounding these issues. Mrs. Evans personally thanked Don Haydon for his years of excellent service to the school system.

Mrs. Evans also shared that she appreciates the communities' continued patience as the district works on the busing issues. Some significant improvements have been occurring.

- Mrs. Prickett shared that she attended the Hilburn Academy PTA meeting on September 11th with Superintendent Tata. The PTA recognized them both for supporting the process of converting the school to a K-8 model with a STEM focus. The school was under-enrolled with 20 empty classrooms for many years. Currently, the enrollment is up; the

meeting was full of parents and the school is doing well. The leadership and vision that Superintendent Tata and Principal Ford have provided is greatly appreciated.

Mrs. Prickett shared that she enjoyed being with many of her fellow Board members and some past board members at the Communities in Schools meeting on September 14th. In addition, it was great to see Police Chief Harry Dolan; he was one of the attendees at the breakfast. Mrs. Prickett wished him the very best in his upcoming retirement. Mrs. Prickett shared that she was impressed with the presentation and was very interested in hearing about the graduation coaches from CIS. Mrs. Prickett shared that it may be beneficial to pursue a partnership with CIS as a contracted service for the coaches; since they already have a successful plan implemented. It may be a worthwhile initiative to consider for increasing graduation rates.

- Mr. Tedesco shared that he had a great opportunity over the last several weeks to visit schools and counties across the state. He found himself to be increasingly proud of what is done in Wake County. Mr. Tedesco shared that with a request for an upcoming bond it will be critical as the district moves forward, to have the facility needs that can help the students in Wake County and a big portion of that is sustaining the public trust and what the Board does together. Mr. Tedesco commended the Board and staff saying that Wake County has a lot to be proud of.
- Ms. Goldman shared that she also attended the Community in Schools breakfast and had great conversation and heard a great keynote speaker in Dr. Carson; it was a great event to attend.

Ms. Goldman shared that as the district's transportation issues continue, that the board shares with the public all the information it has. Ms. Goldman also shared that there is address mapping and tools available for the public.

Ms. Goldman shared a homework assignment from a fourth grade student with the board.

APPROVAL OF THE MEETING AGENDA

Chairman Hill shared that a new spreadsheet for Consent Agenda item #10, Human Resources, Recommendations for Employment was placed at the Board table; Chairman Hill added a Closed Session item under attorney-client privilege for personnel matters.

John Tedesco made a motion to approve the amended agenda. The motion was seconded by Christine Kushner. The Board voted 8 to 1, with Debra Goldman casting the dissenting vote. The motion to approve the amended agenda passed.

The Board recessed at 6:01 p.m. The Board returned to Open Session at 6:04 p.m.

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.

Chairman Hill reminded citizens with signs to remember not to block the view of other members of the public attending the meeting and for citizens to be respectful of those speaking. Chairman Hill reminded the public that issues or concerns involving personnel matters are not appropriate for public comment.

- **Ellen Nightengale** – Ms. Nightengale challenged the Board to correct the assignment issues for this year’s kindergarten class. Ms. Nightengale shared that it must be addressed and fixed in a fair and equitable way. Ms. Nightengale shared that the current assignment plan is being sold with words like “choice and neighborhood”, but it is not reality. Ms. Nightengale shared that the old plan would have kept her neighborhood together in a team united for community progress. Ms. Nightengale shared that for an entire year, she toured schools, met with principals, poured through school data, and nervously bit her nails and hoped luck would award the best fit school. With tremendous thought and effort, her family chose small, stable, and familiar; Underwood. Ms. Nightengale shared that her reward was that their neighborhood kindergarten students were split between nine public schools; many schools having only one downtown child; Ms. Nightingale’s son and many others were totally unassigned. They stayed on a waiting list all summer with no luck, in the end they were assigned to a large, over-crowded, high poverty, under-performing school. Ms. Nightengale feels that she was an experiment with a poor outcome, she feels cheated when she sees that the enrollment caps were lifted this year at the schools she chose and did add seats for other children, but not for hers. Ms. Nightengale stated that the board’s decision to change the magnet balance of Underwood, Wiley, and Joyner is needed but how will that help those that were shut out of their neighborhood schools last year. Ms. Nightengale requested that the Board give this year’s kindergarten class the opportunity they deserve and re-assign this class fairly either with real choice or real neighborhood schools.
- **Curt Olson** – Mr. Olson shared that he attended the last Board meeting and listened to the new majority of the Board blaming the late buses on the former majority and the minority having to defend themselves; today’s majority had plenty of time to work on the problem, stop blaming each other and start working on matters that mean the most to what they were elected to do. Mr. Olson stated that for 2009, the statistics show that Knightdale’s elementary schools had between 49% and 72% free and reduced lunch students; the median family income in Knightdale was over \$62,000 in 2009, 71% of the adults over 25 had some college background and degrees. Contrary to common excuses, only 34% were living in poverty, how can the free and reduced lunch program be so high? Mr. Olson stated that 205 of Knightdale’s students go to magnet schools to receive a fair education, while elsewhere in the county it was only 8%. Mr. Olson stated further that the displaced students in the magnets were shipped out to Knightdale to keep the bus travel times down, the magnet program and the repercussions of it are making sure that no child in eastern Wake County can receive a fair education. Mr. Olson stated that over the years, the Board has shoved the issue under the rug and continues to do it. Mr. Olson shared that the Board needs to give additional attention to the under-performing schools to figure out what the problem is; someone must be hired to focus on the problem. There needs to be a plan for the eastern Wake County area.
- **Marcia Timmel** – Ms. Timmel shared that she knows that the Board is aware of the serious over-crowding that is threatening many of the district’s schools; both on the traditional and on the year-round calendars. In response to the overcrowding at traditional calendar schools, many of the students who attempted to enroll in those schools in the recent weeks

have been told that classes are full and referred instead to year-round schools. The problem with that alternative is that school for year-round schools began at the beginning of July, track one has already completed the first quarter and the other three tracks have end of quarter grades due next week; students who are just beginning have missed one fourth of the school year; this is a formula for failure. Ms. Timmel shared that at North Garner Middle School where she is a teacher, since August they have received 82 students all of whom have been expecting to be enrolled in a traditional calendar school. Ms. Timmel shared that with speaking to colleagues; this scenario is being repeated at year-round schools across Wake County. Ms. Timmel shared that the other problem with using year-round schools as an over flow valve for traditional calendar schools is the question of capacity. While on paper year-round schools may have unused building capacity, the reality is that the tracks and the teacher capacities were set last July. Ms. Timmel shared that North Carolina state law requires an academic year of 180 days.; families who came to register at the beginning of the traditional school year in August, and are forced to enroll in a year-round school that began classes at the beginning of July are being told that their children will only have the option of between 135 and 145 days of education; this is clearly a violation of the law opening the county to potential law suits. Ms. Timmel spoke out against the policy of arbitrary educational disenfranchisement. Ms. Timmel shared that the district cannot use year-round schools as the over flow for traditional calendar schools.

