



**WAKE COUNTY BOARD OF EDUCATION  
BOARD MEETING MINUTES  
October 20, 2009**

<u>Board Members Present</u>	<u>Staff Members Present</u>	
Kevin L. Hill, Chair	Superintendent Del Burns	Don Haydon
Horace Tart, Vice Chair	Terri Cobb	Ann Hooker
Eleanor Goettee	Danny Barnes	Julye Mizelle
Patti Head	Marvin Connelly	Cathy Moore
Anne McLaurin	Joe Desormeaux	David Neter
Ron Margiotta	Chuck Dulaney	Andre Smith
Lori Millberg	Michael Evans	Mark Winters
Carolyn Morrison	Stephen Gainey	
Keith Sutton	Lloyd Gardner	<b><u>Board Attorney Present</u></b>
	Donna Hargens	Ann Majestic/ Ken Soo

Chair Kevin L. Hill called the meeting to order at 3:04 p.m. Everyone recited the Pledge of Allegiance.

**Chair's Comments**

- Mr. Hill welcomed guests that were in attendance. They included, County Commissioner Tony Gurley, Board-Elect Debra Goldman, and Board Candidate, John Tedesco.
- Mr. Hill was pleased to report that learning and teaching is taking place daily across Wake County and that everything is running smoothly. Mr. Hill continues to hear from teachers who thank the Board of Education for giving them time in their Professional Learning Teams to more effectively plan quality instruction for their students.
- Mr. Hill wished the Board Attorney, Ann Majestic, a happy birthday.
- Mr. Hill congratulated Dr. Morrison on the dedication of a room in the library at Peace College in her honor. It is now the Carolyn Bond Morrison Curriculum Materials Center, marked with a plaque.
- Mr. Hill shared that he had the opportunity to attend the Ribbon Cutting Ceremony at Lake Myra Elementary School on Monday, October 19<sup>th</sup>. Principal James Argent and Assistant Principal Nanette Lavery, along with the teachers and staff have a wonderful new school.
- Mr. Hill congratulated the Wake County Public School System's 2009 Principal and Assistant Principal of the Year. They were recognized Thursday, October 15<sup>th</sup> at a ceremony held at Marbles Kids Museum. John Wall, Principal at North Garner Middle School is the Principal of the Year and Fay Jones, Assistant Principal at Forest Pines Elementary School is the Assistant Principal of the Year.
- On Monday, October 12, State School Superintendent June Atkinson recognized many schools across the state for various milestones associated with graduation rates. Mr. Hill congratulated Dr. James Hedrick, along with the entire staff and students at

Green Hope High School for being recognized as one of two high schools with more than 500 students that had a graduation rate of greater than 90%.

- Mr. Hill addressed all of the Board members as he presented an award. Mr. Hill stated that, *“On Saturday, October 10<sup>th</sup>, the Wake County Board of Education was recognized by the National School Board’s Association’s Council of Urban Board’s of Education at their annual conference in Austin, Texas. It was one of the proudest moments in my long career with the Wake County Public School System, and now serving as a member of this Board to boot, to accept this recognition on behalf of the Board of Education.*

*The Wake County Board of Education received recognition for Outstanding Commitment and Service to Diversity. When receiving this plaque, I credited Ms. Rosa Gill for her leadership and initiative as chair of the past two previous years, along with the teachers and staff that make this happen daily for all of our children in Wake County.*

*The other school system that was recognized in this category was Jefferson County Public School System in Kentucky. They recently adopted a student assignment plan based on choice; it took 12 to 13 months to put their plan together. They contacted us last week because they wanted to talk because they didn’t feel it was working.*

*At this point, it is with pride that I present this plaque to the Board of Education for recognition for all of our strategies designed to level the playing field for all students in Wake County and for the commitment that I pray will continue to be taken seriously for years to come.”*

### **Superintendent’s Comments**

- Dr. Burns joined Mr. Hill in recognizing Wake County Public School System’s Principal and Assistant Principal of the Year. Principal of the Year John Wall is the principal at North Garner Middle School and Assistant Principal of the Year Fay Jones is Assistant Principal at Forest Pines Drive Elementary School. Other finalists for Principal of the Year included:
  - Mary Page of Bugg Elementary,
  - Annice Williams of Barwell Road Elementary,
  - Teresa Winstead of Durant Road Elementary, and
  - Edward McFarland of Fuquay-Varina High School.

Finalists for Assistant Principal of the Year included:

- Melissa Blackmon of Willow Springs Elementary,
- Lisa Brown of Leesville Road Elementary,
- Christopher Coby of Wendell Middle, and
- Robert Matheson of Apex High School

Dr. Burns thanked Board members and Leadership Team members who were in attendance. Board members included Chair Hill, who provided the welcome, Eleanor Goettee, Dr. Carolyn Morrison, and Patti Head. Dr. Burns thanked the many sponsors for the event, and Assistant Superintendent Dr. Stephen Gainey and the Human Resources staff for all of their hard work in planning the event.

- Dr. Burns congratulated Jonathan “Bryce” Love, a 7<sup>th</sup> grade student at Heritage Middle School, who has advanced to the final round of Sports Illustrated Kid of the Year competition. This prestigious honor is based on academic performance, athletic ability, and community service.

