



**WAKE COUNTY BOARD OF EDUCATION
REVISED - BOARD MEETING MINUTES
October 6, 2009**

| <u>Board Members Present</u> | <u>Staff Members Present</u> | |
|------------------------------|------------------------------|-------------------------------|
| Kevin L. Hill, Chair | Superintendent Del Burns | Don Haydon |
| Eleanor Goettee | Terri Cobb | David Holdzkom |
| Patti Head | Danny Barnes | Ann Hooker |
| Anne McLaurin | Kathy Chontos | Julye Mizelle |
| Lori Millberg | Marvin Connelly | Cathy Moore |
| Carolyn Morrison | Joe Desormeaux | David Neter |
| Keith Sutton | Michael Evans | Andre Smith |
| | Stephen Gainey | Mark Winters |
| | Lloyd Gardner | Board Attorney Present |
| | Donna Hargens | Jonathan Blumberg |

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 was pleased to report that Wake County Public School System's 20-day count for traditional calendar was 139,599 students, which is an increase of 1,893 new students. He shared that on September 22, WCPSS schools were serving 140,234 students, an increase of 2,528 more than the 2008-09 official 20th day count. Most of the increase occurred on multi-track, year round schools after the official 20th day count was taken for year-round schools.
- Mr. Hill and the entire Board of Education wished the Chair of County Commissioners, Harold Webb, a speedy recovery from the stroke he recently suffered. Chair Webb has worked long and hard for the citizens of Wake County, and has been an ardent supporter of education.
- Mr. Hill urged everyone to vote if they had not done so. He reiterated that the polls would be open until 7:30 p.m.
- Mr. Hill shared that over the last several weeks, he has had the opportunity to serve on a committee charged by Governor Perdue to compete for nearly \$4.5 billion in grants. The *Racing to the Top* committee is working to secure what could be nearly \$45 million in competitive grants for North Carolina. WCPSS grant application is scheduled for completion December 1st.
- Mr. Hill congratulated Tammie Hall, Senior Administrator in Planning and Construction. Ms. Hall recently received the Champion of Diversity Award at the First Annual Greater Raleigh Minority Enterprise Development Week recognition event.
- Elizabeth Grimes-Droessler was recognized by the North Carolina Art Education Association as an "Exemplary Friend of the Arts". The purpose of the recognition was to highlight her service, which includes advocacy and support for teachers. Mr.

Hill congratulated Ms. Grimes-Droessler and thanked her for everything she has done for WCPSS.

Superintendent's Comments

- Dr. Burns shared that 12 students have been recognized as semifinalists in the 46th Annual Achievement Scholarship Competition. These students are among 1,600 African-American high school seniors who are recognized nationally. The students include:
 - Shayna McCormack – Broughton High School,
 - Samantha Derr – Cary High School,
 - Felicia Blow, Aza Green, Matthew Jones, Athongy Ogunlanoh, and Amber Skinner – Enloe High School,
 - Olivia Hart – Green Hope High School,
 - Ashlyn Creech – Leesville Road High School,
 - Lauren Bullock – Middle Creek High School,
 - Kaosisochukw Uzokwe – Millbrook High School, and
 - Latina Green – Panther Creek High School

Dr. Burns congratulated each of the students and wished them the best in the next phase of the competition.

