



**WAKE COUNTY BOARD OF EDUCATION  
MEETING MINUTES  
September 1, 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	David Holdzkom
Eleanor Goettee	Danny Barnes	Julye Mizelle
Patti Head	Kathy Chontos	Cathy Moore
Anne McLaurin	Joe Desormeaux	David Neter
Ron Margiotta	Michael Evans	Andre Smith
Lori Millberg	Stephen Gainey	<b><u>Board Attorney Present</u></b>
Keith Sutton	Lloyd Gardner	Ann Majestic
	Donna Hargens	

Chair Kevin L. Hill called the meeting to order at 3:03 p.m. Everyone recited the Pledge of Allegiance.

**Chair's Comments**

- Mr. Hill shared that on Tuesday, August 25<sup>th</sup>, WCPSS had 100+ students return to traditional calendar schools to start the school year. The opening of school was smooth and quiet. Mr. Hill thanked the principals and their administrative teams whose hard work over the summer helped make the transition possible. Chair Hill recognized teachers in the county for their understanding of the present conditions and getting students focused and working the very first day of school. Mr. Hill also thanked support staff for doing an outstanding job in providing all of the support necessary to start school.
- The first of two bi-annual meetings for the Board Advisory Council Chairpersons (BAC) took place on Monday, August 31. Mr. Hill thanked his fellow Board members; Patti Head, Horace Tart, and Dr. McLaurin for attending and sharing at the meeting. Mr. Hill shared that there are 6 new BAC Chairs for the upcoming year and that the meeting was informative. There was discussion about ways to improve communication between BAC's and school PTA groups, as well as improving communication between BAC's and the Board of Education. Among the topics BAC's will look into this year include grading at the secondary level, and discussing ideas about differentiated pay and recruiting and retaining teachers at high needs schools. Mr. Hill shared that the second BAC Chair's meeting is tentatively scheduled for January.
- On September 8, the Board of Education will interview applicants for the District 6 Board seat. Seven applicants expressed interest in the seat and interviews will begin at 10:00 a.m. Mr. Hill shared that the Board will complete the process later in the day on September 8<sup>th</sup>, by selecting the person who will become the Board's new member and represent District 6. The individual will be sworn in on September 15<sup>th</sup> at 3:00 p.m.

## Superintendent's Comments

- August 25, 2009 was the first day of traditional calendar schools. Dr. Burns thanked the principals, teachers, school staffs, and all of the division for making the 2009-2010 school openings a success.
- Prior to the opening of year-round schools, the Instructional Services Division held sessions to update teachers and principals on instructional issues. On Thursday, August 20<sup>th</sup>, Instructional Services held sessions for staff in traditional schools. The sessions were set up across the county in time slots from 8:00 a.m. through 6:00 p.m. Sessions included training for new ESL teachers, Literacy for K-2 and 3-5 teachers, SIOP coaches, elementary and middle school IRT's, department chairs, CTE teachers, magnet coordinators, PLT team leaders, Second Language teachers, social workers, psychologists, competency reading teachers, counselors, media, intervention coordinators, intervention teachers, Title I math coaches, PBS teams, arts teachers, K-12 healthful living teachers, special education literacy leaders, and Helping Hands Mentors. Dr. Burns thanked ISD and others who were involved in making the event successful.
- The finalists for the 2009-2010 Principal and Assistant Principal have been announced. The Principal of the Year Finalists include,
  - Mary Page of Bugg Elementary,
  - Annice Williams of Barwell Elementary,
  - Teresa Winstead of Durant Road Elementary,
  - John Wall of North Garner Middle, and
  - Edward McFarland of Fuquay-Varina High School

The Assistant Principal of the Year Finalists include,

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

Dr. Burns congratulated each of the individuals and thanked them for what they do everyday to support learning and teaching. The 2009-2010 Principal of the Year Reception will be held on Thursday, October 15<sup>th</sup> at 6:00 p.m. at the Kids Marbles Museum.