- **Toshiba Rice** – Ms. Rice thanked the Board and Superintendent for trying to implement some of the changes in the current transportation system. Ms. Rice shared that she needs two things from the Board by October 2nd. Ms. Rice shared that there are major problems with the assignment plan and that many parents and students in the eastern area did not participate in the student assignment plan because they did not understand what the plan meant. Ms. Rice asked for the Welcome Center to be placed at the Eastern Regional Center located at 1002 Dogwood Drive, Zebulon, NC. Ms. Rice shared that she would like the buses to be fixed in the area now as students are losing valuable instructional time in the classroom.
- **Charity Lail**- Ms. Lail shared that she lives in downtown Raleigh and had very few choices in the current assignment plan, many of their school choices were located in Cary and were approximately 10 miles from her home. Ms. Lail shared that she hopes that one component of the new proposed student assignment plan will be grandfathering siblings. Ms. Lail feels that the current kindergarten class has been treated very unfairly; they have been the guinea pigs for student assignment at the expense of parents and children who have to adapt to new surroundings each year. Ms. Lail asked if the Board can't keep the neighborhood school students together, can families stay together.
- **Nick Gervase** – Mr. Gervase shared that the value of college has become a national issue and studies have shown that 50% of students drop out of college before they graduate. Mr. Gervase shared that guidance counselors, teachers, and principals need to make sure that every student understands the benefits and barriers of where they go after they graduate from high school; and it needs to be known prior to graduation. Mr. Gervase shared that there needs to be honest talks with students; those that have the academic and work ethic background for college need to be encouraged to select majors that will lead to a good chance of getting a good job. A voc-tech curriculum should be promoted during the high school years for some students and Mr. Gervase applauds the district for pursuing the initiative. Mr. Gervase encouraged the Board to continue working in the area of voc-tech as it is an important part of schools.

- **Lynn Edmonds** – Ms. Edmonds shared that the loss of many competent, qualified central office staff is very upsetting and very great. Ms. Edmonds shared that she has seen how professional, knowledgeable, insightful, experienced, and valuable that long list of people are and they cannot be replaced. Ms. Edmonds stated that she imagines that the staff can be replaced with people who have no experience working in a school system, are from the free market or the corporate world, or with someone with on-the-job training. Ms. Edmonds stated she clearly remembers John Tedesco referring to the school system as the Titanic and she did not agree with that analogy at that time in that context, but in this time, she does under the command of the current captain of the ship. Ms. Edmonds stated that those that can, are getting in the lifeboats of retirement or are being thrown overboard; she hopes there is the will to stop the ship from sinking.
- **Larry Nilles** – Mr. Nilles shared that he is an eighth grade teacher and is the President of Wake NCAE. Mr. Nilles stated that it is harder to be an educator today than it was two years ago. Mr. Nilles shared that the work of educating students is supposed to be challenging, but since the school year began in early July, that work has been made unnecessarily difficult by the transportation difficulties; instruction has been interrupted; cafeteria workers have had to re-arrange their schedules to make sure that students are fed; and teachers, administrators, and custodians have had to stay late to make sure that students get home on buses. Changes have been made and the situation is improving, but educators are really frustrated and the year has barely begun. Mr. Nilles stated to bus drivers and OMs that have done their best to make this work, and to school-based employees who have given up time with their families to guarantee the safety of their students, and to everyone who is working to find a solution to the difficulties, thank you.
- **Shannon Hardy** – Ms. Hardy shared that as a part of Knightdale 100, they want to make sure that the Board understands that they want the town to have all of their schools to be good for all of their students. Ms. Hardy shared that the Knightdale 100 is very proud of their children, teachers, and parents. As an educator, Ms. Hardy shared that she is impressed by Superintendent Tata and his leadership team, they have been committed to data-driven instruction, they review growth not just proficiency, and student achievement. Staff has shown parents information they did not understand including educating the community and the transparency of the choice plan. Ms. Hardy stated that it is clear that the reason there aren't enough seats in some schools is because all of the schools in the district are not equal; the solution is making all schools high-performing schools.
- **Eric Fagerstrom** – Mr. Fagerstrom thanked the staff at Apex Elementary for the extra hours of they provided since the school year began. Mr. Fagerstrom shared that the transportation department and school bus drivers are lacking communication and overall it must improve. Mr. Fagerstrom stated that all bus drivers must be equipped with some form of direct communication with dispatch to allow them to communicate effectively and for the safety of the Wake County school buses. Mr. Fagerstrom shared that as a parent to contact the transportation office and be told that staff cannot talk to the driver while the bus is moving is quite upsetting for parents who are trying to locate their children. Mr. Fagerstrom pleaded with the board to find a solution to the transportation issues still plaguing the county.
- **Amy Lee** – Ms. Lee shared that Mr. Tata was warned by experienced staff and parents that transportation plan proposed last spring would not work. He chose to ignore those warnings and the district experienced a large scale failed mission and the wrong person has been relieved of his duties. Ms. Lee shared that the latest is just of many experienced,

professional staff that have been relieved of their duties or made their own exit plan before the Superintendent's axe hit them. In ten years with Wake County, efforts by staff have led to the establishment of a building program based on objective, need-based criteria rather than individual board member, power, and persuasion.