- Fifty-four Wake County Public School Seniors, from 13 high schools, have been named Merit Scholarship Semifinalists. Twenty-three students from Enloe High School, 7 students from Green Hope High School, 5 students from Panther Creek High School, and 4 students from Apex High School. Students are selected based on academic records, recommendations from the principal, and student SAT scores.
- Garner Magnet High School Junior, Casey Story, has been selected as one of ten students from across the nation to serve on the 2009-10 National Students Against Violence Everywhere (SAVE) Youth Advisory Board. Casey has been involved with SAVE for six years, and this is her third year on the Advisory Board.
- Dr. Burns congratulated Panther Creek High School Senior, Kyle Dowd, for being selected as a 2009-2010 National Hispanic Recognition Program Scholar. The program is sponsored by the College Board which recognizes approximately 5,000 of the highest scoring students who took the PSAT from a nationwide total of 124,000 high school juniors.
- The NCHSAA recognized four WCPSS High Schools for exemplary sportsmanship. The schools included East Wake, Enloe, Fuquay-Varina, and Holly Springs. Dr. Burns congratulated the high school coaches and student athletes.
- Carnage Magnet Middle School received a \$2,500 grant from PEJ (Partners for Environmental Justice) recently. The grant will support the Botany classes at Carnage, which will be installing rain-barrels and expanding their numerous gardens and greenhouse classes. The grant also preceded the grand opening of the Wetland Center, which is located adjacent to the Carnage Middle School Campus.
- CTE recently hosted the School-to-Career Volunteer Celebration. Over 250 members of the business community and employees attended. Dr. Burns and Dr. June Atkinson were guest speakers. In addition, three CTE students shared success stories about relationships with business partners. At the conclusion of the meeting, 11 outstanding business partners were recognized for their exceptional contributions

to WCPSS. Dr. Burns congratulated the CTE Department for arranging the meeting.

- Millbrook IB Magnet Elementary School will be visited on October 8th & 9th by an IB film crew from Cardiff, Wales. The school was selected to be profiled in web resources and videos on the International Baccalaureate global website as a model of implementation of whole-school IB Primary Years Programme.
- Wiley International Studies Magnet Elementary School was recently honored with a visit from four staff members from their sister school in Japan, the Sake School in Mishima City. Dr. Burns stated that Wiley has had a relationship with the school since 2003, when a teacher began a pen pal project with members of the school. The team of staff members visited Wiley in planning for a future exchange with students.
- The Wake County Public School System was awarded a MSAP (Magnet Schools Assistance Program) grant supplement award. The schools benefitting from the MSAP grant are, Southeast Raleigh Center for Leadership and Technology High School, Garner IB High School, and East Garner IB Middle School.
- In celebration of the 40th anniversary of Project Enlightenment, the Project Enlightenment Foundation hosted “An Evening with Dr. Becky Bailey”. Dr. Bailey spoke to over 500 teachers and parents about how to apply her “Conscious Discipline” principles with children preschool through elementary school. Dr. Burns congratulated Project Enlightenment on their 40th anniversary.
- The Center for International Enrollment opened the week of October 5th, enrolling potential LEP students across the entire district. Dr. Burns shared that the purpose of the Center is to assist in facilitating parents, student, and schools in the enrollment process. Dr. Burns thanked the ESL Team for their work in opening the center.

Board Members’ Comments

- Ms. Goettee shared that she and Dr. Burns attended the Triangle Leadership Academy Board of Governor’s Meeting on the SAS Campus on September 30th. Ms. Goettee shared that Dr. Bingham and staff were instrumental in providing updates of the Academy. The Triangle Leadership Academy provides professional development for its members (Wake, Durham, Chapel-Hill Carrboro, and Person County), and is evolving into the arenas of curriculum development. Triangle Leadership Academy is extending course offerings to the business community as well.

APPROVAL OF THE MEETING AGENDA

Patti Head made a motion to approve the Meeting Agenda, seconded by Lori Millberg. The motion was unanimously approved.

INFORMATION ITEMS

5. DISABILITY HISTORY AND AWARENESS MONTH

The State of North Carolina serves more than 190,000 students with disabilities under the Individuals with Disabilities Act (IDEA). WCPSS serves 18,690 of those students. In 2007, the NC General Assembly passed Senate Bill 753 proclaiming the month of October as Disability History and Awareness Month. The intent is to increase public awareness and respect for people with disabilities by providing meaningful learning

opportunities. To assist schools, Special Education Services has developed and provided Information/resources for school staff to use. Fiscal Implications: None. Recommendation for Action: Information item only.

