



**WAKE COUNTY BOARD OF EDUCATION  
SPECIAL CALLED BOARD MEETING MINUTES  
October 18, 2011**

<u>Board Members Present</u>	<u>Staff Members Present</u>	
Ron Margiotta, Chair	Superintendent Anthony J. Tata	Jacqueline Ellis
John Tedesco, Vice Chair	Terri Cobb	Sylvia Wilkins
Debra Goldman	Cathy Moore	Stephen Gainey
Kevin L. Hill	Judith Peppler	Lisa Grillo
Anne McLaurin	Cris Mulder	Marvin Connelly
Chris Malone	David Neter	Joe Desormeaux
Carolyn Morrison	Don Haydon	
Deborah Prickett	Danny Barnes	<b><u>Board Attorney Present</u></b>
Keith Sutton	Lloyd Gardner	Ann Majestic
	Pamela Kinsey-Barker	
	Julye Mizelle	
	Andre Smith	

Board Chair, Ron Margiotta, called the meeting to order at 5:38 p.m. Everyone recited the Pledge of Allegiance.

**APPROVAL OF THE MEETING AGENDA**

Chairman Margiotta amended the Agenda to remove the item pertaining to the potential acquisition of real property from the Closed Session Agenda and added Recommendations for Administrative Transfers to the Closed Session Agenda.

Debra Goldman made a motion to approve the Amended Agenda. The motion was seconded by Deborah Prickett. The motion was unanimously approved.

**PUBLIC COMMENT – 5:45 P.M.**

*Citizens who signed 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 two 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.*

- **Maria Reier** – Ms. Reier shared that she is considering leaving Carpenter Elementary School due to its middle school feeder pattern not being proximate. The proposed feeder pattern is Carpenter Elementary, East Cary Middle, and Panther Creek High School. Ms. Reier requested that the Board change Carpenter’s feeder middle school to anywhere that is most proximate (Davis Drive – 3miles, Mill Park – 4miles, Salem- 5 miles). Mrs. Reier submitted a petition of 209 parents to the Board.
- **Anna Crane** – Ms. Crane thanked the Board for creating a well-balanced assignment plan. Ms. Crane requested that the Board approve the assignment plan now. Ms. Crane shared that it is time to move forward.

- **William Lynch** – Mr. Lynch shared that the Board has three unanswered documents from him which he sent to the Board over the last year. Mr. Lynch shared that the latest plan from Superintendent Tata was originally meant to be a plan for dominant direction toward academics and proximity. The final version however, in Mr. Lynch’s opinion is not a local plan, and has been directed from outside forces. Mr. Lynch shared that it is a new twist on the socioeconomic diversity plan with parental choice and some elements introduced by the earlier Board, but without an attempt to directly address academic issues.
- **Lori Potter** – Ms. Potter shared that she is the President of the PTA at Carpenter Elementary School and shared her concerns of the middle school feeder pattern being East Cary Middle School for Carpenter Elementary. Ms. Potter shared that East Cary is not in the Carpenter Elementary neighborhood and requested that the Board reconsider changing Carpenter’s feeder pattern to be Mills Park, Davis Drive, or Salem Middle Schools which are more proximate to their neighborhood.
- **Robert Hyman** – Mr. Hyman shared his thoughts on moral authority and legitimacy. Mr. Hyman stated that when the Board majority came onto the Board two years ago, two issues needed to be addressed; better stability for school assignments and to be more open to proximity for students to their schools. Mr. Hyman shared that the current Board owes it to the newly-elected Board members to discuss the new plan.
- **Bob Siegel** – Mr. Siegel shared that he attended the Public Hearing at Broughton High School and has found that there are unanswered questions about the student assignment plan. Mr. Siegel shared that the plan began as controlled-choice, which emphasized achievement along with proximity and stability by setting aside seats for under-performing students in high performing schools; that component has been dropped from the plan. Mr. Siegel shared that as it now stands, the assignment plan relies on market forces to work. Mr. Siegel also stated that the plan does not have concrete evidence, only a projection as to which schools will be under-enrolled and over-enrolled. Mr. Siegel requested that the Board reach cross the aisle and take a closer look at the assignment plan.
- **Amy Womble** – Ms. Womble shared her concern of hearing Board members and others indicate that Wake County has 59 schools over the 40% threshold of free and reduced lunch students. Ms. Womble stated that there are social-science researchers and educators that define high poverty schools as those with more than 65% of students of low socioeconomic status. Ms. Womble stated that Wake County does not currently have a large number of high poverty schools. Ms. Womble asked where the controls are in the choice model student assignment plan to ensure that high poverty schools are not created.
- **Shannon Burnett** – Ms. Burnett shared information regarding the Brassfield families that are having the stability of their current feeder pattern (Brassfield, Wakefield Middle, Wakefield High) taken away in the student assignment plan. Ms. Burnett requested that the Board consider families that have attended Wakefield Middle and Wakefield High School for years, but due to the age span of children, will not receive the benefit of sibling priority when trying to choose Wakefield Middle or Wakefield High School. While Ms. Burnett sees that every good intention has been put into the plan, she requests that the Board reconsider the schools with fragmented feeder patterns like Brassfield and North Ridge.
- **David Zonderman** – Mr. Zonderman shared his thoughts regarding the 2009 board elections and the recent board elections. Mr. Zonderman shared that the assignment proposal remains vague on crucial details such as key feeder patterns and projected transportation costs. Mr. Zonderman shared that the problem is that no one on the Board has given the public a convincing reason for a rush to vote.

