GUILFORD COUNTY BOARD OF EDUCATION
REGULAR MEETING
GREENSBORO, NORTH CAROLINA

Tuesday, August 12, 2008

The Guilford County Board of Education met in a regular meeting on Tuesday, August 12, 2008 at 712 North Eugene Street, Greensboro, North Carolina. The following board members were present: Jeff Belton (arrived at 6 p.m.), Walter Childs, Kris Cooke, Alan Duncan, Darlene Garrett, Deena Hayes (arrived at 5:52 p.m.), Dot Kearns, Amos Quick (arrived at 4:53 p.m.), Nancy Routh and Anita Sharpe (arrived at 5:36 p.m.). Board member Garth Hébert was absent. Also present were Co-Interim Superintendents Sharon Ozment and Eric Becoats and Attorney Jill Wilson.

Call to Order
Chairman Duncan called the meeting to order at 4:09 p.m.

Pledge of Allegiance and Moment of Silence
Board member Darlene Garrett led the Pledge of Allegiance and a moment of silence.

Closed Session
At 4:11 p.m., *motion was made by Kris Cooke, seconded by Darlene Garrett, to go into closed session to preserve the attorney/client privilege and to discuss personnel matters protected by state law. The motion passed upon unanimous voice vote.*

The board returned to open session at 6:06 p.m.

At this time, board member Garth Hébert joined the meeting via telephone conference.

Recognitions

A. GCS Employee of the Month for August 2008
The board recognized Haley Miller, program administrator - communications**,** as the Guilford County Schools' August Employee of the Month. Board member Dot Kearns presented Haley with a certificate of recognition from the board. In a prior ceremony, she received a $50 gift card from Sam's Club, which has partnered with GCS to support the employee recognition program.

B. GCS Volunteer of the Month for August 2008
The board recognized Adlois Shoffner, a volunteer at Erwin Montessori, as the Guilford County Schools' August Volunteer of the Month. Board member Amos Quick presented Adlois with a certificate of appreciation. She received a $25 gift card from American Express, which has partnered with GCS to support the volunteer recognition program.

Public Comments
Chairman Duncan called on members of the public who requested an opportunity to address the board.

Paul Daniels, 3903 Hickory Meadow Road, Greensboro, NC 27406
Donna Biederman, 430 E. McPherson Drive, Mebane, NC 27302

Janet Shapiro, 1005 Holton Place, High Point, NC 27262
Lucas Vrbsky, 4108 Hope Valley Lane, Greensboro, NC 27401
Wendy Poteat, 1005 Dunbar St., Greensboro, NC 27401
DeAnté Tyler, 877 Burbank St., Greensboro, NC 27406
Joe Stafford, 4604 Forest Village Drive, Greensboro, NC 27406

Approval of Agenda
Chairman Duncan asked board members to review the meeting agenda and called for a motion to approve or amend it. There was a request to move consent agenda item C. Springboard for Middle Schools to staff reports as item D to be discussed in conjunction with item C. Update on 2008-09 Budget. *Motion was made by Nancy Routh, seconded by Amos Quick, to approve the agenda as amended. The motion passed upon unanimous voice vote.*

Consent Agenda
Co-Interim Superintendent Eric Becoats presented the following consent agenda items:

A. Meeting Minutes

The minutes of the July 1 Special Called Meeting, July 8 Regular Meeting and July 24 Regular Meeting were presented for approval.

B. Personnel Action Reports

The consent agenda included personnel actions as noted in the monthly Personnel Action Report and addendum requiring board approval.

C. SpringBoard for Middle Schools

This item was moved to Item C under staff reports.

D. Activity Bus Fee Adjustment

The consent agenda included a recommendation to approve an adjustment in the activity bus mileage fee from $1.1085 to $1.4130 effective September 1, 2008. During the 2007-08 school year, 86 activity buses traveled 518,789 miles in support of athletic events and school educational field trips. The 2007-08 activity bus cost per mile fee (excluding bus driver salaries and benefit costs) was $1.1085.

In order to adequately fund activity bus operating expenses, an increase in this per mile fee is necessary for the 2008-09 school year. The adjustment is due to a projected $0.3045 increase for fuel and other operational costs. The total cost per mile fee equates to $1.4130.