- The International Baccalaureate Organization had a team visit Millbrook Elementary to videotape first grade teachers at work. The videotape will be placed on the IBO website as an example of a successful implementation of the International Baccalaureate Primary Years Programme.
- Dr. Burns congratulated the Cary High School Marching Band for winning the Heart of Carolina Invitational. The band won the class 4A competition and received an outstanding rating for “General Effects”. In addition, they received recognition for “Best Visual Performance” as well as the “Best Color Guard”.
- The Curriculum and Instruction Department and the Communication Department collaborated on the creation and production of 11 video clips for parents. The short videos give parents some tips about how best to support their children as they develop into strong readers. The clips are accessible through the WCPSS website.
- Lidia Vargas, Parent Liaison at Green Elementary School, recently held a Hispanic Heritage Night. It was standing room only with the cafeteria full of Green Elementary School families attending the event. There were representatives from 7 countries wearing their country’s unique cultural dress.
- Dr. Burns congratulated German Teacher, Jo Garrison, who was recently named the Foreign Language Association of North Carolina Teacher of the Year. Ms. Garrison has been teaching in Wake County for the past 16 years and is currently teaching at Ligon Middle School and Martin Middle School. Ms. Garrison is very involved within the school communities as well as at the state and county levels.
- Dr. Burns congratulated Gail Barkes, a teacher at Panther Creek High School. Ms. Barkes has been selected as a North Carolina finalist in the state-level selection committee for the 2009 Presidential Awards for Excellence in Mathematics and Science Teaching Program. Ms. Barkes is one of three teachers of science to represent the state’s best. As a state finalist, she is automatically a candidate for the Presidential Award. A reception will be held for Ms. Barkes on November 5<sup>th</sup>.
- Dr. Burns shared that Victoria Curtis, Director of Student Due Process was recently appointed as the East Wake Relay for Life Event Chair. Dr. Burns congratulated and thanked her for her support of the community.

#### **APPROVAL OF THE MEETING AGENDA**

Ms. Millberg requested to add a resolution regarding the No Child Left Behind Act to the Action Agenda. Ms. Head requested to move Consent Agenda item #16, REMOVAL OF LEASED SWING-SPACE MODULAR UNITS FROM ROOT ELEMENTARY, to the Action Agenda. Mr. Margiotta requested to move items #30 through 49 from the Action Agenda to the Consent Agenda.

Patti Head made a motion to approve the Amended Agenda, seconded by Eleanor Goettee. The motion was unanimously approved.

#### **INFORMATION ITEMS**

##### **5. CURRICULUM MANAGEMENT QUARTERLY REPORT**

The specific recommended actions in Curriculum Management Audit Report have served as a system wide “blueprint” for continuous improvement. The Superintendent’s Leadership Team members have direct responsibility for overseeing the implementation

of the actions. Leadership Team members serve as Performance Goal Managers or Recommendation Managers. The action steps were placed by the Leadership Team to be implemented over seventeen quarters. We have just completed the midpoint quarter of the seventeen-quarter implementation plan. This quarterly report will serve as a midpoint review of our progress.

Dr. Donna Hargens presented information to the Board. Dr. Hargens shared that over the past nine quarters, the Curriculum Management Audit (CMA) has provided the school system with a steady guide to systematically improve the alignment between all parts of the system and the core business of learning and teaching.

Dr. Hargens shared that the system has come a long way and has only 8 quarters remaining to complete the implementation of the recommended actions. Of the 117 recommended actions, 44 have been completed and 44 are in progress. Dr. Hargens shared reflections of where the school system started with the CMA and where it is now by providing a brief video for the Board.

Dr. Hargens stated that a strength in the implementation process has been the transparency. When Dr. Stripling presented the report to the Board, the report became available immediately on the internet on the CMA Resource website where written quarterly reports are archived. The current quarterly report outlines the status of every action and is available on the website as well.

For the midpoint, each of the 8 Recommendation Managers videotaped an update. Two of the Managers' updates were shared during the meeting.

Dr. Burns thanked Dr. Hargens for her strong leadership as well as the leadership from the 8 Recommendation Managers, and the Leadership Team members. Dr. Burns shared that the CMA is a systematic approach to systemic change.

Dr. Hargens shared that the 8 Recommendation Teams have been working simultaneously and that staff is ahead of schedule; they are 75% in progress at the midpoint.

## **6. EXPLANATION OF WCPSS EFFECTIVENESS INDEX/EVAAS**

This presentation will provide the Board with information related to the fundamental similarities, differences, and applications between the WCPSS Effectiveness Index and the SAS EVAAS system.

Dr. Brad McMillen from WCPSS and Dr. Bill Sanders from SAS, presented information to the Board.

Dr. Brad McMillen, Senior Director for School Accountability, provided a brief overview of the WCPSS Effectiveness Index System and its uses. Dr. McMillen shared that one of the main functions of the Evaluation and Research (E & R) Department is to take all of the data from the summative testing program and not only report it to the state, but also turn it around to schools and provide them with information about how well their students are performing in different subjects and in different grade levels.

The reports that the E & R Department provides run the gamut of summaries of proficiency, which includes the percent of students scoring at or above grade level, growth, and the year-to-year progress. The data is broken down by schools, grades, courses, and sub-groups, and provides a yearly as well as trend analyses. The reports that are provided have multiple audiences which include the public, the Board of Education, Central Services, and schools. The reports are used for multiple purposes which encompasses accountability, improvement, and monitoring.

Dr. McMillen shared examples of End-of-Grade (EOG) and End-of-Course (EOC) data/reports which are prepared internally by WCPSS. They included ABCs Growth and Performance, AYP, EOG/EOC Proficiency, Goal Summary Reports, Frequency Reports, Individual Student Score Histories, Effectiveness Index, and K-5 Local Assessments.

Dr. McMillen shared that the Effectiveness Index began in the mid 1990s and is done by grade level, test, and course. School level reports are produced from the data and rosters by classroom teacher. The Effectiveness Index measures performance accounting for prior achievement as well as selected program factors which include students with disabilities (SWD), Free and Reduced Lunch (FRL), and Academically Gifted (AG). The Effectiveness Index measures performance within WCPSS only in that particular year (like a “class rank”). Dr. McMillen shared that schools and teachers use the Effectiveness Index for reflection and self-improvement. The primary question that the Effectiveness Index Report tries to answer is “How did we do compared to other schools in the county?”