Mr. Bob Sturey shared that the State of North Carolina serves more than 190,000 students with disabilities under the Individuals with Disabilities Act (IDEA). WCPSS serves 18,690 of those students, the largest enrollment in the state. In 2007, the NC General Assembly passed Senate Bill 753 proclaiming the month of October as Disability History and Awareness Month. The intent is to increase public awareness and respect for people with disabilities by providing meaningful learning opportunities. To assist schools, The Special Education Services (SES) Team has developed and provided information/resources for school staffs to use.

The SES Team has included information on the internet site, www.wcpss.net, under Morning Announcements, the intranet site (www2.wcpss.net), through the Media Specialists Blackboard site, and through the Special Education Information Station Blackboard site. The SES staff also prepared a CD with information and resources for staff to use in the classrooms, and Senior Administrator, Jackie Russell, prepared an article in Education Matters.

Mr. Sturey shared that staff has focused this year's Disability Awareness Month on Autism. A segment on Autism with students and staff from Sanderson High School will be highlighted during the month of October on "School Connections".

Currently, WCPSS has approximately 1,500 students identified with autism. Mr. Sturey stated that Autism is the fastest growing disability area across the district. Next year, staff will focus on another disability area which may include hidden disabilities; such as epilepsy, ADD, etc. The types of challenges generally found in general education classrooms.

Board members shared their appreciation of staff sharing information and resources.

6. OVERVIEW OF THE TAP (TEACHER ADVANCEMENT PROGRAM) MODEL AT VENA WILBURN ELEMENTARY

The TAP (Teacher Advance Program) consists of four elements: 1. Multiple Career Paths for Career, Mentor and Master Teachers, 2. On-going applied professional growth, 3. Instructionally focused accountability, and 4. Performance based compensation.

Cluster groups meet for one to two hours weekly in grade-alike or subject-alike groups. Clusters are led by expert instructors in the school – the master and/or mentor teachers. TAP has developed a comprehensive system for evaluating teachers and rewards them for how well they teacher their students. Teachers are held accountable for meeting the TAP Teaching Skills, Knowledge and Responsibility Standards, as well as for the academic growth of their students. Fiscal Implications: The TAP model is funded by the school through the school's Title I funds. Recommendation for Action: For information only.

Jennifer Carnes, principal of Vena Wilburn Elementary School presented information to

the Board. Ms. Carnes shared that the TAP Program now stands for The System for Teacher and Student Advancement. Ms. Carnes shared that TAP is a comprehensive system that combines four elements that brings together systemic change in a school. The four elements of TAP include,

- multiple career paths (career teacher, mentor teacher, or a master teacher),
- ongoing applied professional development,
- instructionally focused accountability, and
- performance based compensation (awarded compensation for evaluations and for growth seen in students).

Ms. Carnes shared that TAP is currently implemented across the nation in states such as, Arizona, Arkansas, Colorado, Illinois, Indiana, Louisiana, Minnesota, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Texas, and Washington, DC. A large number of TAP schools are seen in South Carolina, Texas, and Louisiana.

TAP is seen in high needs schools, where the most effective teachers are needed. Ms. Carnes stated that TAP is a tool to help with student achievement by building on teacher effectiveness.

Ms. Carnes stated that national results for TAP have shown that in TAP schools, the percentage of schools achieving more than one standard error (one year's growth) of measure is greater than non-TAP schools. The percentage of students achieving more than two standard errors (two years growth) is 38% in TAP schools compared to 29% in non-TAP schools. Ms. Carnes stated that the same holds true for individual teacher classrooms. Teachers in TAP schools see beyond a year's growth.

Wilburn Elementary School implemented TAP (implementation and planning combined) in one year (2008-2009). At the end of the year, Wilburn made expected growth by ABC standards. Wilburn also met AYP standards (21 out of 21 goals), and came out of Title One School Improvement. However, Wilburn was one step below the value added measure when compared with the rest of the state.