- Dr. Burns congratulated Baileywick Elementary School Counselor, Dee Bostwick. Ms. Bostwick co-authored an article entitled "*Small Group Counseling Program: A Model for Program Planning and Improvement in the Elementary Setting*," which was published in the Professional School Counselor Journal Special Issue: Action Research in School Counseling. The journal is published six times a year and is provided to all members of the American School Counseling Association.
- Dr. Burns announced that Todd Schuler, Panther Creek High School Athletic Director, has completed the certification process to become recognized as a Certified Athletic Administrator (CAA) by the National Interscholastic Athletic Administrator's Association (NIAAA). The certification is based on years of experience, completion of required leadership training courses and successful completion of the CAA Leadership Training Test. Dr. Burns congratulated Mr. Schuler.

- Cynthia Terrell, a Wakefield High School Physical Education teacher, was recently selected as the WCPSS and North Carolina High School Physical Education Teacher of the Year. In addition, Rand Road Elementary Physical Education Program was selected as the North Carolina Physical Education Program of the Year.
- Ta'Shanda Samone Patterson, a senior at Middle Creek High School, attended the National Youth Leadership Forum on Medicine this summer. The National Youth Leadership Forum is an educational organization founded specifically to prepare the nation's highest achieving secondary students for their selected career. Ta'Shanda attended the three week forum at Emory University in Atlanta, Georgia where she had the opportunity to shadow physicians and participate in simulations and activities related to medicine.
- Over the summer, former 8<sup>th</sup> grade students at Heritage Middle School received a very heartfelt and touching thank-you from the 139<sup>th</sup> Squadron serving in Afghanistan. When students learned that their science teacher, Ms. Clem Dugan had a daughter serving in the 139<sup>th</sup> Squadron, they decided to send 139 thank you cards. Over the summer, Lt. Dugan and members of the 139<sup>th</sup> Squadron mailed the students certificates of thanks, letters, patches, and a portfolio of pictures. The students also received a special gift- the flag that flew over the base. Dr. Burns commended and thanked the students for offering gratitude to our troops.
- Dr. Burns congratulated Janet Godbold, Director in Special Education Services for recently being appointed by Governor Bev Perdue to serve as a member of the North Carolina Interagency Coordinating Council for Children from Birth to Five with Disabilities and their Families.
- Dr. Burns congratulated Dan Turner, Administrator for Procedures with the Academically Gifted Program. Mr. Turner was appointed for a two-year term as the chair of the Board of Governors for the North Carolina Governor's School.
- Four schools will have individual school audits completed by the end of October. The lead auditors for the audits will be Dr. Ken Branch, Dr. David Ansbacher, Karen Hamilton, and Nancy Baenen. These auditors recently attending an orientation meeting.

### **Board Member Comments**

- Ms. Millberg shared that the Student Achievement Committee will meet on Wednesday, September 9<sup>th</sup> at 9:00 a.m.
- Ms. Head shared that the Facilities and Operations Committee will meet on Wednesday, September 2<sup>nd</sup> at 2:00 p.m.

### **APPROVAL OF MEETING AGENDA**

Mr. Margiotta made a motion to move all policies from the Action Agenda to the Consent Agenda for 1<sup>st</sup> reading. The motion was seconded by Keith Sutton. The motion was unanimously approved.

Mr. Hill requested to add a Closed Session Item. Ron Margiotta made the motion to establish or give instructions concerning the Board's negotiating position related to a potential acquisition of real property, as provided in G.S. 143-318.11(a)(5) to the Closed

Session Agenda. The motion was seconded by Patti Head. The motion was unanimously approved.

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

## INFORMATION ITEMS

### **5. YEAR 2009 LEGISLATIVE SUMMARY**

Staff will present Year 2009 Legislative Summary from the North Carolina General Assembly. Fiscal Implications: None. Recommendation for Action: This is for information only.

Susan Harrison presented information to the Board. Ms. Harrison shared that the State budget was ratified on August 5<sup>th</sup> and the Governor signed the budget on August 7<sup>th</sup>. Both the House and the Senate adjourned on August 12<sup>th</sup>.

Ms. Harrison began her State Budget overview by sharing that last year's budget was approximately \$2.3 billion more than this year's. The public schools budget was approximately \$346 million less this year.

State-wide budget cuts for this year includes a flexibility reduction of \$225 million, next year the cuts are listed as \$304.8 million. Ms. Harrison noted that until July 31<sup>st</sup>, the flexibility reduction was noted as a class-size increase for grades 4 -12 and cutting third grade teacher assistants.