At the Central Services level, the use of the analysis has been different over time, but most recently, the staff used it to study top performing teachers in a variety of subject areas at the high school and middle school level. Staff took teachers who scored highly on this measure and those that scored very low, and looked at what they did in their classrooms. Across the different subjects and grade levels, staff found that top performing teachers tended to have higher expectations for their students, they tended to use class time more efficiently in terms of teaching bell to bell and not having a lot of wasted time during the class period or long transitions. They tended to plan together with colleagues, and they tended to focus their instruction very clearly on the Standard Course of Study at the pace, depth, and breadth that the state specifies.

The Effectiveness Index internally is also used to produce a report for schools that is called “Top Lists”. The Top Lists report is a listing of top schools in terms of performance and student growth across all subjects, all grade levels, and all tests. Schools are encouraged to use the report to help collaborate and share best practices.

In summary, Dr. McMillen shared that the E & R staff provides a lot of summative data reports to schools and other audiences. Staff analyzes the data at a variety of levels and outcomes. Dr. McMillen shared that staff wants to allow people to look at multiple views on student achievement to get a full picture of what’s going on in their schools, what is going well and what needs to be strengthened.

The Effectiveness Index specifically allows schools to see how they compare to other

WCPSS schools. Dr. McMillen clarified that staff indeed measures both outcomes for growth and proficiency annually.

Board members questioned if the Effectiveness Index accounts for how many Algebra ready students are in 8<sup>th</sup> grade Algebra by school and race? Dr. McMillen shared that it does not. Dr. McMillen shared that staff does not project future performance, staff reports what happened. Board members then asked if the Effective Index gives information about any individual student. Dr. McMillen shared that the analysis is done at the individual student level. It was then asked if the Board and staff can then identify who may need challenging courses or additional resources? Dr. McMillen shared that “yes, the Index could be a potential source of it. More reports would need to be looked at in conjunction with the Effectiveness Index to obtain the full picture.”

Board Members inquired about staff studying the top teachers – is it studying student achievement or student growth? Dr. McMillen shared that staff reviews the Effectiveness Index results which initially started out at the school level report. Schools then requested the information classroom by classroom. Staff analyzes the data further at the individual teacher level, which is measuring how well did a teacher’s students do compared to other students who had similar prior levels of achievement.

Board members shared that there are schools across the county with very different demographics and with different looking student bodies. If the only information that schools have is the percent of students who are proficient, it could be misleading of teacher quality information. A board member shared their understanding of the The Effectiveness Index being an attempt by WCPSS to take into account the difference in students from school to school and better evaluate teachers.

Board Members inquired about WCPSS’s math performance relative to state averages and its decline within the last couple of years as it relates to the SAS Report. Dr. McMillen shared that he had read the SAS Report and saw a few things, including one that had to do with the relationship between math performance and the percent of lower income students in the school and then there was another that showed where WCPSS’s math performance compared to state averages year-by-year that showed that WCPSS was around the 60-something percentile year-by-year.

Dr. McMillen shared that the percentile has to be reviewed more closely as he is not sure as to where the data was generated from the EVASS System. However, Dr. McMillen did share that WCPSS math proficiency scores have been increasing slowly over the last two to three years and Math growth on the ABCs model that the state gives has had solid results.

Dr. Hargens shared that staff is in the process of issuing passwords to principals to access the EVAAS System.

Dr. Bill Sanders, Senior Manager of Value Added Assessment and Research at SAS Institute shared that the SAS EVAAS group provides analytical services to school districts around the United States. Everything that is done, and all of their analyses is based upon following the same child individually over the students entire schooling

experience, they do not look at groups of students first. Everything that the EVASS Group does is from a multi-variant, longitudinal perspective. They analyze math, reading, language and science scores simultaneously and longitudinally.

Dr. Sanders shared that the EVASS analysis is based on utilizing all data relative to each student. The analysis is based upon the notion that all students should be given the opportunity to make appropriate progress from where they are. All of EVASS's analyses are about measuring progress and the impacts that various schooling entities have on that rate of progress.

Consequently, what the EVASS Group does is try to dampen the error of measurement. They want school districts to use the information in positive diagnostic ways. Approximately four years ago, the state of North Carolina asked the EVASS Group to begin providing this information for all the school districts in the state. The information is delivered through restricted websites where only authorized individuals have access to the information.

Dr. Sanders shared some of the "real" EVASS Information pertinent to Wake County Public Schools with names of schools and students hidden, with the Board of Education. Dr. Sanders showed how the EVASS System can predict the score of an average student in Wake County relative to the state's average progress rate across grade levels, schools, and the entire district.

Dr. Sanders further stated that the EVASS Group has developed projections to tell whether or not each individual student is on trajectories to meet various academic standards in the future. Dr. Sanders shared examples with the Board.

Board members clarified that the EVASS System is the system that is in place for the Teacher Advancement Program measurements. Dr. Sanders stated that it is the system that is used mostly around the U.S., Minnesota and Arizona excluded.

Dr. Sanders shared that the cost of the system is of no charge to Wake County. Dr. Sanders stated that The EVASS System group is contracted by the state of North Carolina. He stated further that the EVASS System can project three years in advance test scores with greater precision than can be done with using just one test score from last year.

Board members inquired as to status of Wake County's use of the EVASS System? Dr. Sanders shared that as of 5:00 p.m. on Monday, October 19<sup>th</sup>, there were 10 district user accounts that had been assigned, 46 school administrator accounts assigned, and 87 school user accounts assigned, with most being assigned recently.

Dr. Hargens shared that staff is in the process of making sure that every principal in every school has an account and has access to the EVASS information. Dr. Hargens shared that Data Teams meet regularly and that this information would be an important ingredient for Data Teams to have. She also stated that follow-up will occur from Area Superintendents to ensure that the data is being accessed.

Dr. Sanders stated further that data collected and reported should not be adjusted for socio-economic factors. Dr. Sanders shared that the EVASS Group will be able and willing to assist the Wake County Public School System in any way.