There are two models for TAP, Bonus Award Models and performance based compensation. The Bonus Award Model is for 4th and 5th grade teachers who can receive 50% of their bonus award based on evaluations, 20% based on whole school growth, and 30% based on individual classroom growth. The performance based compensation model is for K-3, special education teachers, intervention teachers, art, music, physical education, media, and technology, they receive half of their bonus award from their evaluations and the other half from school growth.

Ms. Carnes reviewed the evaluation award standards for teachers, the School Achievement Award, and the individual classroom award. Ms. Carnes shared that Wilburn's total pay out with bonuses is over \$52,000 which is paid from Wilburn's school-wide Title I funds.

Ms. Carnes shared that TAP School Evaluations are different and that the teachers have to focus on TAP's standards and objectives. Teachers have to have an

objective for every lesson taught and that it is tied to the state's Standard Course of Study (SCOS). A total of 18 components need to be reviewed in every evaluation. Each teacher has to be able to determine that the majority of their students mastered the daily objective in order to say that a lesson was successful. The evaluator also has to be able to tell that the students have mastered the objective, by either hearing or watching the students during the objective. Ms. Carnes shared that the teachers also self-evaluate.

Board members offered their appreciation to Dawn Dawson and to Wilburn for being the first school to implement the TAP program in the district and the state. Ms. Goettee shared that the Board directed staff to continue sharing information on the TAP model with other Title I schools, and to come back to the Board with identified interested staff, and to be prepared to apply for the Federal Teacher Incentive Fund.

CONSENT ITEMS

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

8. APPROVAL OF MEETING MINUTES

| | | |
|--------------------|---|---|
| July 21, 2009 | - | Closed Session Meeting Minutes |
| August 4, 2009 | - | Closed Session Meeting Minutes |
| August 18, 2009 | - | REVISED Board of Education Meeting Minutes |
| August 18, 2009 | - | Closed Session Meeting Minutes |
| August 31, 2009 | - | Board Advisory Council Chairs Meeting Minutes |
| September 2, 2009 | - | Facilities & Operations Committee Meeting Minutes |
| September 8, 2009 | - | District 6 Candidate Interview Meeting Minutes |
| September 9, 2009 | - | Student Achievement Committee Meeting Minutes |
| September 15, 2009 | - | Committee of the Whole Meeting Minutes |
| September 15, 2009 | - | Board of Education Meeting Minutes |
| September 15, 2009 | - | Closed Session Meeting Minutes |

FINANCE

9. AUTHORIZATION FORMS

These authorization forms designate the persons authorized to sign vouchers for the payment of money on behalf of Apex Middle. Fiscal Implications: These authorization forms are required for bank records. Recommendation for Action: Approval of Authorization Forms.

10. RENEWAL OF PROPERTY INSURANCE COVERAGE: OWNED OR LEASED REAL & PERSONAL PROPERTY, BOILER, & MACHINERY, AND MUSICAL INSTRUMENTS

The Wake County Public School System has maintained Property Insurance Coverage through participation in the statewide pool administered by the North Carolina Department of Public Instruction for over 20 years. The annual premium is based on current total insured values of \$2,964,635,426 (9.7% increase) with deductibles of \$5,000/\$2,000/\$25,000 (Fire, Lightning, Extended Coverage, & All Other Perils / Theft & Vandalism / Flood & Earthquake). There is a special deductible of \$1,000 for Mobile Band Equipment, Uniforms, Laptop, and Portable Computer Equipment. Coverage was modified in 2005 to Blanket Coverage with all property being on Replacement Cost,

except vacant and unoccupied property. The annual premium quoted is \$914,354 (5.1% increase), which includes 584 mobile units and 83 modular units. Fiscal Implications: Funds are available in the Risk Management budget for 2009-2010. Recommendation for Action: Board Approval is requested.