The formula used to calculate the fee is based on the North Carolina Department of Public Instruction method of calculating school bus refund rates. Based on the recent fluctuation of fuel costs, staff recommends a quarterly review of this fee.

E. Authorization to Acquire Permanent Easement Area for a Traffic Signal at NC 150 West & Spencer-Dixon Road for the Benefit of NCDOT, Northern Guilford Middle/High Schools

The consent agenda included a recommendation to approve the acquisition from Robert Flake Shaw, Jr., Howard and Patricia Greene, James and Evelyn Shelton, and Laverne P. Hilton, for the benefit of North Carolina Department of Transportation (NCDOT), a permanent easement area containing a total of approximately 4,280 square feet at the intersection of NC 150 Hwy West and Spencer-Dixon Road for a total amount of not more than $3,000. At the time of NCDOT approval for the Northern Guilford Middle and High Schools complex at 616 Simpson-Calhoun Road and 7101 Spencer-Dixon Road, respectively, NCDOT determined that a traffic signal would be required at the intersection of NC 150 Hwy West and Spencer-Dixon Road to accommodate traffic that would be generated by the two schools. To accomplish this, GCS needs to acquire from the four property owners at this intersection certain permanent easement area related to this traffic signal.

Board member Darlene Garrett stated that Tony Burks is designated as a classified employee in the Personnel Action Report. Staff will make the correction and designate Tony Burks as a licensed employee.

Motion was made by Amos Quick, seconded by Kris Cooke, to approve the consent agenda as amended. Items A and E passed upon unanimous roll-call vote. Item B passed upon majority roll-call vote of 9-to-2 as follows: ***Ayes*** *– Jeff Belton, Walter Childs, Kris Cooke, Alan Duncan, Darlene Garrett, Dot Kearns, Amos Quick, Nancy Routh and Anita Sharpe;* ***Nays*** *– Deena Hayes and Garth Hébert. Item D passed upon majority roll-call vote of 9-to-2 as follows:* ***Ayes*** *– Jeff Belton, Walter Childs, Kris Cooke, Alan Duncan, Darlene Garrett, Deena Hayes, Dot Kearns, Amos Quick and Nancy Routh;* ***Nays*** *– Garth Hébert and Anita Sharpe.*

Staff Reports

Board member Amos Quick departed at 6:48 p.m.

Title I Parent Participation in Conferences

Dr. Don Hare, executive director of federal and special programs, and Kelly Hales, director of Title I, presented information regarding Title I parent participation in conferences.

Prior to departing the meeting, board member Amos Quick voiced his support for Title I parent participation in the National Coalition of ESEA Title I Parents Conference in Birmingham, Alabama.

At the July 8, 2008 board meeting, information was presented in regard to defining the purpose of Title I, what it included and what was required for schools to qualify. There were 35 Title I schools in GCS in 2007-08, and in 2008-09, GCS will have 41 Title I schools. The qualifying data is based on free and reduced lunches with the elementary level requiring 60 percent, the middle school level 67 percent and the high school level 75 percent.

The Title I allocation to GCS for 2008-09 is $19,912,517. Dr. Hare stated that in September or October, once the state finalizes its various budgets, there is usually a small increase for Title I. In the past couple of years it has been $100,000 or less. The board has no control over where 49 percent of this budget is to be allocated:

- 20% - choice and supplemental educational services (SES)
- 10% - LEA improvement
- 12% - district administration
- 5% - professional development
- 1% - parental involvement ($199,125.17)
- 1% - homeless

Approximately 15 percent of the budget also goes for pre-K (above the 49 percent). The entire 1 percent is currently allocated to the schools. The law states that at least 95 percent of the 1 percent must be allocated to the schools, but the district may allocate the entire amount if it so chooses. For the last two years plus the upcoming third year, 100 percent of the parental involvement money has been given directly to the schools. The law also says that 5 percent of the 1 percent may be kept at the district level. This would amount to $9,956.26 kept at the district level if the entire amount had not been allocated directly to the schools.

