

Matthew Vita
Racial Bias Training & More Counselors

The ACLU points out that 73% of school-related complaints to the youth justice system regards Black students, while only being 22% of the student population. Certainly something should be addressed to create a better understanding and working relationship for how we address the kids of the community. Less cops, more counselors!

Veronica LaFemina
Our Students Need Counselors and Care

When Black students represent 22% of the WCPSS student enrollment (2018-2019) and a staggeringly disproportionate 73% of school-related complaints to the youth justice system, it is clear that the Wake County school system is failing its students, its teachers, and its community. I strongly urge the Board to investigate the causes for this disparity - based on how grownups within the system are interacting with children, and particularly with children of color. Kids need more care and access to trained counselors, overworked educators need better training and better pay, and school resource officers - where they exist at all - should be required to have extensive credentials in child development and de-escalation. Kids belong in school - not in the youth justice system. It's our responsibility, as the grownups who live and work here in Wake County - and especially the School Board - to ensure the education kids of all colors get here in Wake County is equitable and excellent, and includes the supports to keep kids in the classroom.

Victoria Cater
Reopening schools

After the initial panic surrounding COVID 19 the facts now show a completely different picture. The goal of a lockdown was to “flatten the curve” and slow the spike in hospitalizations. Unfortunately, “flattening the curve” has morphed into the belief that we can change the course of a virus and a pandemic via draconian measures such as mask wearing, social distancing and school closures. Evidence is now showing that most countries, regardless of actions taken, suffered initial deaths that slowly declined.

Our children, students and teachers have all suffered enormous losses since schools were shuttered in March of 2020. The abruptness as to how school ended and the lack of adequate virtual learning in the spring was difficult. I have two children who attend Wake county public schools. During the 2020-2021 school year, one has moved onto high school and the other middle school. Making these important transitions virtually takes all the joy out of the process. It leaves only the work. Ask them and they will tell you. They are forced to sit, sometimes up to nine hours a day at a computer screen, with no human interaction. My oldest son is an honor

student. He is currently struggling with his studies. When discussing how we can improve the situation he expressed to me his views on virtual learning. He feels that virtual learning lacks the collaborative effort with his peers and teachers that in person learning provides. During virtual instruction there are only lectures and packets of work to complete on his own. There is also an inordinate amount of quizzes and tests given. Perhaps, these are the only method by which teachers can gauge student's comprehension since they do not see them work in the classroom. It is unfair to all students that schools have been closed for approximately seven months. This is an extreme breach of their education and well-being. Sadly, there will be long term psychological and educational effects that we are yet to see.

COVID 19 is not a mystical disease. It is a viral respiratory infection. It is not new. We have all seen and experienced many of these same viruses. In terms of harmfulness, mortality and transmissibility it approaches the seasonal flu. The CDCs survival rates from COVID 19 by age group are:

0-19 years old: 99.997% survival rate, 20-49 years old: 99.98% survival rate, 50-69 years old: 99.5% survival rate, 70+ years old: 94.6% survival rate. These CDC statistics prove that COVID 19 is driven by fear, political agendas, PCR and antibody tests that have a large margin of error and bloated numbers.

It is imperative that all students get back into the classroom full time as soon as possible. I believe they should attend without masks, social distancing or any other mitigating measures. These measures are disproportionate to the virus. Statistics have shown that counties, whose schools did NOT close, have the same, negligible amount of illness as those who did close. Please take a moment to read The Great Barrington Declaration. Infectious-disease experts created this declaration. It expresses "grave concerns about the damaging physical and mental health impacts of the prevailing COVID-19 policies. " It also points out that the "heaviest burden" is falling on "working class and younger members of society. "

Karima Blanton-Howard
COVID-STUDENTS-CAMPUS

Question(s) for WCPSS School Board and Staff:

What type of protective barrier will be provided to students at mealtimes: A- Properly Social Distance; B: protection from body fluids as students will not and cannot be expected to be SILENT, NOT COUGH, NOT SNEEZE, PRACTICE PROPER Cough/sneeze etiquette, hand sanitize frequently, personal HEPA filters, a secure private area from passing traffic which will violate the distancing and create airborne microbes to be inhaled while eating and/or drinking (above to below), assure all surfaces touched by students and staff are disinfected based on CDC/FDA guidelines(Ex. Touching under seats or tables etc), special needs students struggling with behavior regulation and sputum becomes an issue, students getting into any verbal/physical

altercations-as a parent versed in healthcare and law I could continue this list with great thought as this was just a mere brainstorm!!! My husband and I are gravely concerned with the health and safety for our son, Jahzir Howard. We love Mills Park Middle School and truly know he does too, but his education is coming at far too great of a price to gamble/chance with.