FACILITIES

11. LEASE AGREEMENT RENEWAL: ANDERSON FAMILY HOME AT H-7 SCHOOL SITE

A portion of the H-7 site (the Anderson Tract) was the Anderson family home, and as part of the acquisition negotiations, the Seller bargained to continue to reside in the family home and a surrounding area of approximately 3 acres until December 31, 2009. The Board entered into a lease agreement with Mr. William Anderson on March 3, 2009. Tenant has requested to renew the lease upon its current terms and conditions to permit him to continue to reside in the home until December 31, 2010. Until such time as construction begins on the school project, this portion of the property is not needed for school use and/or school-related activities. As the initial lease agreement did not contain provisions for an extension, it is necessary to enter into a new lease agreement for the additional one year lease term. The Tenant will remain responsible for the provision, maintenance, upkeep, and usage costs of utilities to the site. After vacation of the premises, Tenant is responsible for leaving the property in a neat and clean condition, including removal and appropriate disposal of all debris. Tenant will obtain an appropriate liability insurance policy insuring the Board against any and all claims from any person, whomsoever, which may arise from the seller's lease of the property. A copy of the proposed lease is attached. Fiscal implications: None. (The lease rate is for the token sum of \$1, as it was part of the negotiation to acquire the site.) Recommendation for action: Board approval is requested.

12. BIDS: WILBURN ELEMENTARY MODULAR ADDITION

Bids were received on September 8, 2009 for connecting/installing all services (power, water, sewer, data, ADA access, fire protection, and security) and interior fit up of 1 eight-classroom modular unit to accommodate Wilburn Elementary School at the Spring Forest Road Modular Campus. A separate contract had previously been issued to Comark Building Systems, Inc., for the purchase of the eight-classroom unit, which included delivery to the site, set-up, block, level, and tie-down. Staff and Gurel Architecture, Inc., recommend award of the single-prime contract to C. Blake Lewis, Inc., in the amount of \$277,169. Reference the attachment for details of the per classroom costs. Fiscal implications: Funding is available from the \$16,935,553, CIP 2006 Mobile Classroom Relocation and Leasing, 2007-2009, line item. Recommendation for action: Board approval is requested.

13. CHANGE ORDER NO. GC-10: MILLS PARK MIDDLE

Board approval is requested for Change Order No. GC-10, to D. H. Griffin Construction Company, LLC, for their Construction Management at Risk contract for the construction of the new Mills Park Middle School. This change order, in the amount of \$271,376, is for the addition of a traffic signal at Green Level to Durham Road and Mills Park Drive, and road improvements on Green Level to Durham Road. This was required by Town of Cary conditions for site plan approval for the Mills Park Elementary School and the Certificate of Occupancy for Mills Park Middle School. The

Town of Cary has agreed to share this cost for the roadwork and traffic signalization under the development agreement to acquire the land. Fiscal implications: The proposed project budget is \$46,420,951, of which \$44,503,526 is from CIP 2006, \$433,326 from CIP 2006 Offsite Improvements, \$407,848 from the Town of Cary for road improvements, and \$1,076,251 from the Town of Cary Parks Department for field improvements. Recommendation for action: Board approval is requested.

STUDENT ACHIEVEMENT

14. GRANT PROPOSALS

- Competitive (#003010): NC Fruits and Veggies Mini Grant / Individual Schools.
- Competitive (#003110): National Education Association (NEA) Foundation / Individual Schools.
- Contract (#003210): PRC 602 – Wake County Smart Start, Parents As Teachers Home Visiting Program / Instructional Services Division, Project Enlightenment.
- Competitive (#003310): United Arts Council of Raleigh and Wake County, Arts in Education Invitational Grants / Individual Schools.
- Competitive (#003410): Woodmen of the World / Individual Schools.
- Competitive (#003510): NCSU Sigma Alpha Professional Agriculture Sorority, Ag in the Classroom / Individual Schools.

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

15. PSAT TESTS FOR 10TH AND 11TH GRADES

PSAT/NMSQT will process PSAT assessments for 10th grade students who have completed Algebra I by November 13, 2009 and 11th grade students who have met the Algebra I requirements. Fiscal Implications: WCPSS will pay PSAT/NMSQT a rate of \$13 per student. Payment will be rendered against a purchase order from the Evaluation and Research Department. Schools who collect fees from students to take the PSAT will submit a direct pay based on the agreed rate of \$13 per student. Recommendation for Action: Board Approval is requested.