- **Karey Harwood** – Ms. Harwood shared that one of the flaws in the proposed assignment plan is the assumption that everyone will be able to grandfather and remain in their current school and current feeder pattern. Ms. Harwood stated that upon further reading of the details of the plan that transportation may not go along with grandfathering. Ms. Harwood shared that the details of the plan must be fleshed out before it is approved.
- **Erica Kirschner-Dean** – Ms. Kirschner-Dean asked why there is such a rush to vote on the assignment plan. Ms. Kirschner-Dean shared that the plan might result in creating more schools of poverty. She also asked how much it would cost to implement and could the money be put to better use? Ms. Kirschner-Dean stated that there were too many questions and not enough answers as to how the plan would work. Ms. Kirschner-Dean also shared that poverty is a fundamental determinant that prevents children from reaching their full potential. She also stated that the plan is not ready to be voted on.
- **Betsy Lovejoy** – Ms. Lovejoy shared that she was sharing thoughts for Mr. Tom McDonald, an educator and professor who was unable to attend the meeting. Ms. Lovejoy shared that she agreed with the following, that there is concern about the proximity, stability, choice, and achievement mantra that the Board has embraced; with achievement usually coming in last in every conversation. Clearly, achievement should always be first and foremost on all Board members' agenda. Ms. Lovejoy shared that the client is the child, not the adult. Three of the four pillars are Board champions are all about adult needs, not learner needs. Pushing for a vote today on the assignment plan confirms the lack of focus on the child.
- **Dr. Earl Johnson** - Dr. Johnson shared that while observing the work session held earlier in the day, the Board had more questions regarding the assignment plan proposal than the public. Dr. Johnson shared that he did not understand what the rush to vote on the assignment plan, but to wait until the newly-elected board members are on the Board. Dr. Johnson asked the board wait on implementing the assignment plan until after the run-off election on November 8<sup>th</sup>. Dr. Johnson shared that he felt that the plan is politically motivated and not student oriented. Dr. Johnson requested to slow the process down, go back to the table and come up with something better for Wake County.
- **Charles Upchurch** – Mr. Upchurch shared that he is deeply concerned with the assignment plan. He shared that the Board seems to have just as many questions about the plan as the general public. Mr. Upchurch stated that with all the questions still being asked, why the Board is rushing to vote. Mr. Upchurch shared that from what he has heard, the plan will cost citizens more in transportation, maintenance, and with buses. Mr. Upchurch questioned approving a plan that has more questions than answers.
- **Amy Lee** – Ms. Lee shared that the new choice model might be what is best for Wake County, but parents do not understand it and are not ready to buy. Ms. Lee shared that she has concerns that involve capacity and making sure that the most vulnerable children are taken care of. Ms. Lee shared that the Wake County Public School System has no wiggle room when it comes to capacity. The county is currently over school building capacity by more than 10,000 students and the remaining capacity is in temporary classrooms. Ms. Lee questioned what would happen if Wake County experiences explosive growth as it did in the mid-2000's when 6,000-7,000 were added each year. Ms. Lee questioned how the plan would absorb the new students. She then asked the following series of questions; how does the plan offer choice to the most vulnerable students without set aside seats? Why is student achievement listed as the fifth priority? Is our school system no longer concerned about student achievement?