Chair Hill clarified that Wake County Public School System and all school systems will be maintaining both EVASS and the Effectiveness Index

## 9. PUBLIC COMMENT – 4 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 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.*

- **Bill Lynch ( Concerned Citizen)-** Mr. Lynch questioned if the Board would be continuing in the same direction in light of the information presented in the EVAAS presentation. Mr. Hill shared that Public Comment was a one-sided conversation with the Board where citizens talk and the Board listens.
- **Eric Blau (Concerned Citizen) –** Mr. Blau shared that he wanted to build on Dr. Sanders’ presentation in regards to some of the conclusions that showed that students that were proficient had a 70% chance or greater at being placed in 8<sup>th</sup> grade Algebra. Mr. Blau stated that only slightly more than half of the students were placed in the advanced Algebra class in 8<sup>th</sup> grade and is questioning if the Board is looking into ways to address the problem and also that there are racial inequities and that fewer proficient African-Americans and Hispanic students were placed in the 8<sup>th</sup> grade Algebra course.

Mr. Blau also stated that the SAS report included a graph showing the percentage of eligible students that were placed in advanced Algebra, with the percentage in Wake County being slightly more than half, slightly below Charlotte-Mecklenburg, Chapel Hill-Carrboro, Durham, and Guilford counties. Mr. Blau shared that those counties do a better job of placing proficient students, who have proven based on EOG scores that they should be in advanced courses. Mr. Blau also expressed his interest in the Board running an EVASS report by school and by race to determine the percentage of proficient students that are being placed in advanced classes to see if there are inequities between schools to have a more data driven approach.

- **Calla Wright (Co-Founder of the Coalition for Concerned Citizens for African-American Children) -** Ms. Wright congratulated the Board on the Diversity Award. The CCCAAC believes that diversity is a key component in achieving academic excellence for all children. They also believe that educational equality for each and every child helps promote excellence for all. The Board has been able to provide high quality services for each and every child regardless of his/her walk in life. The Board has been able to provide services for Free and Reduced Lunch students, students who perform below grade level, and for Limited English Proficient students. The CCCAAC believes that working in the community is a part of helping educate parents which will eliminate and close the achievement gap. Ms. Wright



shared that the CCCAAC looks forward to the continued struggle to maintain diversity as they work to achieve excellence for all children.

- **Diana Bader (Concerned Citizen)** - Ms. Bader congratulated the Board on achieving the “Outstanding Commitment for Diversity” award. Ms. Bader shared that talk about community schools or neighborhood schools is talk about re-segregation. Ms. Bader shared that a reality regarding neighborhood schools is that neighborhoods are not socio-economically diverse. Ms. Bader shared that a significant ingredient of the WCPSS diversity policy is magnet schools and healthy schools. Ms. Bader shared that one of the significant parts of magnet schools is their objective to reduce high concentrations of poverty, by drawing students from the suburbs; she stated that a policy of re-segregation or neighborhood schools, indicates that magnet schools won’t be needed. Ms. Bader shared several comments and thoughts regarding resources, additional facilities, and a call to action regarding diversity and re-segregation.

### **CONSENT ITEMS**

Ron Margiotta made a motion to approve, seconded by Keith Sutton. The motion was unanimously approved.

#### **10. APPROVAL OF MEETING MINUTES**

August 11, 2009	-	Policy Committee Meeting Minutes
August 12, 2009	-	Joint Finance & Human Resources Committee Meeting Minutes
September 22, 2009-		Facilities and Operations Committee Meeting Minutes
September 22, 2009-		Student Achievement Committee Meeting Minutes
October 6, 2009	-	Committee of the Whole Minutes
October 6, 2009	-	Board of Education Meeting Minutes

### **FINANCE**

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

The attached summaries are provided as information in accordance with Board Policy 8361. The summaries list all change orders, and contracts having a value greater than \$50,000 and not over \$100,000, and purchase orders in excess of \$250,000 for August and September 2009. Fiscal Implications: Not applicable. Recommendation for Action: Not applicable.

#### **12. GIFTS TO THE SYSTEM**

Two hundred and twenty-nine gifts have been donated to the Wake County Public School System. The approximate value of the gifts is \$663,255.00. Fiscal Implications: Not applicable. Recommendation for Action: No action is required.

#### **13. COMPUTER INSURANCE FUNDS**

The Wake County Public School System has collected a \$25 fee from schools, departments, or employees utilizing system-owned laptop computers in areas other than their duty station. The fee reduced the employee deductible for stolen or vandalized laptop computers from \$2,000 to \$100. The funds are used to replace laptop computers if a loss occurs due to theft or vandalism while away from their duty station. The \$25 fee

and \$100 deductible was waived in FY2003-2004 due to amount of funds that have built up over the years. Fiscal Implications: The remaining balance of \$23,591.02 is reserved in fund balance. An appropriation of \$10,000 is requested for the current year. Board Recommendations: Request Board approval to obtain funds from fund balance.

## **FACILITIES**

### **14. CHANGE ORDER NO. GS0910-101: JOB ORDER CONTRACT FOR REPAIR/REPLACEMENT OF FLOORING AT VARIOUS SCHOOLS**

Board approval is requested for Change Order No. GS0910-101 to the Job Order Contract with At Work Interiors, Inc., for Flooring Repairs and Replacements at Various Schools. This change order, in the amount of \$150,000, is to fund the anticipated number of carpet and tile flooring projects to be completed during the current fiscal year. Fiscal implications: Funding is included in the General Services Department 2009-2010 operating budget. Recommendation for action: Board approval is requested.