HUMAN RESOURCES

16. 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.

CLOSED SESSION

Patti Head made a motion to go into Closed Session at 3:43 p.m. to consider confidential personnel information protected under G.S. 143-318.11 (a)(6) and 115C-319. The motion was seconded by Keith Sutton. The motion was unanimously approved.

The Board recessed to Open Session at 4:10 p.m.

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.

- **Aubrey Comperatore-** (teacher at Creech Road Elementary School) - Ms. Comperatore shared that she came to the WCPSS to help implement Dr. Benkovitz's vision for Creech Road. The vision included not only teaching students with authentic and research-based instruction, but also integrating curriculum that supports the emotional and social aspects of students at Creech Road. Ms. Comperatore stated that staff was given a voice in leadership and opportunities to build a supportive, loving, and affectionate school climate. Staff had a hand in introducing "responsive classrooms", which is a research-based method of teaching the whole child as well as workshop teaching. Ms. Comperatore shared that in a little over two years, staff has seen their school transform completely. Because of the leadership, students feel supported, loved, and safe.
- **Andrea Proffett** (teacher at Creech Road Elementary) – Ms. Proffett shared that she worked alongside principal Benkovitz. Through leadership, Dr. Benkovitz empowered teachers to become involved and gave them opportunities to grow. Dr. Benkovitz gave the teachers a voice, her door was always open, and she was visible throughout the building. Ms. Proffett shared that Dr. Benkovitz worked hard to make Creech Road a great school and worked to increase parental and community involvement.
- **Vibhuh Shah** (parent at Creech Road Elementary) – Ms. Shah shared that when she first came to Creech Road, she was not impressed. She felt that there were too many students and the school was chaotic. Ms. Shah spoke with Dr. Benkovitz and expressed her concerns. Dr. Benkovitz spoke with her and reassured her that a plan was in place (responsive classroom behavior) to bring stability to the school. Ms. Shah shared that once the plan was implemented, she noticed a change within the next year; she noticed caring among students and teachers, her child was not being bullied in the bathroom anymore, and that the atmosphere of the school changed for the better.
- **Meg Dare** (parent at Creech Road Elementary) – Ms. Dare shared that she has been a parent at Creech Road for eleven years and when she met Dr. Benkovitz, she could tell that Creech Road was in for a new attitude. Every memo that left Dr. Benkovitz's desk had one line in small, bold print, "love them first, and then you can teach them anything". Ms. Dare stated that she cut the statement out, and placed it in her wallet. The tone for the school had been set. Under Dr. Benkovitz's leadership, Ms. Dare noticed changes, she talked to the children and not at them. Dr. Benkovitz walked into a classroom and interacted with the students. Ms. Dare shared that Creech Road is building community where the students feel valued, respected, and empowered.
- **Kelli Jackson** (parent at Creech Road Elementary) – Ms. Jackson shared that Creech Road has learned to reach out and embrace the parents, students, and staff. Ms. Jackson shared the demographics of the school in 2007-2008, which included 2/3 of the population being free and reduced lunch, and 25-27% of the population being

special education. Since that time the school adopted the ICR approach of “inclusion”. Dr. Benkovitz embraced the idea. With the support of the community, the school is now wrapping their arms around the students. Ms. Jackson invited everyone to attend the Open House of Creech Road Elementary on October 8th to see the vision of Dr. Benkovitz.