I truly am expecting a response to address these concerns among others which will come up, as this Virus and Influenza are Dynamic not Static so how can you plan as adults can't even stay safe not healthy. What will our children do?

Karima Blanton-Howard, RN, JD

Elizabeth Mert
COVID-19 Numbers

School Board Members,

Based of data collected from the Johns Hopkins Dashboard, Wake County currently has an infection rate of 148 per 100,000 in the last 14 days. According to <https://covid19.ncdhhs.gov/dashboard> the rate is 139 per 100,000. Either way, this is a concerning number. According to the CDC indicators for reopening schools, a rate between 50-200 puts an area in "higher risk of transmission in schools." According to the CDC, the first listed "Key considerations for school administrators" is "COVID-19 transmission rates in the immediate community and in the communities in which students, teachers, and staff live." This is NOT the time to be bringing students back into school, especially with planning on having K-3 classes fully in school buildings (no cohorts) in just a few short weeks. When our numbers were improving, this was a reasonable plan, but that is not the case at this moment.

I ask of you to please reconsider the plan for returning to school to adjust for the most recent data which has shown an increase in percent positive cases, transmission rates, hospitalizations, and number of daily cases.

Thank you.

Jason Saville
Counselors Not Cops

Hello,

As a long-standing resident of Wake County, it's only right to speak up and say that our schools need more counselors and staff to support students, not more cops to make them feel unsafe and punish them. Police, along with "justice" and prison systems, are designed to punish those out

the norm and provide a solution after a problem has already culminated into an outcome. This leaves the system forever trying to play catch-up and never being able to do so, while punishing many, many people along the way. Counselors, social workers, and other staff capable of investigating into, advocating for, and providing students with resources necessary to solve problems that arise are essential. If we know that students perform much worse without a balanced breakfast, we shouldn't punish poor children whose families can't afford breakfast by giving them poor grades and moving on -- we provide them the balanced breakfast they need. This applies across the board for all situations of need for students. All students are not placed into equivalent circumstances. No kids are inherently worse than others -- they're products of environmental factors. We can change those factors by funding programs and positions of support for students, not by funding cops. Police do not make schools safer when they respond after incidents have occurred. They do not make schools safer when students of color feel unsafe, or underage girls are made uncomfortable by grown men in positions of power and authority. Police exist in schools not to protect, but to intimidate and to provide punishment. Students gain nothing by being subjected to the justice system when they just needed support they were not otherwise receiving. It is unjust and immoral to ignore the environmental factors and pretend that children really do have equal opportunity to thrive.

Black students make up nowhere near a majority of the population in Wake County, yet they make up a vast majority of school complaints to the justice system. It is long past time we stop concluding that black students must just be worse than any other students, and instead look at what factors are leading to kids acting out -- and SOLVE them. It is essential that you do better. People's lives depend on it.

Laurie MacDonald

Dates for next semester registration

What is the reason WCPSS is giving elementary school families until December to decide virtual or plan B but middle and high school families have to decide in October? Thanks in advance for the explanation.

Laurie MacDonald

Reopening schools

Will Plan B continue with two weeks virtual, 4 days in person starting in January or will WCPSS be reevaluating the schedule and offer families/students a different schedule with more days in school? Kids are struggling.

Candy Lynn Cecil

Virtual academy summer school

My son has an IEP for autism and adhd issues. Though he is mainstreamed, he requires a section of Curriculum Assistance each semester, totalling 8 sections during his 4 years in high school. For his peers, those 8 class slots are electives they can choose to pursue personal interests. However he must miss out on those opportunities. His capacity for electives is ostensibly halved. Over the last 2 years, despite numerous meetings with his IEP coordinator, guidance counselor, and school principals, as well as conversations with Crystal Reardon, director of school counseling, I have been unsuccessful in advocating for a way to mitigate these losses in electives to give my son a high school experience comparable to his peers. My thought was that it could help open up his schedule for electives if he were able to take a course or two over each summer with NCVPS. But no one in my son's school was willing to allow that. In fact the very mention of NCVPS to someone in administration seems to bring up a slew of prohibitives and regulations against its use. With COVID and the introduction of the Virtual Academy (for which we are signed up through the entire school year), has there been any thought to having Virtual Academy summer school and not restricting its access to only those needing credit recovery? Or would it be possible to lift the heavy restrictions on NCVPS for certain special ed students? It would help those like my son have more opportunities to pursue special interests during their high school experience and receive an education commensurate with their peers. Thank you.