At the last board meeting, Chairman Duncan asked if funds could be found in the Title I district level dollars that would send at least one person to the conference. Dr. Hare said he contacted other school districts to get information on what they were doing and found the following:

- Winston-Salem/Forsyth County Schools – does not have a District Parent Advisory Council (DPAC) for Title I. The superintendent does have a parent advisory council that represents all of the schools in the district.
- Cumberland County Schools – DPAC meets three times a year on specific topics that may arise
- Durham Public Schools – No DPAC
- Wake County Public School System – No DPAC

Of districts listed above, none are funding representatives out of their Title I budget at the district level for parental attendance at the national conference.

The current estimated cost including transportation, hotel and food allowance is in the neighborhood of $1,800 per participant, with the understanding that this cost can change on a daily basis up until the time reservations are confirmed. Dr. Hare stated that going back and looking at the district, based on the positions that had not been filled during the months of July and August, funding could be found for four people out of the Title I district administrative component of the budget to attend the conference. This is the staff's recommendation. There was also discussion regarding what would be expected from the parents who attend. Information could be shared in the form of a workshop where the attendees would be responsible for training and assisting other parents to become more involved at their individual school levels.

Rankin Elementary Principal Geraldine Cox presented information on initiatives which are taking place in the district to promote parental involvement.

Chairman Duncan stated that some board members have heard from principals that they feel they can get a more substantial return with respect to student achievement by using the funding

in a way that assists parents from within the building than by way of sending a large number of parents to a national conference.

Board member Deena Hayes expressed concern about difficult relationship issues between Title I staff and parents. Chairman Duncan asked that Dr. Hare report back to the board about how staff is addressing the concerns which have been raised. He asked that Dr. Hare be sure to have parents and citizens involved as part of developing recommendations to be presented to the board.

Additional board discussion followed.

Motion was made by Alan Duncan, seconded by Kris Cooke, to approve staff's recommendation for the district to fund the cost for four people to attend the National Coalition of ESEA Title Parents conference in Birmingham, Alabama, October 29 to November 2, 2008 with those attendees to serve as trainers following the conference and with the board leaving open the possibility to re-examine this next year and additionally recognizing the need to be cognizant of concerns principals have raised.

A substitute motion was made by Deena Hayes, seconded by Walter Childs, to fund the participation of any Title I parent representative from Title I schools who wish to attend the National Coalition of ESEA Title I Parents conference in Birmingham, Alabama, October 29 to November 2, 2008 in the most economically feasible way. The motion failed upon majority electronic vote of 7-to-3 as follows: ***Nays*** *– Jeff Belton, Kris Cooke, Alan Duncan, Darlene Garrett, Garth Hébert, Nancy Routh and Anita Sharpe;* ***Ayes*** *– Walter Childs, Deena Hayes and Dot Kearns.*

A vote was then taken on the original motion by Alan Duncan, seconded by Kris Cooke, *to approve staff's recommendation for the district to fund the cost for four people to attend the National Coalition of ESEA Title I Parents conference in Birmingham, Alabama, October 29 to November 2, 2008 with those attendees to serve as trainers following the conference and with the board leaving open the possibility to re-examine this next year and additionally recognizing the need to be cognizant of concerns principals have raised. The motion passed upon majority electronic vote of 8-to-2 as follows:* ***Ayes*** *– Jeff Belton, Walter Childs, Kris Cooke, Alan Duncan, Darlene Garrett, Deena Hayes, Dot Kearns and Nancy Routh;* ***Nays*** *– Garth Hébert and Anita Sharpe.*

Haberman Study Update

Dr. Peggy Thompson, chief human resources officer, and Dr. Amy Holcombe, executive director of talent development, presented to the board an update on the Haberman Study.

GCS has reviewed and evaluated its district level screening process. The current model includes an online and interview screening, both developed by Martin Haberman. The district interview is conducted by teams of two trained principals. As a result of the evaluation, and in collaboration with a project team of principals, a plan for district-wide screening and interviewing during the 2008-09 school year was formulated. The plan addresses the need for additional training, the use of optional forms and the adjustment of interview schedules for administrators. Further, it advances the need to pilot an additional model for future use.

The recommended plan of action follows:

Screening Instrument

1. Continue the use of the Haberman STAR Teacher Screening instruments for an additional year. Study the results more fully.
2. Incorporate additional Haberman questions and forms available as a part of implementing the current screening instruments.
3. Reformat the current Haberman scoring guide to combine the current booklet, question guide and score sheet into one document for the purpose of reducing scoring error.