- **Adrienne Lumpkin** – Ms. Lumpkin shared that in general, she is a patient person and does not believe in conspiracies. She has had children in Wake County Public Schools for twenty years, uninterrupted; she has a stake in the quality and in the efficiency of the school system. Ms. Lumpkin shared her personal experiences about the transportation issues to the Board. Ms. Lumpkin shared that she doesn't believe in conspiracies, but it strikes her that if enough parents like her, who rely on bus transportation but can configure work-arounds with their jobs or carpooling with neighbors; if enough parents give up on using the bus, it would ease the system. If 20% give up, it will take 15,000 students off of the bus and perhaps the ill conceived cutbacks in the number of buses could work, is that the underlying plan? Ms. Lumpkin stated that surely the Board and Superintendent don't think that removing an experienced employee is a panacea for the problem. The problem has more to do with tunnel vision that has forced an assignment plan upon the school system that just cannot work for the district. Ms. Lumpkin shared that she is not giving up on bus transportation and will hold the Superintendent accountable for getting students to school efficiently.
- **Cindy Sinkez** - Ms. Sinkez shared that her family is facing the same issues that they had when her oldest child was at Panther Creek High School; space. Ms. Sinkez shared her concerns of the possibility of the Panther Creek Ninth Grade Center being at the Pleasant Grove site and students not being bused back to the school for a band program. Ms. Sinkez stated that she thinks the Board will do a disservice to the school if the Board chooses the Pleasant Grove site. Ms. Sinkez inquired as to how a child at the ninth grade would be able to join a club if they are held during SMART at the main campus? Ms. Sinkez requested that the Board dig deeper.
- **Anne Sherron** – Ms. Sherron shared her thoughts regarding the transportation issue. Ms. Sherron shared that students who were registering late, were trying to register to attend popular schools, but were sent further out. Ms. Sherron shared that the Choice Plan didn't work with a growing system without enough seats. What has bothered Ms. Sherron the most for the last two and a half years is that the system has not had a plan to show how funding would be spent; but reactionary spending without a master plan. Ms. Sherron urged the Board to begin looking at funding and asking for it.
- **Lettice Rhodes** – Ms. Rhodes shared her concerns about responsibility and communications. Ms. Rhodes shared that the people who have left the staff, people with experience, knowledge, professional credentials, and years of successful service have been given impossible tasks to do. Ms. Rhodes asked where is the ability to say, “wait, this isn't going to work” or the space for feedback and is it being listened to. Ms. Rhodes shared that at the last meeting, someone shared that there were warnings months ago that the busing would cost a ton of money and create problems; was this attended to or heard? Apparently not. Where does the responsibility for hearing potential problems and problem solving lie prior to a crisis; clearly the crises are multi-fold. Where is the common denominator and how can it be addressed?

CONSENT ITEMS

Keith Sutton made a motion to approve the Consent Agenda. The motion was seconded by Christine Kushner. The motion was unanimously approved.

APPROVAL OF MEETING MINUTES

- 7. May 10, 2012 - Student Achievement Committee Meeting Minutes
- May 15, 2012 - Board of Education Meeting Minutes

FACILITIES

8. OPTION AGREEMENT AND EASEMENT FOR SANITARY SEWER: DAVIS DRIVE ELEMENTARY

Standard Pacific Homes of the Carolinas, LLC, (“Standard Pacific”) is interested in acquiring a public sanitary sewer easement upon the Davis Drive Elementary School campus to accommodate the installation and maintenance of a sewer line to benefit the proposed development of its property adjacent to the school site. In order to conduct due diligence surveys and tests to determine the feasibility of development of its property related to water/sewer availability and finalize the terms of the easement acquisition in advance, Standard Pacific seeks to enter an Option Agreement (“Agreement”) in exchange for consideration of eight hundred dollars (\$800). The term of the option is one (1) year from date of the Agreement. The proposed easement area is approximately 0.16 acres and is located in the northwestern corner of the school site. If Standard Pacific exercises its rights under the Agreement, it will compensate the Board in the amount of \$8,000 for the conveyance of a public sanitary sewer easement to be dedicated to the Town of Cary. The proposed easement will not substantially interfere with the present or future use of the property. Staff recommends that Board grant the Agreement and the proposed public sanitary sewer easement conveyance in the event Standard Pacific exercises its rights under the Agreement. Fiscal Implications: Board will be compensated \$800 upon entering into the Agreement and an additional \$8,000 should Standard Pacific exercise its rights under the Agreement. Savings: Not applicable. Recommendation for Action: Board approval is requested.

TRANSFORMATION

9. GRANT PROPOSALS

- Collaborative (#09613): Wake County Board of Alcoholic Control, Grant Program / Central Services.
 - Competitive (#09713): NC Museum of History, Travel Grant Program / Individual Schools.
 - Competitive (#09813): A.J. Fletcher Foundation, Foundation Grants / Central Services.
 - Competitive (#09913): Macy’s, “Yes Virginia the Musical” Grant Program / Individual Schools.
 - Competitive (#10013): National Dairy Council, Fuel Up to Play 60 / Individual Schools.
- Fiscal Implications: Any required cash and/or in-kind matching contributions vary by grant program. Savings: Grand funding supplements existing resources. Recommendation for Action: Board approval is requested.

HUMAN RESOURCES

10. RECOMMENDATION FOR EMPLOYMENT

1. Professional
2. Support

3. Contract Central Services Administrator

BOARD

11. 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.

INFORMATION ITEMS

TRANSFORMATION

6. PRESENTATION OF THE 2013-14 SCHOOL ASSIGNMENT PROPOSAL

On June 19, 2012, the Board of Education approved a directive asking staff to begin developing a revised Wake County Student Assignment Plan for the 2013-14 school year. Staff was asked to propose an assignment plan that is multi-year address-based and that would provide reasonable predictability and stability in assignment. Student achievement, stability, and proximity were to be used as key components. Staff was directed to consider best practices of the previous assignment plan and the current choice assignment plan.

Staff will present a proposal; provide explanation and clarification to board members. Board member feedback is requested.

Fiscal Implications: To be determined. Recommendation for Action: The Board of Education will hold public hearings on the staff assignment proposal. The Board of Education will use the public input in work sessions to finalize the proposal. The Board will vote to approve a student assignment proposal for the 2013-14 school year.

Laura Evans, Judy Pepler, and Susan Pullium presented information to the Board. Ms. Evans shared that in June 2012, the Board gave staff a directive to review the current Choice Based Assignment Plan and the previous base-school assignment plan and to integrate the best practices of both plans and come back to the Board with a proposal. Ms. Evans shared that she worked on the plan very closely with Superintendent Tata, Chief Transformation Officer, Judy Pepler, members of the Superintendent's Task Force that worked on the assignment plan, staff from the Office of Student Assignment, staff from the Magnet Office, Data and Accountability, Innovation, Special Education Services, Christina Lighthall from Growth and Planning, some principals, and area superintendents; it has been a joint effort.