## CONSENT ITEMS

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

### STUDENT ACHIEVEMENT

#### **5. REVISED MEMORANDUM OF UNDERSTANDING BETWEEN THE BOARD OF EDUCATION, WAKE TECH, AND WAKE MED FOR THE OPERATION OF WECHS**

The MOU between the Board, Wake Tech, and Wake Med for the operation of WECHS remains largely unchanged from its form in 2008, when the school system first entered into it. The term of the agreement is one year, with automatic renewals for one year terms thereafter unless any party gives notice to the other parties in writing by March 15 of the then current term of its intent to terminate the agreement at the end of the then current term. The changes to the agreement from the original version in 2008 reflect an attempt to address practical issues that have arisen in the three years that the MOU has been in place, including clarification in the agreement of how Wake Tech will treat WECHS students who fail to pay summer school tuition or other fees outlined in the agreement, the timeline under which the Board will submit requests for funding for WECHS to WakeMed (i.e., prior to February 1<sup>st</sup> of the upcoming school year), Parking/carpool arrangements and procedures, and the procedures for use of classroom and office facilities at Wake Tech by WCPSS employees during the week and “after hours.” Fiscal Implications: Refer to agreement. Savings: N/A. Recommendation for Action: Board approval is requested.

## ACTION ITEMS

### BOARD

#### **6. WCPSS STUDENT ASSIGNMENT PLAN PROPOSAL**

Staff will present the Student Assignment Plan Proposal. Fiscal Implications: Many components and needs of the WCPSS Student Assignment Plan can be absorbed by existing personnel and resources. However, there will be some transition costs that the district will have to absorb.

These include:

- Outreach and marketing costs – materials printing and development, staff time, advertising, etc.
- Software maintenance and licensing costs
- Transportation costs (5-25 new buses, possible mobile registration vehicle, etc.)

Many of the larger costs – such as additional buses – are one time expenditures which will only be required in the first year of the plan. Other costs – particularly staff time and software licensing – are likely to be ongoing beyond the first year of the plan. Savings: N/A.

Recommendation for Action: Board approval is requested.

Superintendent Tata read the following statement. *“Seven and a half months ago, this Board of Education voted 9 to 0 to give me and the school district the tremendous responsibility to develop a strategy and action plan by which we could assign children to schools for the 2012-2013 school year and beyond.*

*The need for a new plan was clear. The plan we had in place was simply not meeting our community’s needs; namely by failing to keep up with growth, that need still persists today. I took and continue to take the responsibility very seriously. Instead of hiring outside consultants for hundreds of thousands of dollars, we immediately developed a cross-functional team of education experts from within the Wake County Public School*

*System; temporarily removing them from their very important senior postings, and focusing their experience, time, and energy on the critical task at hand. On this team, we have experts from curriculum, assignment, data, development, and magnet programs. Our team has been professional, methodical, reasoned, and deliberate. We have also been distinctly apolitical, as is our duty.*

*Our statistics speak for themselves. Our team studied twenty-two other school district models, processed and considered nearly five thousand comments. I personally visited one hundred thirty-five schools, participated in hundreds of formal and informal listening sessions, we considered the input of local and national experts, presented at fourteen Board Meetings, held twenty-three public information sessions, most with interpreters and computers available for those that needed them, and maintained an online presence that persisted for four months so that parents could study the impact of a choice plan and submit their thoughts.*

*This plan has been carefully researched, vetted, and developed by a team of education experts from Wake County Public School System. It is first and foremost focused on student achievement, with the thousands of parents and students that I have spoken with all around Wake County have asked for, is stability. Stability they and we know leads to better student achievement. The data from Wake County and national studies is clear, frequent reassignments lead to lower student performance, behavioral problems, and trouble with making and maintaining peer connections. The fact that ninety-four percent of the twenty-one thousand test drive participants indicated they would stay in their current school is a strong indicator of this desire for stability. It is also a positive sign that we can have a soft start to the new plan; giving us an opportunity to conduct our quarterly reviews, and watch for unintended consequences preventing them before they occur.*