Screening Process

1. Scheduling:
   a. Block out critical times of the year and use retirees to conduct screening interviews so that principals can remain in their buildings (first/last week of school, during testing, during principal meetings and principal institutes, etc.).
   b. Align the scheduling of district interviews as much as possible such that the interviewer and interviewee are on the same level (i.e. elementary principal interviewing an elementary candidate).
2. Interview process
   a. Reinforce and clarify the current hiring process so that both candidates and principals understand that the screening must occur prior to the site-based interview.
   b. Develop and communicate a process whereby a candidate with a low screening score can be re-evaluated at a principal's request and considered for hire.
   c. Streamline the district interview process so that each interview is completed within 45 minutes. This will allow for each interview team to complete one additional interview per 3-hour session.
3. Building Level Interviews
   a. Develop a site-based interview protocol that draws upon a question bank generated by principals that are aligned with the new state teaching standards, includes references and provides additional artifacts to be examined by the building level interviewer or interview team.

Training

1. Facilitate additional principal training for the purpose of calibrating scoring practices and upholding the integrity of the instruments.

Research

1. Collect another year's worth of data to be included in a continuing research based analysis on the impact of the screener on teacher retention.
2. Pilot the screening process using a different instrument (Gallup, Stronge, etc.)
3. Research other screening instruments that can be a valid predictor of teacher efficacy and that have potential for being successful tools for Guilford County Schools.

Board members raised the possibility of taking a group of principals and having them develop a set of questions for use in interviews or asking universities to help develop an instrument that could be used. The suggestion was made that this could possibly be part of someone's dissertation.

Board members discussed the effectiveness of using Haberman as a screening tool. There were concerns expressed that this screening tool asks for demographic information, which can cause

minority candidates to have a disadvantage if they do not have the background to know that information.

Chairman Duncan thanked the staff for this information and stated that given the timing, we may need to use Haberman for an interim period with immediate work being done to put together some form of our own instrument and do a parallel study to see which instrument is most effective. He asked that staff come back to the board in October or November to report on the status of the development of a new instrument.

Update on 2008-09 Budget

Sharon Ozment, co-interim superintendent, presented to the board an update on the 2008-09 budget. The final draft includes salary increases as follows:

- Certified – 3 percent
- Principal/AP – 2.69 percent
- Classified – the greater of either $1,100 or 2.75 percent

The retirement rate included on the final draft is 8.14 percent.

Budget adjustments taken into account included the living wage adjustments that had been calculated. The salary increases approved by the state would raise some of those salaries and thus the living wage adjustment increase went from the estimated $480,152 figure to the $421,691 figure reflected in both the house and final draft columns.

Ms. Ozment noted that there is now a shortfall of $1,991,275. She presented information on possible budget adjustments to address the shortfall as follows:

			NOTES
Shortfall based on final/adopted local and state budgets		($1,991,275)	1
Additional funding issues per final state budget:			
Transportation – fuel funding deficit	($182,759)		2
NC WISE – implementation costs	($253,375)		3
Subtotal		($2,427,409)	
Proposed budget reductions/adjustments:			
Testing Coordinators at Middle Schools	$721,632	($1,705,777)	4
Reading Teachers at High Schools	$731,575	($974,202)	5
2008-09 Red Light Camera Money	$612,225	($361,977)	6
READ 180 at Smith High School	$115,625	($246,352)	7
TeachScape/Assistant Principals Academy	$152,025	($94,327)	8
Revise Fines and Forfeitures Revenue Estimate	$94,327	$0	9

NOTES:

1. Source = 2008-09 Local Current Expense Fund Budget Recap
2. NCDPI requested $56 million in additional funds for fuel reimbursements to school districts. The final/adopted state budget includes $31 million in additional funds for fuel reimbursements. The GCS fuel funding deficit is based on Transportation Director Jeff Harris' calculations.
3. NC WISE – 2008-09 implementation costs include:
   - +1 pay grade salary increase to reclassify SIMS operators to NC WISE data managers (GCS needs to increase the compensation level by two pay grades. However, given budget

constraints, Chief Information and Student Support Officer Terrence Young proposes phasing the increase over a two-year timeframe).
  - Provide the equivalent of +5 full-time data manager positions in order to fund anticipated staffing for implementation (i.e., extended employment agreements for additional hours that will be worked by GCS employees and funding for consultants, if needed).
  - Given the NCDPI recommendation that data managers be full-time positions, Dr. Young recommends phasing elementary positions from half-time to full-time over a three-year period beginning in 2009-10. Middle and high school positions are currently full time.