- **Tyrone Ruffin** (Helping Hands Coordinator at Creech Road Elementary) – Mr. Ruffin shared that Dr. Benkovitz created his position with the adoption of the school-wide reform model. Mr. Ruffin works specifically with students who require additional support both academically and socially. Mr. Ruffin worked collaboratively with Dr. Benkovitz to find tutors, reading buddies, and lunch buddies to work with students requiring additional assistance. Through the program, behavior referrals have been reduced tremendously. Mr. Ruffin shared that Dr. Benkovitz is in touch with the needs of the students at Creech Road. Dr. Benkovitz made herself available to students, staff, and parents.
- **Sam Saxermeyer** (4th grade Literacy Coach at Creech Road Elementary) – Ms. Saxermeyer shared that she specifically chose to work at Creech Road because of Dr. Benkovitz’s vision for the school. The vision of Dr. Benkovitz was reflective of best practices in terms of instruction. Ms. Saxermeyer highlighted that the Math and Reading scores for grades 3-5 jumped 10% for AYP. Creech Road missed its AYP goal by 1 sub test, meeting 96% of the targets, whereas the year before, they met 74%. Ms. Saxermeyer shared that with 3-5 reading and math scores combined, Creech Road had an increase of 35% meeting the growth target for multi-racial children. Total proficiency was 61%. Multi-risk students in grades 3-5 had an increase of 15% when combining reading and math. LEP students increased 15%, and the 3-5 Hispanic/Latino students had an increase of 14% when combining reading and math. Ms. Saxermeyer shared that Creech Road is making double-digit growth.
- **Nihal** (parent at Creech Road Elementary) - Nihal shared that Dr. Benkovitz has been an extremely informed, concerned, and supportive principal. That under her leadership, students were nurtured and supported in many ways. Nihal shared that Dr. Benkovitz set the tone for staff and how special education students should be treated. Students are treated respectfully and with love.
- **Suzanne Melendez** (4th grade teacher at Creech Road Elementary) - Ms. Melendez shared that after two years of student exposure to the responsive classroom model that Dr. Benkovitz implemented, Ms. Melendez noticed amazing behavior and social growth of the students at Creech Road. The dedication and hard work of Dr. Benkovitz and the staff at Creech Road is an example of the type of effort that offers students an equitable education.
- **Dara Butler** (Literacy Coordinator at Creech Road Elementary). Ms. Butler shared that she is inspired by Dr. Benkovitz’s passion for social justice and equity for all students. What continues to impress Ms. Butler about Dr. Benkovitz is her commitment to building relationships throughout the entire school community. Dr. Benkovitz’s commitment is what drove staff members to write a comprehensive reform model as the school converted from a Targeted Assistance Title I School to School Wide Funding. Ms. Butler believes that Dr. Benkovitz led Creech Road with passion, optimism, and enthusiasm.

- **Scott Milvae** (5th grade teacher at Creech Road Elementary) – Mr. Milvae shared that he joined Creech Road after he heard Dr. Benkovitz speak to principal fellows at UNC-Chapel Hill. Mr. Milvae was impressed with her intellect, passion, and her incredible desire to make a difference. Mr. Milvae shared that Dr. Benkovitz’s message was clear and consistent, that every child needed a world-class education, not dependent on zip code or race. Dr. Benkovitz shared with staff that they needed to have meaningful relationships with parents, teachers, and students. Dr. Benkovitz kept the staff’s focus on the needs of school as they looked at ways to eliminate the achievement gap.

ACTION ITEMS

FACILITIES

17. POLICY 7145: ACTIVITY BUSES

First 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: Receipt of first reading is recommended.

Mr. Don Haydon presented information to the Board. Mr. Haydon shared that the Transportation Advisory Committee made major contributions to the final document. Mr. Haydon reviewed the policy with the Board. Mr. Haydon shared that currently, the Capital Improvement Plan provides new high schools with one full-size bus and one mini bus. New middle schools are provided with one full-size bus.

Mr. Snidemiller clarified that activity buses are used as the 4th tier. The 4th tier activity run is used for after school activities on white, blue, or green buses.

Ms. Head reiterated the need for Board Members to contact their Board Advisory Councils and make sure that there is representation from each district on the Transportation Advisory Committee.

With no questions from the Board, Patti Head made a motion to approve, seconded by Anne McLaurin. The motion was unanimously approved.