*To that end, the plan we present today has built in an oversight committee that will consist of a diverse group of community members and partners so that we can actively monitor implementation. This plan also strives to provide the proximity that many parents have asked for while balancing the requirements of the school system to spend our limited resources as wisely as possible and provide maximum opportunities for our students.*

*The results of the test drive and many of the comments regarding feeder patterns reinforce that proximity is a large component of stability for many families. We know that proximity helps families be more involved in their schools and students better partake in extracurricular activities. But, we also know that proximity, if we are not careful, can lead us down a dangerous path of creating schools filled with students from impoverished areas; which we know costs the system more to run, and ultimately may change the dynamic of an entire school district.*

*To that end, we keep the magnet program just as it is today, with plans to add attractive new programming to keep our offerings current and relative. Parents will see the same offerings as they have in previous years. As originally intended since 1982, the group 1 magnets will displace about 55% of proximate students in some of our economically disadvantaged areas. Instead of the school system moving them around the county by node, parents and advocates of impacted students would have priority to choose and attend the top 1/3 of our schools as defined by proficiency, growth, in all subgroups, in density of high quality teachers. This is very important, as shown in the work session presentation today, there is capacity and the group 1 magnet displaced students have the priority.*

*We believe that this is a strong feature of the plan that not only mitigates the growth of high poverty schools, but purposefully provides choices that can best serve our most disadvantaged students. We also extend unique programming into the non-magnet schools so that we may make all schools high demand. This was a key component of the current year's budget, it will be a key component of next year's budget.*

*For the 2011-12 school year, we added seven new STEM and three new Global Networking programs. The plan is fiscally feasible. In a budget of \$1.2 billion, for less than \$800,00 annually, and much less soon there*

*after. We can provide the stability parents seek by transitioning to the new plan and continue the cost avoidance of creating high poverty schools. We understand and have seen firsthand many times, that assignment is an emotional issue. There could hardly be a more divisive issue politically; but this isn't about politics. This is about parents and the children that are entrusted to our care. If we delay, it is precisely the parents and children who are the bill payers.*

*You all agreed unanimously in March, that we needed to find a resolution to the uncertainty that has confronted Wake County families for too many years. Tonight, my staff and I proudly submit this plan to you because we are confident that it is ready to move forward.”*

Superintendent Tata then read the resolution as follows,

*“**WHEREAS**, on March 1, 2011, the Wake County Board of Education assigned Superintendent Tata the responsibility for developing a student assignment proposal based upon Policy 6200, Student Assignment, and*

***WHEREAS**, the Wake County Board of Education made this decision with the knowledge that rapid growth over the past two decades has challenged the district's ability to provide adequate seats, resulting in numerous adjustments to the existing assignment model. At the opening of the 2011-2012 school year, the district served over 146,000 students with a projected enrollment of over 200,000 in 2021, and*

***WHEREAS**, the Wake County Board of Education recognizes that stability, choice, proximity, and student achievement play a crucial role in the development of a student assignment proposal that serves children, families, and the community. All children and their families benefit from a strong sense of community. Proximity to a child's school affects opportunities for engagement. Parents should have the opportunity to make choices concerning their child's education. All children deserve a high-quality education, and*

***WHEREAS**, Superintendent Tata immediately identified a task force with the sole responsibility of working on the assignment plan over the past seven months. The Task Force was composed of experts representing different divisions across the Wake County Public School System, as well as external experts to serve as consultants, and*

***WHEREAS**, the Task Force started the process by conducting extensive research which included a review of current assignment plans in twenty-two districts across the nation, and*

***WHEREAS**, the Task Force held twenty session to gather public input with over 4,000 comments from community members, and*

***WHEREAS**, the Task Force executed an assignment simulation in which over 21,000 people participated. The Task Force traveled to twenty-three locations throughout the district to encourage feedback and assist parents, as needed, and*

***WHEREAS**, Superintendent Tata has continuously involved the Wake County Board of Education and different community groups to gather feedback, and*

***WHEREAS**, the Wake County Board of Education accepted public comments related to student assignment at each action meeting during the last seven months, and the Wake County Board of Education held a separate public hearing on October 13, 2011, and*

***WHEREAS,** the Superintendent's student assignment proposal, as well as the importance of finalizing a student assignment plan for the 2012-13 school year, have consistently receive support from different stakeholder groups within the community, and*