Ms. Evans shared that staff reviewed the node-based assignment plan and the current choice plan and tried to put together a plan for 2013-2014; a proposal that integrated the best practices of both. In the directive, there were certain considerations that the Board asked staff to address that include student achievement, stability, and proximity. Staff used student achievement in the proposed base assignment areas. Staff was asked to consider stability; staff incorporated stability in two ways, everyone can stay in their current assignment with their current level of transportation if they want to, no one has to change schools if they do not want to. As staff developed the assignment plan staff looked to see where students were attending school today so there is an overlay of the old base assignment plan. The board asked staff to consider proximity trying to assign students to a school closer to home; staff worked on that. Staff did not use the node system this time to assign students, staff used real estate and parcel data and grouped them

together by neighborhoods, communities, and developments. Staff has gone from 1,300 nodes to over 9,000 geographic areas; staff feels that they have done a better job of keeping neighborhoods together. The Board also asked staff to review anticipated growth over time so that the proposal could be sustained for at least the next three years and staff did look into that.

Ms. Evans shared that staff used student achievement data in the proposal and cautioned that school assignment is only one of many tools that the school district has to address low school performance. Other tools include the magnet schools and the district also gives families who live in an area where there has been lower school performance historically an opportunity to go to their regional choice school. The district also has program and enhancements and resources that staff can put in schools that need boosting up. School assignment is just one of many ways that the district can address student achievement.

Existing students can maintain their current assignment with their current level of transportation unless they move. Promised middle and high school feeder pattern assignments from this year will be honored if it is not what staff is proposing as the base elementary, base middle, and base high school. Staff will honor the promises that were made this year in the Choice Assignment plan; parents may have to provide their own transportation, but staff will honor the assignments. Students will receive a notice of initial assignment in January.

As staff built the proposal, they recommend a few calendar and magnet program changes which include East Garner Elementary School and Green Elementary School convert to traditional calendar schools, Vance Elementary and North Garner Middle School would be single-track schools, and Alston Ridge and Highcroft Elementary would expand to multi-track year-round schools. Staff recommended that Joyner, Underwood, and Wiley elementary schools be Group 3 magnet schools, that Fox Road Elementary, Green Elementary, and Carroll Middle School be Group 2 magnet schools, and that Partnership Elementary be classified like a Group 1 magnet school with a defined base area.

Ms. Evans shared that every residential address would have a base elementary, base middle, and base high school assignment. New families and existing families with a change of address would go directly to their school to enroll. Families will be given three opportunities to request a change in school assignment. The first opportunity will be the base declaration period which is for families who are currently not attending their base school. Students participating in the Base Declaration Period would have a guaranteed seat at their new school for the new school year. (unless the school becomes fully capped based on numbers requesting back to their base school). The Base Declaration Period would precede the Magnet and Open Enrollment Period.

Ms. Evans then shared information regarding capping school enrollment. She shared that when a school's population exceeds the facility utilization for the campus an enrollment cap would be placed on the school to prevent school overcrowding. Schools can be designated as partially or fully capped. Board Policy 6204 governs enrollment capping. The designated overflow schools for any fully capped school would be determined by looking at the facility utilization of the schools in the area and their ability to absorb the overflow for a period of time. School district transportation would be provided to any students assigned to the designated overflow school(s).

Ms. Evans shared information regarding the Magnet/Application Period, the second opportunity to request a change in school assignment. She shared that an application period for magnet, early

colleges, and leadership schools would occur each spring. District transportation is available for many of these programs. Parents can view their magnet, early college, and leadership choices and transportation status on the district website. Families who enroll after the magnet application period may request placement in a magnet, early college, or leadership school by contacting the Office of Student Assignment. The magnet selection priorities were shared.

- **Priority 1:** Incoming K, 6th, and 9th siblings of current students wanting assignment to the same school (guaranteed if the request is made during the magnet application period)
- **Priority 2:** Group 2 and Group 3 magnet students rising into 6th and 9th grade that have attended a Group 2 or Group 3 magnet elementary school or middle school whose first choice is the magnet middle or high school for their magnet program pathway.
- **Priority 3:** Group 1, 2, and 3 magnet students rising into 6th or 9th grade whose first choice is a magnet middle or high school other than their program pathway.
- **Priority 4:** Group 1, Group 2, Group 3 base students rising into 6th or 9th grade that have attended a Group 1, Group 2, or Group 3 magnet elementary school or middle school whose first choice is the magnet middle or high school for their magnet program pathway.
- **Priority 5:** Students residing in an area designated as “high-performing” whose first choice is a magnet.
- **Priority 6:** Students whose base school is severely overcrowded and select a magnet school.

The third opportunity to request a change in school assignment would be the Open Enrollment Application Period. The application period for Open Enrollment would occur each spring after the magnet application period. Families can request placement to any school in the district that is not designated as capped. District transportation will be available for some schools. Parents can view their school choices that include district transportation on the district website after the Base Declaration Period. Families who enroll after the Open Enrollment period may submit a transfer request through the Office of Student Assignment if they want a school assignment other than their base school. Open Enrollment Selection priorities are;

- **Priority 1 :** Incoming K, 6th, and 9th siblings of current non-base students wanting assignment to the same school if you chose this as your only choice and the request is made during the school selection period (guaranteed, unless the school is partially capped)
- **Priority 2:** Students residing in an area with historical proficiency data that is ten or more points below the county average whose first-choice school is a regional school choice (guaranteed, unless the school is capped)
- **Priority 3:** “Stay where you start” – Students requesting grandfathering **when they have been assigned to a new school** if you make this request during the school selection period (guaranteed). Parent must provide transportation.”
- **Priority 4:** Students requesting assignment for K to the same school where they attended preschool if their preschool was not their base school.
- **Priority 5:** Students attending an elementary school whose base middle school is not a calendar match and who select a middle school that continues their elementary school calendar.
- **Priority 6:** Students whose base school is severely overcrowded and select a school that is not overcrowded as their first choice.
- **Priority 7:** Calendar option – Students selecting “calendar choice” during the school selection period.

Ms. Evans shared that waitlists were a very good practice of the choice plan and staff seated

several students from them. A waitlist would be maintained for students who are capped out of their base school. See R & P 6204. A waitlist would be maintained for students who did not get seated in their first choice magnet school. A waitlist would be maintained for students who did not get seated in their first choice school during the Open Enrollment period. Magnet Application and Open Enrollment waitlists would be processed once then dissolved.