### **15. AMENDMENT TO AGREEMENT FOR LEESVILLE ROAD WIDENING**

Per agreement between the City of Raleigh and the Board dated May 1, 2008, road improvements along Leesville Road are to be extended from Sycamore Creek Elementary School to I-540. Currently, the existing contract states that City Council approval is required for both change orders above \$1,000 and change orders greater than 10% of the total bid cost. This amendment states that only change orders greater than 10% of the total bid cost require City Council approval. Fiscal implications: None. Recommendation for action: Board approval is requested.

### **17. POLICY 7145: ACTIVITY BUSES (SECOND READING)**

The proposed policy was reviewed by the Facilities and Operations Committee on September 2, 2009 and by the Committee of the Whole on September 15, 2009. The Transportation Advisory Committee has reviewed and supports adoption of this policy. Fiscal implications: The provisions of this policy will not increase transportation cost. Recommendation for action: Board approval is requested.

## **STUDENT ACHIEVEMENT**

### **18. EAST GARNER MAGNET MIDDLE TRIP TO SPAIN, FRANCE, AND MOROCCO**

- Students participating will be representative of grade 6-8.
- Approximately 18 students and 3 chaperones will participate.
- Students will depart from RDU on Monday, June 14 and return on Saturday, June 26, 2010. No school days will be missed for this trip.
- This trip is directly tied into the IB philosophy at our school as well as the curriculum throughout all three grade levels.

Fiscal Implications: No system funds will be used. Parents will incur the cost. The total cost per student including all airport fees and taxes as well as the 3 day extension will be approximately \$3,381. This cost covers all breakfasts and dinners on tour as well as transportation, full time tour director, city tours, and admittance into all the sites. To help make the trip affordable for those who may not be able to afford it, the school will be working with the PTSA and seeking financial assistance through a variety of grants and scholarship funds. Recommendation for Action: This item is recommended for

consent.

## **POLICY**

### **19. POLICY 2410: PUBLIC GIFTS TO SCHOOLS**

#### *Policy Review: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. No changes are being made to the policy.

Recommendation for Action: Staff is requesting Board approval.

### **20. POLICY 2411: AWARDS AND SCHOLARSHIPS**

#### *Policy Review: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. No changes are being made to the policy.

Recommendation for Action: Staff is requesting Board approval.

### **21. POLICY 2512: SCHOOL-SPONSORED INFORMATION MEDIA**

#### *Policy Review: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. No changes are being made to the policy.

Recommendation for Action: Staff is requesting Board approval.

### **22. POLICY 2560: CONSUMPTION OF ALCOHOLIC BEVERAGES**

#### *Policy Review: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. No changes are being made to the policy.

Recommendation for Action: Staff is requesting Board approval.

### **23. POLICY 2570: NAMING OF SCHOOLS**

#### *Policy Review: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. No changes are being made to the policy.

Recommendation for Action: Staff is requesting Board approval.

### **24. POLICY 2571: NAMING OF INDIVIDUAL SCHOOL BUILDINGS, ROOMS, STRUCTURES, FURNISHINGS, BOOKS, AND SCHOLARSHIPS**

#### *Policy Review: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. No changes are being made to the policy. Recommendation for Action: Staff is requesting Board approval.

### **25. POLICY 8000: FISCAL MANAGEMENT**

#### *Policy Review: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. No changes are being made to the policy.

Recommendation for Action: Staff is requesting Board approval.

**30. POLICY 2500: PUBLIC INFORMATION**

*Policy Revision: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. Recommendation for Action: Staff is requesting Board approval.

**31. POLICY 2510: PUBLIC INFORMATION PROGRAM**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2500 – Public Information. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**32. POLICY 2511: PUBLICS RIGHT TO KNOW**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2500 – Public Information. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**33. POLICY 2430: PUBLIC USE OF SCHOOL RECORDS**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2500 – Public Information. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**34. POLICY 2810: PUBLIC INFORMATION REPOSITORY**

*Policy Revision: First Reading*

The content of this policy has been placed in Policy 2500 – Public Information. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**35. POLICY 2530: RELATIONSHIPS WITH OUTSIDE AGENCIES**

*Policy Revision: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. Recommendation for Action: Staff is requesting Board approval.

**36. POLICY 2600: RELATIONS WITH OTHER EDUCATION AGENCIES**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2530 – Relationships with Outside Agencies. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 2000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**37. POLICY 8010: SCHOOL FINANCE OFFICER**

*Policy Revision: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval.

**38. POLICY 8020: DUTIES OF THE SCHOOL FINANCE OFFICER**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 8010 – School Finance Officer. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**39. POLICY 8100: ANNUAL BUDGET**

*Policy Revision: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval.

**40. POLICY 8110: PROGRAM BUDGETING SYSTEM**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 8100 Annual Budget. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**41. POLICY 8120: BUDGET PREPARATION PROCEDURES**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 8100 Annual Budget. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**42. POLICY 8130: BUDGET DISPLAY**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 8100 Annual Budget. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**43. POLICY 8140: BUDGET HEARINGS**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 8100 Annual Budget. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**44. POLICY 8150: BUDGET SUBMISSION TO COUNTY COMMISSIONERS**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 8100 Annual Budget. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**45. POLICY 8160: COMMISSIONERS' BUDGET ACTION**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 8100 Annual Budget. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**46. POLICY 8161: RESOLUTION OF BUDGET DISPUTES**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 8100 Annual Budget. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**47. POLICY 8170: ADOPTION OF BUDGET RESOLUTION**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 8100 Annual Budget. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**48. POLICY 8180: BUDGET TRANSFERS AND AMENDMENTS**

*Policy Deletion: First Reading.*

The content of this policy has been placed in Policy 8100 Annual Budget. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**49. POLICY 8190: INTERIM BUDGET**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 8100 Annual Budget. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 8000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

**HUMAN RESOURCES**

**26. RECOMMENDATION FOR EMPLOYEMENT**

- a. Professional
- b. Support

## **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. Recommendation for Action: Board approval is requested.

The Board recessed at 4:46 p.m. The Board returned to Open Session at 5:03 p.m.