***NOW, THEREFORE, BE IT RESOLVED,** that the Wake County Board of Education approves the student assignment proposal presented by the Superintendent, which promotes stability, choice, proximity, and student achievement. The student assignment proposal also provides the flexibility necessary for high growth and supports success for all students.*

***AND, FURTHER BE IT RESOLVED,** that the student assignment plan will remain in effect for a minimum of three years, allowing continuity for students and families. The Superintendent will have ultimate responsibility for implementing the student assignment plan. A Committee including internal and external stakeholders will be established for the purpose of ensuring continuous improvement of the student assignment plan. The Committee's responsibilities will include evaluating the impact on the community, and making recommendations to the Superintendent regarding possible changes. The Superintendent will develop and provide the Wake County Board of Education with quarterly updates which will include implementation results, operational challenges, and recommendations for improvement."*

John Tedesco made a motion to accept the Superintendent's recommendation for the student assignment plan and the resolution that was read by Superintendent Tata to take effect immediately. The motion was seconded by Debra Goldman.

Keith Sutton questioned the resolution being voted on as it was not a part of the agenda when the agenda was approved at the beginning of the meeting. Board Attorney, Ann Majestic, clarified that the resolution is a formulation or extensive presentation of a motion supporting the plan with some additional provisions to it; which is permissible and there is some history of having done it.

Kevin L. Hill shared that his concern has been consistent, on page 62, under Planning Assumptions, Appendix B, "a sufficient percentage of seats at high-performing schools must be allocated for students living in low performing nodes." Mr. Hill shared that he cannot support the plan without seat set asides of the regional high performance schools. Mr. Hill did state that he thought the plan was good and will move Wake County forward with some work.

Anne McLaurin shared that she supports the plan; however, she is concerned about the resources that are available. Dr. McLaurin stated that to make the plan work, will require additional resources. She implored the Board to be prepared to ask County Commissioners and the State for the funds that will be needed to make the plan good and will provide education for all students.

Ann Majestic clarified again that if the motion is approved, that it is then an agreement to all of the contents of the "Be It Resolved" paragraphs. The motion will be the approval of the plan and then the other particulars in the second "Be It Resolved" paragraphs. She further stated that the resolution is the vehicle for approving the student assignment proposal.

John Tedesco amended the motion to ensure clarity that the Board is approving the resolution as stated by the Superintendent, including and encompassing Item #6 of the Action Item on the Agenda, which includes all details as defined in the briefing throughout; for the student

assignment plan and approval for the student assignment plan to take effect. The amended motion was seconded by Debra Goldman.

Carolyn Morrison stated that she supports the plan for several reasons. Dr. Morrison shared that she voted with all the other members 9 to 0, to delegate the task to Superintendent Tata. The Superintendent assembled a task force of very well-qualified individuals from the school system, who've labored long and hard to develop and bring the Board a plan. Dr. Morrison further stated that the Superintendent involved the business, civic, and religious communities, as well as the assistance of Mr. Alves, who is a well-known national consultant on controlled-choice plans.

Since 1974, when they helped to bring about the merger of our schools, Dr. Morrison has been aware of outstanding contributions to the educational system by business leaders.

Dr. Morrison stated that the plan empowers parents, provides stability, and will attempt to keep children with identified classmates throughout their school years. The plan provides for monitoring, evaluating, and modifying when needed. State law provides that, "any parent not satisfied with an assignment decision, can appeal, receive a hearing, and appeal from such to Superior Court as desired."

The Superintendent has gone way beyond the call of duty in his efforts to listen to the concerns of the citizens of Wake County and has also been open and available to her and to her fellow Board members.

Debra Goldman shared that, as the maker of the motion back on December 1, 2009, to ask the Board to look at Policy 620, the maker of the motion in conjunction with Mr. Sutton, to send that decision to the Policy Committee, and as co-maker of the resolution regarding Policy 6200 and Community-Based Schools, and being involved as one of nine board members, that voted to hand the student assignment plan over to Superintendent Tata and staff to come up with an effective, efficient, and well meaning plan has been accomplished. Ms. Goldman reminded everyone that the vote on the plan is not rushed. Ms. Goldman stated that there has been a solid two years in the making, not to mention all of the discussions and debate in prior years in the county.

Ms. Goldman thanked Superintendent Tata for taking his role seriously and for listening to people and getting the feedback, and being willing to morph and change the plan with each step of the process.