Ms. Evans stated that Abbotts Creek and Rolesville High School will open in the 2013-2014 school year. Students in grades K-5 living in the Abbotts Creek attendance area will be assigned to the school. Students in grades 9 and 10 living in the Rolesville HS attendance area will be assigned to the new school. Existing students reassigned to the new schools may request to “stay where you start” at their previous school through the Open Enrollment process without district transportation.

Staff proposed the idea of a soft transition, upon approval of the base attendance areas by the Board of Education, new families to Wake County enrolling for the first time and existing families with a change of address (that causes them to lose their district transportation) can register and enroll at their base school for their address. All other existing families wishing to return to their base school may participate in the Base Declaration period for a change in assignment for 2013-2014. Families whose base attendance area is one of the two new schools, Abbotts Creek or Rolesville High School, will enroll and complete the 2012-13 school year at Wakefield ES or Wake Forest Rolesville High School.

Dr. Lisa Grillo, Assistant Superintendent for Special Education Services, shared that students with disabilities will participate fully in the base assignment plan. Approximately 92% will participate in the exact same way as general education students. 8% of students in regional programs will participate through an assignment pattern that has been created and will be pre-assigned at the 6th and 9th grade levels. Regional programs will be strategically located in quadrants throughout the district. There will be several programs of the same type in the same quadrant so parents can exercise choice in those programs.

Once a student has been assigned to a regional program at a particular school, the student may remain at that school with transportation through the terminating grade even if the student no longer requires a regional program. Students with disabilities who no longer need a regional program has four choices, they may participate in the base declaration process, and they may remain at their current school, they may participate in open enrollment, and they may participate in the magnet application process. Students returning to a local program from Longview, Bridges, River Oaks, or Mt. Vernon, or a PATH program will be eligible to grandfather to the school that referred them unless they are moving to the next school level. This group of students may participate in base declaration and open enrollment.

Ms. Evans shared that several staff members have reviewed the policies that would need revision; Board Policies 6200, 6203, and 6204. Staff will present some suggested revisions to the Policy Committee whenever the Board is ready.

Ms. Evans shared that more information will be forthcoming including the address look up to see the proposed elementary, middle, and high school base assignment, and projected individual school profile data based on the defined base attendance area. Board of Education Public Hearings will be held on September 24th at North Garner Middle School, September 26th at

Leesville Road High School, September 29th at Ligon Middle School, October 4th at Panther Creek High School, and October 8th at Rolesville Middle School. Parents may also post comments on the district website.

A proposed timeline the 2012-2013 school assignment and school choice was shared with the Board. Chairman Hill thanked the staff for their dedication and hard work on the proposal. Chairman Hill shared that he is not looking for resolution of issues tonight, but for presentation and overview of the structure of plan. Public hearings are scheduled to hear from the public before decisions are made.

Ms. Goldman thanked staff for their hard work and dedication. Ms. Goldman shared that she liked the soft transition. Ms. Goldman asked if all of the bumps in the selection process were the same size when it comes to selection priorities? Ms. Evans shared that when staff gets to those areas, they will share the details with the Board keeping in mind that they only apply to the first choice. Ms. Goldman inquired as to the team's thought process on priority three in the magnet selection priorities. Ms. Evans shared that the Magnet Office requested the priority if there is a seat available as it was a practice under the old selection priorities for magnet Ms. Goldman shared that she was not satisfied with the locations of the public hearings as there seemed to be large areas of the county where a hearing is not designated. Cris Mulder, Chief of Family and Community Engagement, shared that with the dates provided, staff was limited to very specific areas. Ms. Mulder shared that there will be archived videos for every Public Comment period, an online comment period which is already up, and an opportunity for parents to provide written comments to their schools and the schools will inter-office the information to the Family and Community Engagement Office.

Mrs. Susan Evans thanked staff for their work and all of the considerations staff reviewed and implemented. Under the grandfathering aspect, Ms. Susan Evans inquired as to how long staff will honor the feeder patterns for the choice year for feeders to middle school and high school? Ms. Laura Evans shared that staff did capture the data and the proposal is for staff to honor it for what was originally promised. Ms. Susan Evans wanted clarification on cohorts moving together in regards to capping of schools she asked if staff was speaking about cohorts at a school moving together or cohorts in a neighborhood moving together. Ms. Laura Evans shared that it would be both because staff would be looking at school choices. Ms. Susan Evans sought clarification as to why Group #2 and Group #3 magnets had priority in the magnet selection and Group #1 did not. Ms. Laura Evans shared that Group #1 are already pre-assigned but Group #2 and Group #3 are not so they get a priority if they want to continue in the magnet program. Ms. Susan Evans shared that she appreciated priority #2 under the Open Enrollment priorities.

Ms. Prickett thanked the staff for the work that they have done. She also inquired if the information in the database where the assignments are is ready for public viewing Ms. Pepler shared that staff is finalizing that information currently and should have it completed by Friday, September 21st. Ms. Prickett stated that before the Board receives public comment, parents should have the opportunity to log on to the website and enter their address to see what schools they have been assigned to or the choices they have, without that being done, she is not sure what the point would be to have public comment periods from parents.

Mrs. Prickett wanted reassurance that parents are not being forced to attend a school that does not address their lifestyles well e.g. a year-round school. Mrs. Evans shared that one of the best

practices of the old base-assignment plan is that staff gave parents the opportunity to request a calendar that fit their family schedule; it was not listed in the Choice priorities. Mrs. Prickett asked how will staff manage reassignments using the new assignment plan being recommended as compared to when the district had the old node-based assignments. Mrs. Evans shared that one of the biggest pitfalls of the old base assignment plan was the constant reassignment due to the astronomical growth and the district opening a school every year. The blending of the two plans gives the opportunity for parents to stay where you start; staff will assign a base attendance area to a new school but the opportunity will be there for parents to grandfather back at all grade levels.