## **RECOGNITION**

### **EMPLOYEE EXCELLENCE AWARD – 5 P.M.**

Thirteen (13) employees were nominated for this month's Employee Excellence Award. Fiscal Implications: None. Recommendation for Action: None.

Dr. Gainey presented 12 employees with the Employee Excellence Award. Mr. Hill thanked all of the recipients for what they do everyday. Mr. Hill told the recipients to continue to lead the way as the students are the beneficiaries.

## **CLOSED SESSION**

Patti Head made a motion to go into Closed Session at 5:14 p.m. to consider confidential personnel information protected under G.S. 143-318.11 (a)(6) and 115C-319 and to consider confidential student information protected under G.S. 115C-402 and the Family Educational and Privacy Rights Act, 20 U.S.C. 1232g. The motion was seconded by Lori Millberg. The motion was unanimously approved.

Ms. Head requested that the recognize the presence of Board-elect Debra Goldman and Deborah Prickett at the Board Meeting.

The Board returned to Open Session at 5:39 p.m.

## **ACTION ITEMS**

### **HUMAN RESOURCES**

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

Eleanor Goettee made a motion to approve the following Administrative Appointments:

- (1) Edward Gainor, Retiree to Interim Principal at Green Elementary School effective October 27, 2009 through December 21, 2009.
- (2) Eric Bethel, Teacher at Wakefield High School to Assistant Principal at Davis Drive Middle School effective November 3, 2009. (Converted Position)
- (3) Charles Langley, Retiree to Interim Assistant Principal at North Ridge Elementary School effective October 21, 2009 through December 18, 2009.

The motion was seconded by Lori Millberg. The motion was unanimously approved.

#### **51. CAREER STATUS**

## INFORMATION ITEMS CONT'D

### **7. POLICY COMMITTEE PROGRESS REPORT**

The Chair for the Policy Committee will present a report on the Committee's work during the past year. The report will review the areas within the Board of Education's Work Plan that have been accomplished during the past year as well as the areas in which the committee will continue their work. Fiscal Implications: None.  
Recommendation for Action: Information only.

Mr. Margiotta shared that the Policy Committee was formed as an Ad-hoc committee in October 2008 to address policy issues as a part of the Board of Education's Policy Work Plan. Mr. Margiotta thanked members of the committee, Terri Cobb, Ken Proulx, and Mr. Kevin L. Hill.

Mr. Margiotta shared that the major responsibility of the committee has been to review, revise, and update all policies. Mr. Margiotta stated that the Board originally contracted with the Board's attorneys and/or the North Carolina School Board's Association to assist with reviewing, revising, and updating all policies, however, the current economic situation slowed the process, as all funding for the project was eliminated; all of the work is being handled in-house. Mr. Margiotta further stated that the Board was able to contract with the North Carolina School Board's Association to access their on-line resource at a significantly lower cost.

To date, seventy-one policies and R & P's have been reviewed, revised, or adopted as a part of the Board Policy Review Cycle. Another 29 policies have been reviewed by the Policy Committee and will be presented to the Board for approval, for a first year total of 100 policies reviewed by the committee.

The process for reviewing policies includes, reformatting policies, combining like policies, adding cross-references and updating legal references to allow easier use and more comprehensive information for staff and community. The process also includes collaboration with departments to align policies. The entire 1000 series review that relates to the work of the Board was completed in September 2009. The Board Policy Internet webpage was developed to provide policy updates and critical policy information to staff and stakeholders. Policy Website update notices are performed 30, 60, and 90 days. There is also a Policy word search option on the web site.

Mr. Margiotta stated that in addition, Dr. Burns and the staff developed a method to train stakeholders and make them aware of policy changes. Once the Board approves a policy, staff tracks the training and communication with an online form.

The major responsibility of the committee is to review all policies, however, the committee has taken on responsibility for several other targeted policies according to the Board's work plan. The committee has taken on the responsibility of ongoing policy changes as a result of legislation. Mr. Margiotta shared the key policy adoptions and revisions with the Board members.

Mr. Margiotta shared that the Policy Committee is working on a policy related to



comprehensive strategic planning. He also shared that the committee completed A2, A3, and A6 of the Board Policy Work Plan. The committee is continuing to work on A4 and A5 which relates to the policy review process.

## **8. STUDENT ACHIEVEMENT COMMITTEE PROGRESS REPORT**

The Chair for the Student Achievement Committee will present a report on the Committee's work during the past year. The report will review the areas within the Board of Education's Work Plan that have been accomplished during the past year as well as the areas in which the committee will continue their work. Fiscal Implications: None. Recommendation for Action: Information only.

Ms. Millberg shared highlights from the committee. Since August 2008, the Student Achievement Committee has met 20 times with a total of 75 agenda items, and the result of the committee's work has resulted in sending 6 policies or their revisions to the Board for adoption.

The Student Achievement Committee created a task force to look at the systematic expansion of the CTE career academies in order to provide equal access for students to CTE opportunities. The committee assisted in writing Board Policy 5101- Curriculum and Assessment Decisions.

Ms. Millberg shared that the committee participated in a lot of the early discussions on items that later became agenda items, including the information from the Time Committee that resulted in the new Wednesday schedules. The committee has had information about grading practices, the graduation project, and on a number of occasions, the committee discussed Title I school and how the funds are distributed. The committee has discussed magnet programs and the magnet grant, AG services, the After School Program, the Governor's School, and most recently a report was given from Brad Thompson regarding an Impetus for Progress.

Ms. Millberg stated that the committee discussed numerous items pertaining to steps to eliminate the achievement gap between ethnic and socioeconomic groups including Board Policy 5101, the textbook adoption process, moving the PSAT from the junior year to the sophomore year. The committee also received a presentation by Dr. Fenwick English that was related to the Curriculum Management Audit. Dr. English referred to 50 Ways to Close the Achievement Gap. The committee also reviewed East Wake High School and their redesigned small schools and the individual school audits being conducted at the schools.