Ms. Harrison shared that this year textbooks were cut \$48 million with no appropriation for textbooks in the budget next year. Other cuts include central office administration; LEA's with more than 30,000 ADM's received a larger cut than smaller LEA's; staff development was eliminated, Improving Student Accountability serving level I and II students was eliminated, a \$10 million cut to non-instructional support personnel, \$9.4 million cut to school technology, a \$2 million cut to Limited English Proficiency, \$2 million cut to teacher mentors, and a \$125 million corporate tax cut for school construction. Ms. Harrison shared further that public school employees did not receive a salary increase.

Statewide expansion items included Dropout Prevention Grants of \$13 million, Learn and Earn Early College of \$3.7 million, North Carolina Virtual Public School of \$10 million, and District and School Transformation of \$2.5 million dollars. This year, there is a one-time Technology Fund allotment of \$18,183,251 from Fines, Civil Penalties and Forfeitures that were held by the UNC Campuses.

Ms. Harrison highlighted Special Provisions which include flexibility and funding to allow the State Board of Education to develop procedures and guidelines for allowing LEAs to move money around, certain tests will be eliminated, local boards will be required to inform the public about school report cards, National Board application costs are now a loan program, a task force has been formed to consolidate Early Childhood Programs, an increase in Sales and Use Tax by one percent will become effective on September 1, 2009 raising the tax to 7.75% and a local sales tax decrease will become effective on October 1 by ¼ % in the Medicaid swap agreement with the state.

The 2009 Legislative Session Ratified Senate Bills that included SB526: School Violence Prevention Act, SB 962: Probationary Teachers Appeals, SB 1069: Joining Our Businesses and Schools Commission, and Volunteers to support academic success in school policy. The 2009 Legislative Session Ratified House Bills that included HB 43: School Board members/failure to discharge duties, HB81: Notice of Special/Emergency Meetings, HB88: Health Youth Act, HB223: No High School Graduation Project Required, HB804: Amend Law Regarding Education Plans, HB 908: Election Administration Amendments, HB 1078: Report School Violence to Superintendent/Require Notification Policy, HB 1446: Amend Law Regarding School Improvement Plans, and HB 1452: Local Government Code of Ethics.

Ms. Harrison stated that there were still Bills pending that impact public schools. Some of the bills include, Tort Claims/ Bus Tort Claims, Work/School Zones Speed Cameras – \$747 million Court ordered Fines and Forfeitures settlement, Job Protections for Non-certified School Employees, Modify Education Requirements/School Board Members, Change School Starting Date, Modify Charter School Law, and Require Arts Education Credit for Graduation.

Ms. Harrison shared that the 2010-2011 State Budget projects less revenue and less funding than the 2009-2010 State Budget. The State Public School Budget for 2010-2011 is \$7.36 billion (\$97.4 million less than 2009-2010). Ms. Harrison reiterated that the Federal Stimulus funding to the states is for a two-year period only and will not be available for 2011-2012.

The 2010 Session of the North Carolina General Assembly will convene on Wednesday, May 12, 2010 at 12:00 p.m.

The Board asked if the \$304.8 million in flexible cuts was for next year. Ms. Harrison responded that the \$304.8 million is next year's state-wide flexible reduction, however, the General Assembly creates a two-year budget with room to adjust. Dr. Burns reiterated that if the current allocations continue, WCPSS will be cut somewhere around \$7-9 million, in addition to the over \$21 million in the discretionary cut. WCPSS total budget cut from the state would approach \$30 million for next year's discretionary reduction.

Board members inquired about the flexibility of Stimulus Funds regarding IDEA and Title I. Ms. Harrison shared that there are prescriptions and conditions associated with the Stimulus funds and that Dr. Hargens is working on information that she will provide to the Board as it relates to the conditions and the way that WCPSS can use the funds as they come from the Government for Title I and IDEA. Dr. Burns shared that the IDEA funds are more restrictive and have guidelines that must be followed. Dr. Burns shared that Title I has some flexibility that will be increased.

Ms. Harrison shared information regarding Non-Instructional Support funding the stimulus money that is replacing state funds. She shared that the Federal Government provided stabilization funds that had to be plugged into an allotment that was going out state-wide to the public schools. Initially, the funds were spread over two funding allotments. The State is taking the State money that was budgeted for non-instructional and supplanting it with the Federal money.