Dr. Martin shared that the logic of using real estate data in the new plan is good but would also like to see the data merged with census data. Dr. Martin shared that he appreciates that waitlists are still going to be in existence, but has concerns about the ideas of single waitlists. Dr. Martin stated that it was reasonable to have waitlists at least to some degree persist to the tenth day of school. Dr. Martin shared that he was glad to hear that student achievement was used in the base assignment process. He liked that detail that he has seen but would like to see that level of detail in how the district will address student achievement. Dr. Martin stated that when he is assured that student achievement is taken into account in the assignment process, he has questions as to how. Dr. Martin shared that what he would like to see in assignment based on student achievement, is to have staff look at schools and look at each quartile paying specific attention to the top and bottom quartile and ensure that there is no school that has its bottom quartile having lower than 50% performance and to ensure that schools don't have the top quartile has below 80% performance. Dr. Martin would like to see achievement targets looking at both sides. The assignment process for this year, those that started with a lower percentage of low income students went lower on average. Those that started with a higher percentage of low income students went higher; trends went in the opposite direction. For him to be satisfied and sign off on a plan, he is going to need to know information that says the district is reversing that direction and that there are incentives that are moving toward the county averages and disincentives for moving away from the county averages. Dr. Martin stated information from the directive that said, *"As we move forward to accomplish this, academic achievement targets will be developed to determine the range for optimal school performance. In addition, the Board will revisit 6200 to develop appropriate socio-economic factors to consider in assignment process."*

Mr. Tedesco shared that the node data did not serve the county well he values the district moving to a parcel-based data system. Mr. Tedesco shared that he felt that the magnet process favors early entry and does not help those who try to get in to the process later on. Mr. Tedesco stated that he felt that there was a bias in the previous magnet selection process that favored families coming from a low income in the previous plan and a higher performing neighborhood in the new plan; there needs to be an offset to the bias and give opportunity to children who may come from a lower performing node or parcel. There needs to be fairness to give children access to the magnet programming. There are many gifted and talented students who live in low performing communities who should have access to the magnet schools and should have access on a fair basis. Mr. Tedesco stated that he agrees with not having a single waitlist and agrees with not assigning students to a new school during the last year of that school's grade level. The way that the Board created the measurement for student achievement is a concern and he feels that the Board set itself up for failure a little bit with that in changing to the Common Core, scores may plummet and neighborhoods that were historically low performing neighborhoods or high performing neighborhoods may all of a sudden become low performing neighborhoods. Using simple test scores for achievement becomes a moving target with a variety of ranges and

reasons. Mr. Tedesco asked if there were projections on how many schools would likely be capped? Mrs. Pepler shared that staff would preferably like to wait until Friday when the finalized base-assignment area for every school so that staff does not over or under estimate. With the magnet selection process, he is concerned that priority #5 is highlighting the higher performing node and how priority #6 ranks. With the open enrollment priorities, Mr. Tedesco sees priority #2 and #3 as having competing interests. Mr. Tedesco shared that he would value seeing sibling calendar continuity priority. On the opening of new schools, Mr. Tedesco inquired if there was a fallback in place if everyone were to choose “stay where you start” when offered a new school, how would staff go about filling the new school? Mrs. Pepler shared that kindergartners and sixth graders are not offered that, if it is a high school, the ninth graders would have to attend. Ms. Laura Evans shared that Rolesville High School was in the choice plan as the 2013 school for when that area got to ninth grade. Mr. Tedesco shared that he thinks that it is important to allow families to have time to see the impact on them personally of the new plan before going to public hearings. If parents do not have time to assess how the plan is impacting them and give the Board feedback, how does the Board make those decisions. Mr. Tedesco stated that it was not in the Board’s best interest to do the public hearings until the Board can get the data out to the public and have the public understand and digest it.

Mr. Malone thanked staff for great work. Mr. Malone shared that there is a lot of agreement with the plan. Mr. Malone agrees with Mrs. Susan Evans on her comments about feeder patterns; he agrees with Dr. Martin on waitlists; and both Dr. Martin and Mr. Tedesco on the flexibility of the plan. Mr. Malone agrees with Mr. Tedesco regarding student achievement and is concerned about where staff is headed with that and how it might impact grades. Information regarding the upcoming public hearings should be shared with parents as soon as possible. Mr. Malone congratulated the staff on great work with merging several plans into one and to address the concerns of the public.

Mrs. Kushner thanked staff for the excellent work on the plan. Mrs. Kushner shared that she liked the fact that neighborhoods are being kept together in the plan and that registrants will go to their base to register for school. Mrs. Kushner is particularly pleased to see that students with disabilities and the alternative schools will intentionally be thought of in an assignment plan. Mrs. Kushner shared that the choice plan capped in a different way and likes the fact that capping will be approached very proactively, why is staff considering capping at grade level besides K-3 when the district has the state caps and allows principals to do what they do when they fit students in creatively? Mrs. Laura Evans reminded Mrs. Kushner that to have a full cap, a cap to base students, that there are percentage triggers to have a conversation with the principal and the leadership to come up to a joint decision. A recommended capped number would then come to the Board for approval.

Mr. Sutton applauded staff for their work and is very pleased with the direction the plan is headed in.

Ms. Goldman requested that her fellow Board members support the idea of bringing the address mapping public as soon as possible. Ms. Goldman is very concerned about the timeline and calendar; especially October 30th being an approval date and inquired if the Chairman was changing the calendar that had already been given to the Board. Chairman Hill shared that as he responded to Ms. Goldman in email, that yes, the Board is looking at that and that an email went out to all board members the other day mentioning that there would be a Special Called Meeting

on October 30 at 5:30 so that the Board could look at this issue. Ms. Goldman stated that the current version of Policy 6200, was worked on for more than a year and feels that there needs to be robust conversation regarding changing the policy and feels that the task is nearly impossible to complete. Ms. Goldman also asked staff what other options are there that can be offered to families where siblings can stay together at the high school level when a new school opens?

Ms. Evans shared that in terms of the attempts to address student achievement through the base attendance areas that staff is short on specifics and she would like to see more about how staff will be addressing that. Mrs. Evans wanted the public to know that the school board has not been given privy to any attendance area maps as of yet and feels that it would be preferable for the board to have an opportunity to look over them before they are released to the public. Mrs. Evans does believe that at some point, the board will need to release the information to the public and receive their feedback. Mrs. Evans believes the Board needs to receive valid input and feedback about whether the grandfathering, stay-where-you-start, open enrollment, and open transfer about the concepts work. If the staff just releases the attendance areas the board will get lost in the minute details of who likes their specific assignment and who does not. Mrs. Evans would like to start with getting a feeling of whether the community accepts the overall framework. Mrs. Evans feels that the timeline is very tight and is concerned that staff may have to go back to the drawing board particularly if the Board has to deal with Policy 6200 before the Board finally approves the plan; October 30th is an unrealistic date and should at least consider the middle of November as the earliest time frame that the Board could approve the plan. There should be more discussion about the timeline.