4 This recommendation will not displace any existing staff as the testing coordinator positions at middle schools did not exist prior to developing the 2008-09 budget. Counselors and curriculum facilitators at the middle school level will continue to administer test proctoring and coordinate processes related to end of grade tests, field tests and assessments.

5 This recommendation will not displace any existing staff as these reading teacher positions at high schools did not exist prior to developing the 2008-09 budget. Strategic Reading as an intervention for students that are not proficient in reading will continue to be used.

6 2008-09 Red Light Camera money – per the 10/14/05 agreement, GCS received check #199683 dated 07/17/08 from the City of Greensboro.

7 Smith High will implement READ 180 with Smaller Learning Communities grant funds.
  - Per press release of 08/07/08, *"For the first three years, Smith will receive $636,288 with the potential to receive more than $1 million over five years. The grant will allow the school to hire two curriculum coaches in science and social studies, purchase computers/equipment for curriculum changes and new course offerings and purchase supplies that will assist in linking career-related themes into the classroom. Smith will also implement Read 180, a proven reading intervention program."*

8 Federal dollars will be used to fund this initiative given that GCS is a district in LEA (Local Educational Agency) improvement.

9 Revised revenue estimate based on review of trend data.

Further discussion of the budget recommendations, as well as SpringBoard for middle schools, took place at this time.

Chairman Duncan stated that there would not be a board vote on the budget at this meeting in order to give board members time to consider the recommendations which were presented. He requested that Ms. Ozment prepare a second best set of recommendations to reduce the deficit excluding all items presented at this board meeting except for the *Revised Fines and Forfeitures Revenue Estimate*, *READ 180 at Smith High School* and *TeachScape/Assistant Principals Academy.*

In regard to SpringBoard, Executive Accountability and Research Officer Gongshu Zhang and Chief Curriculum and Organizational Development Officer Beth Folger stated that data for this school year will be studied in order to measure the effectiveness of the program. A recommendation will be brought to the board early on in the budget process on whether or not to continue with SpringBoard for the following school year.

SpringBoard for Middle Schools

Co-Interim Superintendent Sharon Ozment presented a recommendation to the board to approve and enter into an agreement with The College Board for the period of June 30, 2008 to June 30, 2009, at a cost of $175,175 for SpringBoard subscription, services and materials for middle schools.

SpringBoard is a unique program designed around the rigorous College Board Standards for high school and college success. By backward-mapping the competencies students should master from grade 12 down to grade six, SpringBoard enables teachers to provide a systematic, seamless and rigorous curriculum throughout middle school to better prepare them for high school and to increase the rigor of middle school language arts classrooms. The programs are designed to help prepare more students for Advanced Placement and other rigorous high school classes and use a student-centered approach and exploratory, hands-on activities. Preliminary analysis in SpringBoard classrooms across the country show increased student engagement (more than 80 percent of students on-task and focused) and increased achievement.

GCS will continue to provide new professional development for all middle school language arts teachers in SpringBoard. Teachers will attend face-to-face sessions to learn new pedagogical strategies for teaching English language arts and how to use SpringBoard's resources to their fullest. Teachers will also have year-round access to online mentors and a community of peers to share best practices and questions.

Board member Amos Quick returned at 9:39 p.m.

Motion was made by Kris Cooke, seconded by Dot Kearns, to approve and enter in an agreement with The College Board for the period of June 30, 2008 to June 30, 2009, at a cost of $175,175 for SpringBoard subscription, services and materials. The motion passed upon majority electronic vote of 8-2-1 as follows: ***Ayes*** *– Walter Childs, Kris Cooke, Alan Duncan, Darlene Garrett, Deena Hayes, Dot Kearns, Nancy Routh and Anita Sharpe;* ***Nays*** *– Jeff Belton and Garth Hébert;* ***Abstain*** *– Amos Quick.*

Update on the Opening of Schools

Dr. Eric Becoats, co-interim superintendent, presented to the board an update on the opening of schools. Information was provided regarding:

- Curriculum and Organizational Development
- Human Resources
- Operations
- Fixed Assets
- Child Nutrition

Staff members were present at the meeting to answer questions and provide additional information.