Keith Sutton agreed that the Board has not rushed to make a decision on the plan. Mr. Sutton stated that since March, staff has worked tirelessly on the plan and has kept the Board abreast and informed along the way. Mr. Sutton stated that there is an opportunity to not only have a consensus of the board supporting the plan but a sufficient consensus of the community to support the plan as well. Mr. Sutton stated that it is important for the current Board to have a say in the plan; while at the same time giving an opportunity for the newly elected Board members to have a share in the plan as well.

Mr. Sutton offered a friendly amendment to the original motion, in that the Board delays the vote for thirty days to allow additional details to be provided for the things that have been requested; still giving the opportunity for the current Board to have a say in the plan as well as



giving the newly-elected Board members a say in the plan.

John Tedesco, the maker of the original motion, did not accept/agree to the friendly amendment. Mr. Tedesco shared that the staff made it very clear in the earlier presentation that time was of the essence and that there were several action items shared that the impact of delay at this point, after two years of work, would impact staff tremendously, impact kindergarten children, and impact magnet schools first and foremost in the choice process that is upcoming.

Deborah Prickett shared that she is very pleased with the plan and pleased with the work that the staff has done and the Superintendent. Mrs. Prickett stated that Superintendent has gone over and beyond. She also thanked the superintendent for coming to Wake County and completely bringing the leadership that was needed to bring us through this time to deliver a totally family friendly assignment plan.

Anne McLaurin shared that she appreciates the staff's work with the plan. She stated that it was well done and well researched. Dr. McLaurin shared that the plan is not perfect, but does offer good alternatives. The success of the plan not only relies on the Superintendent's Committee that will oversee the plan, but will also rely on everyone in the community paying attention.

Chris Malone thanked the staff and Superintendent Tata for their work on the plan. Mr. Malone also thanked the Board for their hard work that has been done. Mr. Malone shared that it was time to move forward and begin focusing on student achievement. He also stated that he supports the plan and will be voting for it.

John Tedesco thanked Superintendent Tata, the entire team of staff, and Board members for their work on the plan. Mr. Tedesco shared that change comes with some friction and encouraged the community to be a stakeholder in the change. Mr. Tedesco said he felt that the plan would prove to provide Wake County families with something they need. Mr. Tedesco stated the plan will not satisfy 147,000 children's parents, it is on target to help the school district deal with the pressing issue of growth. Mr. Tedesco shared that the plan provides stability, proximity, flexibility, and choice.

Defined better by staff, the plan supports opportunities to better target the district's construction needs. The plan better supports opportunities to work on the district's school improvement processes, and makes our systems more consumer centric and family-friendly. The plan also provides the opportunity for better transparency and to enhance academic accountability of the schools. Mr. Tedesco stated that it is time to come together as a community, work together to ensure that the plan is implemented with fidelity and success on behalf of all of the children in all schools.

With no further comments from Board members, the Board voted by Roll Call Vote with Carolyn Morrison voting "yes", Keith Sutton voting "no", Deborah Prickett voting "yes", Chris Malone voting "yes", John Tedesco voting "yes", Kevin L. Hill voting "no", Debra Goldman voting "yes", and Anne McLaurin voting "yes". The Board voted 6 to 2 in favor of the Student Assignment Proposal. The motion passed.

Chairman Margiotta thanked the staff, Superintendent Tata, and the Board for their commitment to the new student assignment plan. Chairman Margiotta shared that, "*all of the work, we would all*

*agree has been impressive, inclusive, and extremely professional. It has been seven to eight months since this process began, and while the plan isn't perfect, it is a major improvement and a huge step in the right direction. Node assignments are gone; there will no longer be assignments based on one's socioeconomic status or race. In fact, students won't be moved for any reason. Parents' cries for stability and sensible options have been answered. This plan empowers them with their choice in their child's education. Students will be guaranteed long-term stability in assignment with predictable feeder patterns.*

*It's a new day in Wake County; one that I have looked forward to for a long time. Thanks once again, to all those who have dedicated their time and effort to this important issue.*

## **FINANCE**

### **7. REDUCTION IN FORCE, TRANSPORTATION DEPARTMENT**

The Transportation Department has begun the process of outsourcing its parts inventory management in an effort to maximize the use of our limited funding while maintaining levels of service. The resulting reorganization leads to a request for authority to conduct a reduction in force within the Transportation Department. Board Policy 4430 has been closely followed. Fiscal Implications: A reduction in salary and benefits will be offset by the contract to outsource Transportation Department Parts Inventory management. Savings: Not applicable. Recommendation for Action: Board approval is requested.