Board members shared that at the end of August that there were funds restored by the Governor that came from the lottery for some construction- approximately \$3.8 million coming to schools. Board members inquired as to when the funds would be allocated. Ms. Harrison shared that the \$37 million that the Governor had put aside and put on

hold to ensure that the budget was balanced throughout the rest of the year has been released which included the lottery school construction funds. Dr. Burns stated that the funds would be distributed to the Wake County staff as a part of the Capital Improvement Plan.

Ms. Harrison shared with Board members that she has completed an efforts and results based on the Legislative Agenda and will provide documents to the Board. She reminded Board members of the website for Government Relations.

Staff will provide information to Board members regarding new hires and re-hires, as well as, updates to policy and law requirements.

#### **6. SAT SCORES (2008-2009) AND ADVANCED PLACEMENT UPDATE**

On August 25, 2009, the Educational Testing Service (ETS) will release SAT score information for 2008-09. For several years, students in WCPSS have achieved average scores on the SAT that are higher than the state and national averages. This presentation will focus on the SAT scores for WCPSS students and will also examine trends in Advanced Placement (AP) participation and outcomes. Fiscal Implications: None. Recommendation for Action: For Information

Dr. David Holdzkom shared information with the Board. Dr. Holdzkom shared that SAT average scores over time have improved in the U.S., North Carolina, and within WCPSS. Dr. Holdzkom stated that year-to-year change may be up or down, however, in WCPSS the trend has been up dramatically. In the U.S., the trend has essentially risen, but at a much slower rate.

Dr. Holdzkom shared that for the last two year, WCPSS participation rate has fallen. Dr. Holdzkom stated that the SAT score reported for each of the students in the senior class is the latest score received regardless of when the student took the test. Dr. Holdzkom shared that the data shows that a fairly stable, but small number of high school seniors take the SAT in their freshman or sophomore year. A larger number take the test in their junior year, and a very large number take the test in their senior year.

Dr. Holdzkom stated that staff speculates that fewer students took the SAT because they recognized that some alternative needed to be present for them to further their education. Staff reviewed the graduate intent survey over time, and concluded that in the past a fairly large number of students said that they would be going to a public senior institution. This number has decreased as many students are no longer making that prediction for themselves. The percentage of students who said that they would attend a community college increased by approximately 4 percentage points. Staff also showed an increase in the percentage of students who said that they would enter the military and did not know what they wanted to do once they graduated high school.

Dr. Holdzkom shared that there is a belief that the SAT is the preferred test for eastern universities and west coast universities. The ACT is the preferred test for the mid western universities. In 2005, 582 WCPSS seniors took the ACT and in 2009, 1,034 WCPSS seniors to the ACT. Dr Holdzkom stated that scores on the ACT reflect very similar relationships to the national trend as seen in the SAT. Mr. Holdzkom further stated that the University of North Carolina accepts the ACT or the SAT.

Within the Top 12 District SAT Averages for 2009, Wake County placed 4<sup>th</sup>. WCPSS scores in 2008 and 2009 were on average the highest scores among the large school districts. Our participation rate in both 2008 and 2009 was the highest.

Among the following racial groups, White, Hispanic, and Black; WCPSS students outperform similar students in North Carolina and the nation. However, the achievement gap continues to exist and does not appear to be closing in any sustained way.

History has shown that female students out perform male students in elementary and middle school, however, once students reach high school, data shows that males out perform females. Advanced Placement Course participation has increased 17% for females and a 10% increase for males. There was also an increase in the participation rate for all three major at-risk groups including Limited English Proficient students, Students with Disabilities, and Economically Disadvantaged students.

Dr. Holdzkom shared that more and more students over the years are taking more and more tests. WCPSS students outperform students in North Carolina on AP Exams and tests. Dr. Holdzkom shared that staff is not seeing enough participation by minority students in AP counselors.

Finally, Dr. Holdzkom shared that as the number of AP enrollments increase, the average score on the SAT rises. If more students take AP courses staff believes that scores on the SAT will continue to rise.