Proposed ABC Store Location Near SCALE School, 116 Pisgah Church Road

Board Attorney Jill Wilson discussed with the board information regarding a proposed ABC store location on Pisgah Church Road near the SCALE school site. She stated that she has had conversations with representatives of the store. The ABC group would like some time to discuss with the board why they believe this is an appropriate site and to talk about the things they can offer to the board as comfort regarding the operation of the store. Ms. Wilson stated that they have a reasonable operation which they can share with the board in more detail. The matter was placed on this board agenda because it was supposed to go before the State ABC Commission for

approval this week, and without more information staff was going to request the board's authorization to object to the placement. In the interim, we are looking at ways to give full consideration as good neighbors to their proposal. This matter will be taken off the agenda at the ABC Commission to give them time to make a proposal to the board about why they think this is an acceptable use. The matter will come back to the board before a decision is made on whether the board is comfortable with the proposal or to make the decision to protest.

AYP (Adequate Yearly Progress) Review Update

Dr. Eric Becoats, co-interim superintendent, and Dr. Gongshu Zhang, executive accountability and research officer, presented to the board an update regarding the current status of the district's AYP results.

Due to changes made in the state's Algebra I AYP evaluation method in 2008, students who were proficient when they were eighth-graders and passed the EOC exam in Algebra I are not being counted as proficient in 2008. Even though these students did not take Algebra I at the high schools they are attending, this change is negatively impacting these high schools' AYP status. Students who passed Algebra I in middle school in 2006 did not retake Algebra I in high school. These students were scheduled into Algebra II, Geometry or AP Math courses as ninth-graders. As a result of the state changing the standard for proficiency of Algebra I, these proficient students had no opportunity to show if they would be proficient at the new standard. The unintended consequence of the proficiency standard modification is unfair to those students as well as to those high schools that did not have the opportunity to teach the students in Algebra I. Dr. Zhang stated that this new evaluation method hurts the economically disadvantaged student groups and African-American student groups greatly.

Staff members will be meeting with state representatives at DPI in an attempt to resolve this situation and to ask them not to discount the work that has been done with our students in Algebra I. Staff will also draft a letter to be signed by board members to take to the meeting.

Board Discussion

First Reading – Policy JHB, Gang Education and Prevention

Chairman Duncan called on board member Nancy Routh, convener of the governance review committee, to lead the board in a discussion regarding the second reading of Policy JHB, Gang Education and Prevention. She said that when the public comments were reviewed, the committee realized that there was some confusion among members of the public. Many assumed this policy would carry with it some disciplinary action or punishment. A reference has now been added to the policy that states, "See Policy JD: Student Discipline, and Procedure JD-P: Violations of the Code of Conduct. Also posted in the student handbook." Dr. Routh suggested that Policy JHB, Gang Education and Prevention and its accompanying procedure be posted on the district's Web site for further review for at least 10 more days as was requested in some of the comments which were received. Board members were in agreement.

Reports from the Chairman

Chairman Duncan called on board member Dot Kearns, convener of the legislative committee, to present an update to board members. Information was provided on the status of action items

resulting from the legislative committee meeting. Also distributed was a list of the most pertinent issues that have come forward from the NCSBA 2008 Survey on Legislative Issues. Ms. Kearns asked that board members review this list.

A letter from the board will be sent to the Guilford County delegation and to the leadership in the House and Senate expressing the board's concern and disagreement that the ABC bonuses were not funded. In addition, a letter will also be sent from the board to the representatives in congress.

Board Comments

Board members were each allowed two minutes to make remarks, as they deemed appropriate.

Closed Session

At 10:55 p.m., *motion was made by Deena Hayes, seconded by Darlene Garrett, to go into closed session to preserve the attorney client privilege and to give advice to our attorneys and staff regarding the price or other material term to be included in a proposed contract for the purchase of real property. The motion passed upon unanimous voice vote.*

The board returned to open session at 11:26 p.m.

Adjournment

With no further business, at 11:27 p.m., *motion was made by Anita Sharpe, seconded by Kris Cooke, to adjourn the meeting*. *The motion passed upon unanimous voice vote.*