The committee looked into expanding the CTE programs. In doing so Board members took a trip to Newnan, Georgia to see a CTE Program that the Board wanted to better understand and perhaps implement. Ms. Millberg stated that the committee did the work that will be finalized on the Board Meeting's agenda regarding recommendations for No Child Left Behind Reauthorization. The committee received presentations regarding DIBELS (Dynamic Indicator of Basic Early Literacy Skills) and the TAP model.

The committee reviewed the Future Ready core in effect for the Class of 2013 was

reviewed. At four different meetings, the committee reviewed high school course offerings across the county to assure that there is a fairly equal distribution of course offerings. The committee determined that all high schools have a similar core of courses, there is a different number of elective offered depending on the size of the school.

Ms. Millberg shared her appreciation of the participation of all Board members.

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

#### **FINANCE**

##### **27. OUTSOURCED ORACLE PRODUCTION SUPPORT SERVICES**

###### **AGREEMENT**

On August 16, 2009 a Request for Proposal was released offering qualified vendors an opportunity to bid on outsourced Oracle production support services. These services will be provided remotely; will allow the release of select, current on-site contract personnel; and will help to ensure the ongoing support of Oracle integrated computer systems, reports, alerts and software applications used to process the district's daily work. From the six proposals received, the review committee has selected ST Tech to be awarded a twelve-month contract beginning in November 2009 with the option of renewal for up to two additional one-year terms. Monthly fixed fee will be \$59,833.33. Amount to be encumbered for the 2009-10 fiscal year is \$478,666.64. Fiscal Implications: Total amount of initial twelve-month term is \$718,000. \$478,666.64 of the total would be incurred during the 2009-10 fiscal year with the remainder being paid during the 2010-11 fiscal year. Funding for contracted services was identified and planned for in the Technology Services 2009-10 operating budget request. Recommendation for Action: Staff is requesting Board approval of contract.

David Neter presented information to the Board. Mr. Neter shared that at the Board's August 16<sup>th</sup> meeting, staff brought forth a recommendation for the award of a contract for outsourced Oracle support and the Board approved staff's recommendation. Mr. Neter stated that WCPSS uses the Oracle financial and human resource applications to run its business operations.

Subsequent to the Board's approval of the contract, it was learned that the standard RFP protocol process was not followed. As a result of this, staff requested to issue a second RFP for the same Oracle outsourced support to maintain complete transparency.

Staff has completed the second RFP process. A team was assembled to review responses to the RFP and provide an assessment of the responses. The review team included the Finance Officer, two senior directors from technology services, the senior director of purchasing, two senior directors from administrative services, and the Chief Business Officer. The first task that the team performed was a review of the initial RFP that was issued and determine if any changes needed to be made. Three areas of enhancement were added to the RFP.

The first was in the area of the definition of the support to be provided and in the area of the service level agreement. Changes were also made in the area of evaluating the responses. Best and final offer language was included in the RFP, setting the expectation

at the outset that respondents would be asked to submit a best and final offer.

Mr. Neter shared that the RFP was issued on August 16<sup>th</sup> and responses to the RFP were due back on September 4, 2009. Each of the respondents to the first RFP was directly contacted by Wake County staff to make them aware and let them know that a second RFP was being issued and to cordially invite them to respond to it.

Mr. Neter shared that staff received 6 responses to the RFP. The criteria used to evaluate the proposals were broken down into three primary areas that included,

- vendors ability to provide Oracle Outsourced production report services,
- references and past performances, and
- total projected fixed costs

After evaluation for the 6 proposals, the field was narrowed to three candidates. References were checked for each of the three candidates and the reference ratings and total projected fixed costs ratings were added to the ratings for the ability to provide the outsourced support services.

Staff then requested best and final offers from the three finalists. A final review of the evaluation was complete and revealed a clear recommendation, which was also the low cost bidder. Staff then conducted a meeting with the president and service manager of the recommended finalist to confirm information in the RFP response received from them.

Mr. Neter brought forth the recommended vendor ST Tech Inc. for Board approval. The annual amount of the contract is \$718,000 with \$479,000 required for the remainder of the current fiscal year. The contract is for a year with the option for two one-year renewals at the end of the first year.

Mr. Neter shared that the first RFP was issued to AST Corporation in June and a component of the contract issued was a cancellation clause. Mr. Neter spoke with the President of AST Corporation in July once the decision was made to issue a second RFP. Mr. Neter made them aware of the re-bid and the possibility of the execution of the cancellation clause based upon the outcome of the second RFP process. Mr. Neter has had subsequent conversations with the president of AST and they have been nothing but professional.

Mr. Neter clarified information from Board members regarding questions related to the cost, the first RFP contract requirements, and recommended vendor's home-base location.

Dr. Burns thanked Mr. Neter for his leadership and support during the process.

Ron Mariotta made a motion to approve, seconded by Horace Tart. The motion was unanimously approved.

## **POLICY**

### **28. POLICY 1035: CODE OF ETHICS FOR SCHOOL BOARD MEMBERS**

*Policy Revision: First Reading; Request Waiver of Second Reading*

Changes to this policy are being recommended to comply with G.S. 160A-83, -84. This policy has been reviewed by the Policy Committee and the Committee of the Whole. Recommendation for Action: Staff is requesting Board approval.

Lori Millberg made a motion to approve, seconded by Ron Margiotta. The motion was unanimously approved.

### **29. POLICY 1005: RESPONSIBILITIES OF A BOARD MEMBER**

*Policy Revision: First Reading; Request Waiver of Second Reading*

Changes to this policy are being recommended to comply with G.S. 160A-84. This policy has been reviewed by the Policy Committee and the Committee of the Whole. Recommendation for Action: Staff is requesting Board approval.