HUMAN RESOURCES

18. MENTOR PAY PLAN FOR 2009-2010

WCPSS received a 15% reduction in state funding for mentor pay for 2009-2010. Prior to 2009-2010, WCPSS staff paid for mentoring exceeded state minimum requirements. The reduction in state funding will be met by maintaining the same rate of mentor pay (\$100/month) for only mentors meeting state minimum requirements. The 2009-2010 mentor pay plan will maintain our focus on classroom teachers.

Dr. Stephen Gainey presented information to the Board. Dr. Gainey shared that state policy requires the WCPSS to pay for a mentor for anyone with less than two years teaching experience who will get in at least 120 days during the school year. Dr. Gainey shared that WCPSS has been able to maintain the pay rate of \$100 per month with two exceptions; WCPSS has done more in the past than what was required. WCPSS paid

Student Service Personnel (counselors, media specialists, speech pathologists, social workers, psychologists) and teachers with less than two years experience who worked at least 5 months but not 6 during the year. However, WCPSS will not be able to do that this year. Dr. Gainey shared the WCPSS had a 15% cut this year.

Dr. Gainey shared that support will be given to the Student Service Personnel and the teachers with less than two years experience who will work at least 5 months. Human Resources has implemented the PLT Initiative and non-paid buddies who will work to support these staff members.

Dr. Gainey shared that as of September 1st, WCPSS has 609 mentors that will have to be paid and 644 teachers who are eligible for the mentee. By policy, mentors can only receive one stipend. Only 6% of WCPSS schools do not have the one to one ratio of trained mentors to needs.

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

CLOSED SESSION

Patti Head made a motion to go back into Closed Session at 4:55 p.m. to instruct staff or the attorney concerning the Board's position in negotiating the material terms of an employment contract protected under G.S. 143-318.11 (a)(5) 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 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). The motion was seconded by Lori Millberg. The motion was unanimously approved.

ACTION ITEMS CONT'D

HUMAN RESOURCES

19. RECOMMENDATION FOR ADMINISTRATIVE APPOINTMENT(S)

Patti Head made a motion to approve the following Administrative Appointments:

- (1). Deborah Edwards, Assistant Principal at Salem Elementary School to principal at Salem Elementary School effective October 7, 2009.
- (2). Laura Brown, Converted Assistant Principal at Davis Drive Middle School to Permanent Assistant Principal at Davis Drive Middle School effective October 7, 2009.
- (3). Deborah Clifton-Henry, Applicant to Assistant Principal at Lufkin Road Middle School effective October 13, 2009.
- (4). Sue King, Retiree to Interim Principal at Creech Road Elementary School effective October 7, 2009 through December 31, 2009.
- (5). Craig T. Matthews, Retiree to Interim Assistant Principal at Lockhart Elementary School effective October 7, 2009 through November 3, 2009.

The motion was seconded by Eleanor Goettee. The motion was unanimously approved.

Keith Sutton made a motion to approve contract extensions for the Superintendent's Leadership Team, seconded by Patti Head. The motion was unanimously approved.

The Board returned to Open Session at 6:05 p.m.

RECOGNITION

SPOTLIGHT ON STUDENTS – 6 P.M.

Fifteen students will be recognized as Spotlight on Students award winners.

Karen Hamilton presented fourteen students to the Board. Mr. Hill shared that the students were singled out and recognized as a role model for their school. Mr. Hill challenged the students to understand that they have inherited a responsibility to continue serving as a role model. Mr. Hill shared the old Chinese saying, “Teachers open the door. You enter by yourself.” Mr. Hill thanked the students for walking through the door and encouraged them to encourage others to do the same. The Board of Education congratulated and saluted all of the students.

The Board recessed into Closed Session at 6:24 p.m.

ADJOURNMENT

There being no further business coming before the Board, Patti Head made a motion to adjourn, seconded by Keith Sutton. The motion was unanimously approved. The meeting adjourned at approximately 7:10 p.m.

Respectfully submitted,

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

Del Burns, Superintendent, WCPSS

Melissa R. Christmas, Recording Secretary