#### **7. 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.*

There were no speakers for Public Comment

#### **CONSENT ITEMS**

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

#### **8. APPROVAL OF MEETING MINUTES**

May 13, 2009	-	Finance Committee Meeting Minutes
August 5, 2009	-	District 4 Candidate Interview Board Meeting Minutes
August 11, 2009	-	Student Achievement Committee Meeting Minutes
August 18, 2009	-	Committee of the Whole Meeting Minutes
August 18, 2009	-	Board of Education Meeting Minutes

**FINANCE**

**9. GIFTS TO THE SYSTEM**

Ninety gifts have been donated to the Wake County Public School System. The approximate value of the gifts is \$110,032.00. Fiscal Implications: Not applicable. Recommendation for Action: No action is required.

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

The Wake County Public School System maintains General Liability, School District & Educators Legal Liability, Law Enforcement Professional Liability, Vehicle Insurance, and Umbrella Excess Insurance to limit risk of financial and physical loss of resources and assets. Two proposals were submitted for the 2009-2010 policy period as follows:

Utica National Insurance/Scottsdale	Montgomery Insurance Company
\$999,570	\$790,279

Fiscal Implications: Funds are available in the 2009-2010 Risk Management Budget. Recommendation for Action: Board Approval of Montgomery Insurance Company is requested.

**FACILITIES**

**11. LEASE RENEWAL AGREEMENT: WAREHOUSE SPACE (BANNISTER PROPERTIES, LLC)**

Acquisition of mobile units, modular complexes, and the renovation of existing facilities require the storage of both new and used furniture until facilities are ready for use. Sufficient warehouse space is not available at the Rock Quarry Road Central Services Complex. Bannister Properties, LLC, (“Bannister”) is currently providing 8,100 square feet of leased space for storage of this furniture. Terms and conditions of a Lease Agreement have been reached with Bannister to again lease warehouse space, located at 1412 Management Way, Garner, NC, under an eight month lease beginning November 1, 2009 and ending June 30, 2010, with the possibility for a renewal thereafter. The current lease for this space will expire October 31, 2009. Staff recommends renewing the lease for an additional eight month term. A copy of the Lease Agreement is attached. Fiscal implications: The 2009-2010 lease rate is \$21,666.66 for the additional eight month term, payable in a single sum at lease inception, plus utilities costs. This is the same per diem rate as the previous year’s lease. Funding is available from the 2009-2010 operating budget. Recommendation for action: Board approval is requested.

**12 DEED OF EASEMENT: CITY OF RALEIGH PUBLIC WATER SUPPLY AND DISTRIBUTION (1551 ROCK QUARRY ROAD)**

The City of Raleigh (“City”) has undertaken a project to install a waterline, sewer, and re-use waterline that cross the site of the Central Services complex at Rock Quarry Road. The public water supply and distribution easement required upon Board property includes 3.847 acres. Construction is scheduled for December 2009. The City will coordinate with WCPSS staff to schedule segments of the construction around peak use hours and to provide traffic control to further minimize traffic disturbance. Terms and conditions have been reached regarding compensation for the acquisition of a temporary construction easement (3,970 sq. ft.), and the acquisition and dedication of a public water supply and distribution easement (167,567 sq. ft.). In addition, the City will install two

taps and meter boxes on the re-use waterline in a mutually agreeable location -- at no cost -- for future use by the Board, and has agreed to waive the development fees ordinarily associated therewith. All plant and landscape materials affected by the project will be replaced or relocated by the City. The requested easements will not substantially interfere with the present or future use of the property. Staff requests that Board grant the requested easements. A copy of the Easement Plat is attached with the areas of the easements identified thereon. Fiscal implications: The City of Raleigh will compensate the Board in the amount of \$48,407.50 for the easements. Recommendation for action: Board approval is requested.

**13.CHANGE ORDER NO. GC-14: MILLS PARK ELEMENTARY**

Board approval is requested for Change Order No.GC-14 to Clancy & Theys Construction Company for their Construction Management at Risk contract for construction of Mills Park Elementary. This change order, a reduction in the amount of \$102,731.12, provides reconciliation of earthwork allowances for this project. Fiscal implications: The total proposed project budget is \$27,585,080, of which \$745,000 is from PLAN 2004, \$330,823 is from funds passed through Wake County from the developer in fiscal year 2004-2005, \$17,892,872 is from CIP 2006, \$1,728,629 is from CIP 2006 Offsite Improvements, \$1,718,579 was provided by the Town of Cary, and \$5,169,177 was provided by the developer. Recommendation for action: Board approval is requested.