Ron Margiotta made a motion to approve, seconded by Anne McLaurin. The motion was unanimously approved.

## **FACILITIES**

### **16. REMOVAL OF LEASED SWING-SPACE MODULAR UNITS FROM ROOT ELEMENTARY**

Five modular buildings will be removed from the Root Elementary School modular campus due to the closing of the modular campus following completion of renovations and additions at the main campus. The five buildings will be removed by the lessor's assignee, Sustainable Modular Management, which has submitted the attached Asset and Rate Schedules in accordance with the terms of the Master Lease Agreement dated March 14, 2006. As the attachments show, the cost of the removal is \$46,310 each for four of the buildings, and \$37,019 for the fifth, for a total of \$222,259. In addition, there is a \$38,600 contract for the general contractor portion of the removal (ramps, footings, utilities, and site restoration). At the completion of site restoration, the property will be returned to the owner, Kane Realty Corporation. Expenditures for establishing the modular campus total \$2,113,655.78 for design, delivery, site preparation, set-up, removal, building lease (2 yr), and property lease (20 mos.). This is a total cost of \$55,622.52 per classroom equivalent. Fiscal implications: Funding is available from the total Root Elementary budget of \$20,938,887, of which \$300,000 is from PLAN 2004 and \$20,638,887 from CIP 2006. Recommendation for action: Board approval is requested.

Ms. Head thanked Kane Realty, who worked very closely with the Board in order to allow the Board to use prime real estate that was needed in order to get the Root renovations complete. Mr. Kane charged the Board rent at \$1 per month.

Patti Head made a motion to approve, seconded by Keith Sutton. The motion was unanimously approved.

## **STUDENT ACHIEVEMENT**

### **53.NCLB RESOLUTION OF RECOMMENDED CHANGES**

The Elementary and Secondary Education Act of 1965 was reauthorized in 2002 and is known as the No Child Left Behind (NCLB) Act. U.S. Secretary of Education Arne Duncan will be working with Congress to revise the law. The Department of Education is in the process of soliciting feedback for the revision and reauthorization of the Elementary and Secondary Education Act.

Even prior to the notice about the opportunity to provide feedback, the Student Achievement Committee worked to brainstorm possible Board recommendations for the revision and improvement of the NCLB law. The committee members and staff then compared their recommendations with past recommendations and recommendations from other groups. A list of the recommendations prepared by staff on the committee's feedback was reviewed at the Student Achievement Committee Meeting. The Committee's finalized list of recommendations in resolution format is being presented to the Board of Education. Fiscal Implications: None. Recommendation for Action: Approval is requested.

Dr. Donna Hargens presented information to the Board. Mr. Hill read the resolution into the Board Meeting Minutes,

### **WAKE COUNTY PUBLIC SCHOOL SYSTEM BOARD OF EDUCATION**

#### **Resolution**

#### **Recommendations for Changes to the No Child Left Behind Act**

**Whereas**, the Wake County Public School System is the largest school system in North Carolina and the eighteenth largest school system in the United States, with a population of approximately 140,000 students, including 12,417 LEP (Limited English Proficient) and 18,690 SWD (Students with Disabilities) students,

**Now, therefore, the Wake County Public School System Board of Education** does hereby resolve that the following changes be made to the No Child Left Behind Act:

- **An additional standard-academic growth-should be added to the performance standard. Schools should receive recognition for the percent of students in subgroups attaining predicted growth.**
- **The timeframe for goal attainment should be modified to take into account both individual students needs and to recognize that some students will need more time to achieve grade level performance.**
- **A subgroup's test results should be reported every year, but in order to be included in determining AYP (Adequate Yearly Progress) the subgroup should exist at a school for two consecutive years.**
- **AMAO ( Annual Measurable Achievement Objective) 3 under Title III should be removed since it is a duplication of the AYP calculation for Title I.**
- **The NCCLAS should be re-instated or the NC EXTEND be considered for qualifying LEP (Limited English Proficient) students.**

- **The development of alternate assessments should be allowed for students with disabilities that are measured against alternate or modified standards based on student growth expectations as determined through the IEP (Individualized Education Plan).**
- **Adjustments in calculating the AYP standard for high schools should be made to account for the upper age provision (21 years) for students with disabilities mandated under IDEA.**
- **Once a state is granted a waiver, that waiver should be made available to other states.**
- **Districts should be allowed to use set-aside Title I funds to provide transportation for students participating in SES (Supplemental Educational Services).**

**Adopted** this the 20<sup>th</sup> day of October, 2009.

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**Kevin Hill, Chairman**

Ms. Millberg shared that the one-page document says a lot. Information regarding each of the bulleted items can be researched on the web site. Ms. Millberg thanked Dr. Hargens and staff for their work and input for the recommendations being presented.

Mr. Hill shared that the resolution will go to each member of the North Carolina Delegation, Congressman Etheridge, NEA, Representative George Miller, North Carolina State Legislators, North Carolina's National Representatives, Susan Harrison, Department of Public Instruction, Dr. Bill Harrison at the State Board of Education, NSBA, NCSBA, and NCAE, etc.

Ron Margiotta made a motion to approve, seconded by Lori Millberg. The motion was unanimously approved.

Mr. Sutton shared his concern regarding the Employee Excellence Recognition and the diversity of the recipients. Mr. Sutton shared that he didn't believe that the group was representative or reflective of the diversity that Wake County upholds.

Board members asked Mr. Sutton for suggestions on how to overcome the situation and to hold judgment on the issue. Board members stated that over a period of time, a diverse group of employees will be recognized.

**ADJOURNMENT**

There being no further business coming before the Board, Ron Margiotta made a motion to adjourn, seconded by Anne McLaurin. The motion was unanimously approved. The meeting adjourned at 6:21 p.m.

Respectfully submitted,

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

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Del Burns, Superintendent, WCPSS

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Melissa R. Christmas, Recording Secretary