Mrs. Kushner shared that she agrees that the Board needs robust conversation on the policy and the priorities and the parameters that staff presented. Mrs. Kushner shared that the Board owes it to the community that they look at historical data, patterns that have emerged from both the base plan of the past as well as the choice plan. The Board needs to take its time to have the discussions.

Mrs. Prickett shared that if the staff has the data available on Friday, it should be released then or it looks like the Board is trying to hide something. Mrs. Prickett shared that it doesn't look like minute details to her. Mrs. Prickett shared that parents want to know how the plan will affect their child and their family. Mrs. Prickett shared that she does not envision parents attending public hearings to share global perspectives. That is a conversation that the Board should have had. Mrs. Prickett stated further that as board members, they need to be making the decision of should the data be released? Mrs. Prickett stated that she has not seen the data and does not mind having it out there for the public to see how it will affect them and the community abroad.

Mr. Tedesco shared that Wake County is a very smart community and that the data should be released. Mr. Tedesco shared that the robust conversations about policy and the various questions about priorities will shape the entire assignment plan. Before the public has an opportunity to comment on it, the Board should answer the question of what does student achievement mean? What will it do? Mr. Tedesco stated that the community should be able to comment on the base maps, the policy and how it will be implemented for the community. Mr. Tedesco recommended to his colleagues to do public hearings next week would be better served a month or two later after the Board has had robust conversations from policy committee meetings. Chairman Hill shared that he would be more than happy to schedule work sessions and get the

dates out to board members, the problem has been that in the past that board members do not attend and have difficulty gaining a quorum.

Ms. Pepler asked for direction on the five public meetings that are already scheduled. Chairman Hill shared that he would look at the calendar and get back with staff the next day. Cris Mulder asked for confirmation, that staff already has information out to the public and did the board want that information pulled down. Chairman Hill replied that he did and wanted it done that evening.

ACTION

SCHOOL PERFORMANCE

12. RESOLUTION TO ENHANCE INSTRUCTION ON DISABILITY HISTORY AND AWARENESS

Disability History and Awareness Month is an opportunity for North Carolina's students and citizens to learn about the many abilities that people with disabilities possess. In 2007, North Carolina General Assembly officially designated the month of October each year as Disability History and Awareness month. In support of this legislation, the Wake County School Board is issuing a resolution to enhance instruction on disability history and awareness. Special Education Services in collaboration with our Academic Department and FACE are providing selected lessons and activities to schools for their participation. Fiscal Implications: Funding in the Special Education Services' budget in the amount of \$705 is to be used to pay the cost of these services. Savings: Not applicable. Recommendation for Action: Board approval is requested.

Dr. Lisa Grillo, Assistant Superintendent for Special Education Services and Janet Godbold, director of Family and Community Connections, shared information with the Board. Mrs. Kushner shared that it was a pleasure to work with both Dr. Grillo and Ms. Godbold and their team in supporting the resolution. Mrs. Kushner shared that inclusion to her is a magical word that everyone can relate to. The work that the staff has done is embedded in the curriculum and inclusive. Mrs. Kushner shared that staff has worked very diligently in putting together the information with intention working on an intensive curriculum that is not siloed extending to all students across the county.

Christine Kushner made a motion to approve the resolution. The motion was seconded by John Tedesco. Dr. Grillo then read the resolution.

Whereas, there are more than 20,000 students with disabilities in the Wake County school system; and

Whereas, the Americans with Disabilities Act of 1990 is founded on four principles: inclusion, full participation, economic self-sufficiency, and equality of opportunity for all people with disabilities; and

Whereas, the General Assembly of North Carolina designated October of each year as Disability History and Awareness Month in North Carolina; and

Whereas, in 2007, the General Assembly of North Carolina amended G.S. 115C-81 to add a

subsection to read:

“(j) Disability History and Awareness. – Each local board of education shall provide instruction on disability, people with disabilities, and the disability rights movement in conjunction with Disability History and Awareness Month, established pursuant to G.S. 103-11. This instruction shall be incorporated into the standard curriculum through measures that include; (i) supplementing existing lesson plans, (ii) holding school assemblies, (iii) hosting disability-focused film festivals, or (iv) organizing other school activities. Local boards of education are encouraged to incorporate individuals with disabilities or knowledgeable guest speakers from the disability community into the delivery of this instruction;” and,

Whereas, amending the Act was designed to “increase public awareness and respect for people with disabilities” and to “ensure future generations understand that disability is a natural part of life and that people with disabilities have a right to be treated as individuals above all else.”

NOW, THEREFORE, THE WAKE COUNTY BOARD OF EDUCATION DOES HEREBY RESOLVE THAT our schools shall provide intensive instruction on disability history, people with disabilities, and the disability rights movement, during the month of October, but also periodically throughout the school year.

Dr. Martin shared a concern of requiring teachers to specifically change their lesson plans in the month of October for 6th and 7th grade social studies. Dr. Grillo shared that was not what the staff was doing, staff is making the resources available to schools and encouraging them to participate but not requiring it. Dr. Martin inquired if the encouragement could be clearly stated. Dr. Grillo shared that staff was taking an additive approach and encouraging teachers to use additional materials. Staff has looked at what the curriculum is during the month of October and given teachers additional resources to use with the curriculum. Teachers are teaching many of these lessons already. Dr. Martin shared that as a teacher, he agrees with that, but there is a finite amount of material that can be taught in a course, anything added, something has to be taken away and that takes a lot of planning, and careful thought. Dr. Martin shared that as long as there is language in the resolution that makes it clear that teachers are encouraged to do this and that resources are available, he is good with the resolution, but currently he feels that it is too harsh.

Dr. Grillo suggested that in the last paragraph, it read, NOW, THEREFORE, THE WAKE COUNTY BOARD OF EDUCATION DOES HEREBY RESOLVE THAT our schools shall be provided materials on disability history, people with disabilities and the disabilities rights movement to incorporate into their existing instruction.

Mrs. Kushner accepted the friendly amendment.

Dr. Grillo emphasized that this is the first year that this has been done. Dr. Grillo shared that staff will grow the effort and will work with academics to ensure that it is properly infused and that teachers will have resources at the beginning of the school year.

Jim Martin made a motion to approve the amended resolution. The motion was seconded by Christine Kushner. The Board voted 3 to 6 with Jim Martin, Susan P. Evans, and Christine Kushner voting “yes” and Debra Goldman, John Tedesco, Keith Sutton, Kevin L. Hill, Chris

Malone, and Deborah Prickett voting “no”. The motion failed to pass.