David Neter, Chief Business Officer, shared that staff is requesting the Board's authority to implement a Reduction in Force of non-certified transportation department positions.

Mr. Neter shared that the Transportation Department has begun the process of outsourcing its parts inventory management to maximize the use of limited funding while maintaining levels of service. The resulting reorganization leads to the request of implementing a reduction in force.

The proposed reduction will eliminate six positions, all six are currently filled. The action being requested will eliminate 72 months of employment and reduce salary and benefit requirements of the Transportation Department by an estimated \$261,000 on an annual basis.

Mr. Neter shared that Board Policy 4430 has been closely followed and the Board's attorney has been consulted to ensure adherence to Board policy and State statute.

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

### **8. REDUCTION IN FORCE, FACILITIES DEPARTMENT**

A reorganization designed to maximize the use of our limited CIP 2006 Bond Funding is being made. The reorganization leads to a request for authority to conduct a reduction in force within the Facilities Department of Bond Funded Staff. Board Policy 4430 has been closely followed. Fiscal Implications: A reduction in salary and benefits to the remaining CIP 2006 funding will be made. Savings: Not Applicable. Recommendation for Action: Board approval is requested.

David Neter, Chief Business Officer, requested the Board's authority to implement a reduction in force of non-certified bond funded facilities staff.

Mr. Neter shared that the remaining CIP 2006 bond balance continues to lower with the progress of remaining projects. A reorganization designed to maximize the use of the limited remaining bond funding is being made and as a result, staff is requesting authority to implement a reduction in force of bond funded facilities staff.

The proposed reduction will eliminate 9 positions; of the 9 positions, 4 are currently filled and 5 are vacant. The action being requested will eliminate 108 months of employment and reduce the salary and benefits load of the CIP 2006 funding by an estimated \$689,000 annually.

Board Policy 4430 has been closely followed and the Board's attorney has been consulted to ensure compliance with Board policy and State statute.

Chris Malone shared that he was concerned that the Facilities department has been reduced significantly over time; and questioned if any of the Assessment Group from Facilities would be impacted. Joe Desormeaux, Assistant Superintendent for Facilities shared that none of the Assessment Group were impacted.

Mr. Malone also questioned if only rank and file employees were being discharged. Mr. Neter shared that the employees that were being reduced were both senior level positions and rank and file positions. Mr. Neter shared that the process of reducing the CIP 2006 positions began a couple of years ago and is ongoing.

With no further questions or comments from the Board, John Tedesco made a motion to approve, seconded by Debra Goldman. The Board voted 7 to 1 in favor of the motion. Chris Malone casted the dissenting vote.

### **CLOSED SESSION**

Kevin L. Hill made a motion to go into at 6:52 p.m. to consider confidential personnel information protected under G.S. 143-318.11 (a)(6) and 115C-319. The motion was seconded by Debra Goldman. The motion was unanimously approved.

The Board returned to Open Session at 7:20 p.m. on a motion by Kevin L. Hill, seconded by John Tedesco.

### **ACTION ITEMS CONT'D**

#### **HUMAN RESOURCES**

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

Kevin L. Hill made a motion to approve the following Administrative Appointment(s):

- (1). Thomas Dixon, Retiree to Interim Principal at Middle Creek High School effective 11/1/11.
- (2). Edward Gainor, Retiree to Interim Principal at Brassfield Elementary effective 11/1/11.
- (3). John Williams, Principal at Middle Creek High School to Senior Director for High School Education effective 11/1/11.

The motion was seconded by John Tedesco. The motion was unanimously approved.

On a motion by Kevin L. Hill, seconded by John Tedesco, the Board approved a reduction in force related to Facilities and a reduction in force related to Transportation.

**ADJOURNMENT**

There being no further business coming before the Board, Chris Malone made a motion to adjourn, seconded by Kevin L. Hill. The meeting adjourned at approximately 7:30 p.m.

Respectfully submitted,

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Ronald A. Margiotta, Chair, Wake County Board of Education

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Anthony J. Tata, Superintendent, WCPSS

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Melissa R. Allen, Recording Secretary