**STUDENT ACHIEVEMENT**

**14.GRANT PROPOSALS**

- Competitive (#002010): Burroughs Wellcome Fund, Career Award for Science and Mathematics Teachers / Individual Schools.
- Competitive (#002110): Lee Brothers, Side Kick Foundation Teacher Grant Program / Individual Schools.
- Collaboration (#002210): SAS Institute, Inc., SAS inSchools, Curriculum Pathways / Centennial Campus Middle School.

Fiscal Implications: Any required cash and/or in-kind matching contributions vary by grant program. Recommendation for Action: Staff is requesting Board approval.

**POLICY**

**15.POLICY 1200 – DUTIES OF OFFICERS**

*Policy Revision: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 1000 series review cycle. Recommendation for Action: Staff is requesting Board approval.

**16.POLICY 1214 - ATTORNEY**

*Policy Revision: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 1000 series review cycle. Recommendation for Action: Staff is requesting Board approval.

## **17.POLICY 1300 – BOARD MEETINGS**

*Policy Revision: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 100 series review cycle. Recommendation for Action: Staff is requesting Board approval.

## **18.POLICY 1315 – PUBLIC HEARINGS**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 1300 Board Meetings. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 1000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

## **19.POLICY 1316 – HEARING PANELS**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 1300 Board Meetings. This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 1000 series review cycle. Recommendation for Action: Staff is requesting Board approval to delete this policy.

## **20.POLICY 1323 – RULES OF ORDER**

*Policy Revision: First Reading*

This policy has been reviewed by the Policy Committee and the Committee of the Whole as a part of the 1000 series review cycle. Recommendation for Action: Staff is requesting Board approval.

## **21.POLICY 2100 – EMPLOYMENT OF THE SUPERINTENDENT**

*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.

## **22.POLICY 2110 – QUALIFICATIONS OF SUPERINTENDENT**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2100 Employment of the Superintendent. 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.

## **23.POLICY 2120 – RECRUITMENT OF SUPERINTENDENT**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2100 Employment of the Superintendent. 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.

**24. POLICY 2130 – ELECTION OF SUPERINTENDENT**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2100 Employment of Superintendent. 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.

**25. POLICY 2140 – OATH OR AFFIRMATION OF SUPERINTENDENT**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2100 Employment of the Superintendent. 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.

**26. POLICY 2160 – COMPENSATION AND BENEFITS OF SUPERINTENDENT**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2100 Employment of the Superintendent. 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.

**27. POLICY 2170 – EXPENSES OF SUPERINTENDENT**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2100 Employment of the Superintendent. 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.

**28. POLICY 2180 – EVALUATION OF SUPERINTENDENT**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2100 Employment of the Superintendent. 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.

**29. POLICY 2190 – SEPARATION OF SUPERINTENDENT**

*Policy Deletion: First Reading*

The content of this policy has been placed in Policy 2100 Employment of the Superintendent. 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.

**30. POLICY 2150 – JOB DESCRIPTION OF SUPERINTENDENT**

*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.

**HUMAN RESOURCES**

**31.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.

**ACTION ITEMS**

**HUMAN RESOURCES**

**32.2009-2010 SALARY SCHEDULES**

Certified and non-certified employees are not provided any salary increases for the 2009-2010 school year. Employees moving up one step on the salary schedule will receive the same monthly or hourly amount in 2009-2010 as they received in 2008-2009. Certified employees paid at Step 5, 10, 15, 20, and 25 in 2009-2010 receive the same base salary as in 2008-2009, and receive a higher local supplement percentage.

Additionally, the following are in effect for 2009-2010:

- 1). Certified employees who were at the highest step of the 2008-2009 salary schedule will not receive a top of the scale bonus.
- 2). Substitute teacher rates remain at 2008-2009 school year levels.
- 3). No ABC bonus payments will be made in the fall of 2009 from meeting or exceeding test goals in the 2008-2009 school year
- 4). No bonus leave provisions are included with the 2009-2010 budget

Fiscal Implications: \$420,000 in local funds will be required in order to allow certified employees to move to the higher supplement percentages at steps 5, 10, 15, 20, and 25. This enables WCPSS to maintain a local salary supplement structure consistent with past years and sustainable for future years. Recommendation for Action: Please approve as presented.