Dr. Grillo re-read the last paragraph which said, “*NOW, THEREFORE, THE WAKE COUNTY BOARD OF EDUCATION DOES HEREBY RESOLVE THAT our schools shall be provided and encouraged to use instructional materials on disability history, people with disabilities, and the disability rights movement, during the month of October, but also periodically throughout the school year*”.

The Board returned to the original motion to approve the resolution as was first read without the amendment. The Board voted 8 to 1 on the original motion with Jim Martin casting the dissenting vote. The motion passed.

FACILITIES

13. REQUEST FOR ENTRY TO AN AWARD FOR EXCELLENCE IN ARCHITECTURAL DESIGN: WILBURN ELEMENTARY

Staff and Mosley Architects request permission to submit an entry to North Carolina School Boards Association Award for Excellence in Architectural Design for remodeling and renovation of Wilburn Elementary. This nomination requires an official endorsement from the Board. The Wilburn Elementary project will be entered into the architectural design competition at the North Carolina School Boards Association Annual Convention and Exhibit Show, November 12-14, in Greensboro. The goal of the Award for Excellence in School Design is to enhance school board members understanding of the importance of architectural design and its relationship to student achievement. The competition is a People’s Choice Award and voters will be the participants of the NCSBA Annual Conference. Fiscal Implications: None. Savings: Not applicable. Recommendation for Action: Board approval is requested.

Joe Desormeaux, Assistant Superintendent for Facilities, presented information to the Board. John Tedesco made a motion to approve. The motion was seconded by Deborah Prickett. The motion was unanimously approved. The motion passed.

FINANCE

14. ATTENDANCE BONUS PLAN FOR BUS DRIVERS

Additional yellow buses are being added to the 2012-13 WCPSS bus routing system subsequent to the beginning of the school year. Based upon state requirements for school bus drivers involving training, licensure, endorsements, and certification, newly recruited bus drivers cannot immediately begin work behind the wheel. To mitigate the impact of this timing issue on the ability of WCPSS to implement the additional yellow buses, an attendance bonus is proposed for all permanent WCPSS bus drivers. Details of the plan are attached. Fiscal Implications: Current year operating budget savings are available for funding the proposed attendance bonus plan. Savings: N/A. Recommendation for Action: Staff requests board approval.

David Neter, Chief Business Officer, shared that staff presented information to the Board in its work session earlier regarding a proposed bus driver attendance bonus plan. Mr. Neter shared that the plan was developed to manage through the process of putting additional yellow buses on the road. In order to drive a yellow bus, an individual must have a commercial driver’s license, a P and an S endorsement on the license, attend a three-day training session with the Department of Motor Vehicles, and pass a behind the wheel test.

The current attendance rate for bus drivers is in line with other Central Service divisions; based

upon a sampling that was performed last week. However, anything that can be done to further drive attendance levels during this period of time of bus driver recruiting and training will relieve pressure from other parts of the Transportation group including pulling mechanics and other qualified staff to get behind the wheel of a yellow bus.

The proposed attendance bonus plan will be for all permanent bus drivers and will begin Thursday, September 20th and end on November 27th. Drivers with no more than two absences during this period of time would qualify for the \$250 bonus that would be paid in December. The two absences allowed under the plan during its nine-week period are significantly less than of the current average absence rate during comparable periods of time.

For bus drivers beginning work during the period of Thursday, September 20th and November 27th, there will be a pro-rated attendance bonus within the plan.

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

CLOSED SESSION

John Tedesco made a motion to return to Closed Session at 9:22 p.m. for the reason listed below as to consider confidential personnel information protected under G.S. 143-318.11 (a)(6) and 115C-319, to establish or give instructions concerning the Board's negotiating position related to a potential acquisition of real property, as provided in G.S. 143-318.11 (a)(5), 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 consult with the attorney employed or retained by the Board in order to preserve the attorney-client privilege in regards to personnel. The motion was seconded by Deborah Prickett. The motion was unanimously approved.

The Board returned to Open Session.

ACTION ITEMS CONT'D

HUMAN RESOURCES

15. RECOMMENDATION FOR ADMINISTRATIVE APPOINTMENT(S)

John Tedesco made a motion to approve the following Administrative Appointment(s):

- (1). Elaine Hanzer, Retiree to Interim Principal at Carnage Middle School effective 9/20/12 – 11/30/12.
- (2). Martha McCaskill, Retiree to Interim Principal at East Wake School of Health and Science effective 10/1/12 – 10/31/12.
- (3). Jessica Burroughs, 2012-2013 Converted Assistant Principal position at East Garner Middle School to Assistant Principal at East Garner Middle School effective 9/19/12.
- (4). Darryl Fisher, Retiree to Interim Assistant Principal at Wilburn Elementary School effective 9/19/12 -10/31/12.
- (5). Mason McDaniel, Teacher at Millbrook Elementary School to Assistant Principal at Wake Forest Elementary School effective 10/1/12.
- (6). Katherine Ware, Teacher at Underwood Elementary School to Assistant Principal at Wiley Elementary School effective 9/21/12.

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

16. ADMINISTRATIVE TRANSFER(S)

John Tedesco made a motion to approve the Administrative Transfers. The motion was seconded by Susan P. Evans. The motion was unanimously approved.

John Tedesco made a motion to amend the agenda to add an action item regarding the consideration of a resolution of the new CTE High School. The motion was seconded by Susan P. Evans. The Board voted 7 to 2, with Chris Malone and Debra Goldman casting the dissenting votes. The motion was approved.

John Tedesco made a motion to approve the resolution requesting the County Commissioners to acquire, renovate, and outfit the former Coca-Cola Bottling Plant for a new CTE high school. The motion was seconded by Susan P. Evans. The motion was unanimously approved.

On a motion by John Tedesco, with a second from Susan P. Evans, the Board returned to Closed Session to protect confidential personnel records, for personnel matters, and to consult with the attorney to maintain the attorney client privilege.

On a motion by Chris Malone with a second from Debra Goldman, the Board returned to Open Session.

ADJOURNMENT

With no further business from the Board, on a motion and second, the Board voted to adjourn the meeting.

Respectfully submitted,

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

Anthony J. Tata, Superintendent, WCPSS

Melissa R. Allen, Recording Secretary