Dr. Stephen Gainey and David Howell presented information to the Board. David Howell shared that the salary schedules being presented implements legislation which does not provide salary increases to employees. Employees moving up one step on the salary schedule will receive the same monthly or hourly amount in 2009-2010 as they received in 2008-2009. Certified employees paid at Step 5, 10, 15, 20, and 25 in 2009 2010 receive the same base salary as in 2008-2009, and receive a higher local supplement percentage.

Staff requested approval to maintain WCPSS salary structure that is currently in place, to maintain its competitive edge with surrounding school systems, and to ensure the Board that if this action is not taken, it will be costly to restructure the salary schedule.

Staff answered clarifying questions from the Board regarding salary increases. Staff

shared that WCPSS is one of the highest ranking supplement schedules in the state, however, Chapel-Hill Carborro has a higher supplement percentage than WCPSS.

After several comments from the Board, Keith Sutton made a motion to approve, seconded by Lori Millberg. The motion was unanimously approved.

### **CLOSED SESSION**

Patti Head made a motion to go into Closed Session at 4:20 p.m. to consider confidential personnel information protected under G.S. 143-318.11 (a)(6) and 115C-319, to consider confidential student information protected under G.S. 115C-402 and the Family Educational and Privacy Rights Act, 20 U.S.C. 1232g, and to consult with the Board of Education attorney and preserve the attorney-client privilege as provided in G.S. 143-318.11(a)(3) due to current litigation, Barnhill Contracting v. Wendell Falls, et al. The motion was seconded by Horace Tart. The motion was unanimously approved.

At approximately 4:45 p.m., the Board returned to Open Session on a motion by Patti Head, seconded by Anne McLaurin. Patti Head made a motion to approve the Career Status List, seconded by Keith Sutton. The motion was unanimously approved.

Lori Millberg made a motion to return to Closed Session, seconded by Keith Sutton. The motion was unanimously approved.

On a motion by Keith Sutton, seconded by Eleanor Goettee, the Board returned to Open Session at approximately 5:30 p.m. On a motion by Keith Sutton, seconded by Lori Millberg, the Board voted to amend the agenda in order to add TERMINATION OF CONTRACT AGREEMENT: DAVID M. MATTIS AND SPOUSE, MARGARET A MATTIS (E-24) to the Action Agenda.

On January 6, 2009, the Board approved an Offer to purchase and contract for the acquisition of land from David M. Mattis and Spouse, Margaret A. Mattis for the location of an elementary school site (E-24). The Board is under contract to purchase the property subject to the satisfaction of certain conditions at or prior to closing. Pursuant to Paragraph 3, the Board has the right to elect to waive the satisfaction of unsatisfied condition and proceed to closing, or to rescind the contract and recover all of its earnest money deposit. Staff recommends that the Board elect to rescind the contract pursuant to its terms.

On a motion by Horace Tart, seconded by Anne McLaurin, the Board voted to rescind the contract for the acquisition of land from David M. Mattis and Spouse, Margaret A. Mattis for the location of an elementary school site (E-24).

On a motion by Patti Head, seconded by Keith Sutton, the Board returned to Open Session at approximately 5:45 p.m.

At approximately 7:30 p.m., the Board returned to Open Session.

**ACTION ITEMS CONT'D**

**HUMAN RESOURCES**

**33. RECOMMENDATION FOR ADMINISTRATIVE APPOINTMENT(S)**

Anne McLaurin made a motion to approve the following Administrative Appointment(s):

- (1). Craig T. Matthews, Retiree to Interim Assistant Principal at Lockhart Elementary School effective September 7, 2009 through October 5, 2009.
- (2). Thaddeus Sherman, Teacher at Salem Middle School, to Assistant Principal at Carver Elementary School effective September 8, 2009.

**34. CAREER STATUS**

**ADJOURNMENT**

There being no further business coming before the Board, Eleanor Goettee made a motion to adjourn, seconded by Patti Head. The motion was unanimously approved. The meeting adjourned at approximately 7:30 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