Namrata Juman
Racial equity in WCPSS

WCPSS is one of the leading school systems in the state and country, and I'm lucky to have had such a great education. I graduated as Student Body President of Green Hope High School and am now completing my MS in Analytics at NC State. However, WCPSS is missing the opportunity to be a leader when it comes to racial equity and diversity and inclusion. Our students's perspectives are limited due to a lack of Black representation in the classrooms and faculty. Additionally, for the 22% Black student enrollment, a 73% complaint rate is simply harmful to the student body. Black students are misunderstood, quickly judged, and preliminarily seen as a threat. They are often given harsh consequences for minor misbehaviors, including punishments that are recorded and shown to university admissions. Under the same conditions, White or Asian children are given multiple chances or barely reprimanded. I urge the school board to keep the value of "justice for all" to appropriate budgets to allow for less police and more counselors, a more diverse faculty and staff, and equal treatment of students. Thank you for your time and consideration.

Carol Bouchard
Cathy Moore contract amd

Hello: I cannot express how appalled I am that you are giving Cathy Moore a contract amendment to extend her TWO YEARS of severance pay in the possible event of termination. You are spending money meant to benefit teachers, students, classrooms, actual teaching - NOT to support a superintendent if she gets fired. I understand the idea is to fall in line with the previous superintendent's contract, but I believe that contract should never have included two-year severance in the first place. Please right this mistake and do NOT give another penny of severance when there are so many other needs in the district during a pandemic. I can't even believe you're considering this. Thank you for your time.

Bianca Muñoz

School Resource Officers (SROs) and the school-to-prison pipeline

Black students are only 22% percent of WCPSS students, yet 73% of school-related complaints to the youth justice system were about Black students. As a graduate of WCPSS, I call on WCPSS to remove SROs from all schools and to end contracts with law enforcement agencies. These funds should be reinvested in the Peacekeeper Program, which emphasizes school safety without sacrificing the education, safety, and opportunity for Black students.

Sally McClane

Forecasting Headcounts for second half of the year

Dear Ms. Moore, Mr. Sutton, Ms. Cash and other Board Members

Please be transparent to all families within WCPSS. Do you have enough high school teachers that want to return to in person instruction in order to implement a Plan B a suitable option for Spring Semester?

If you do not know the answer to this, when will your survey for teachers be complete? How will High School principals and counselors select course options for its students appropriately so there is no mix-up and that cohorts can work.

Other schools are doing hybrid learning. It is still unclear to many families who selected Plan B Fall Semester at the high school level and then got the rug pulled out from them. At some point families need to know. We need to prepare our children for what is to come.

It is not that difficult to be open and honest. Why ask parents to switch a choice if you do not have staff? Have you surveyed Staff?

Warm Regards,
Sally McClane

Shelly Schmidt

Overloaded Assignments - Job Description for High School Assistant Principals

Dear WCPSS BOE

Wake County secondary Principal survey results stated cohorts would not work in the high school setting. It appears leadership is lacking. It appears the desire to drive kids back is an issue. The leadership lacks the ability to problem solve and drive student needs. You all have chosen to take the easy way out.

My triplets are struggling to keep up and understand the material being thrown their way. They are drowning in assignments. They are staying up late, not sleeping, not eating, due to the overabundance amount of work demanded of them. Ask any teenager when you are in a grocery store as they bag your food. Are they get more less, or the same amount of work compared to in person learning? Teenagers I know say this is an extreme amount of work. My kids are having to take days off from their part time job and are still turning in late assignments. Does WCPSS care about the mental health needs of its students in a global pandemic?

The plans that have you as a board that been shared and presented to you are not original they are a copycat of other states.

Thankfully Dr. Martin is the only one who will share his different view- point. He will go against the grain and raise questions and bring up legitimate concerns. Too often he is shut down by the majority.

Please share with the public on.....

What are 5 principals doing at 29 High Schools? If we have no students on campus to involve transportation, no students with discipline issues –Limited sports, how do you justify them earning a six-figure salary times 5 Assistant Principals one per grade level?

What are they doing daily? Are your assistant high school principals now WCPSS substitute teachers, custodial care, painting classrooms, painting parking spots, mowing lawns? Are they teacher support, student support? Teachers sound like they are worn out.

How is all this money being accounted for? What are these professionals doing while high school students are not returning to in person instruction?

Thank you

Destiny Franklin
WCPSS Staff using Speaker Phone

Dear Superintendent Moore, Mr. Sutton, Ms. Cash and WCPSS BOE

Leadership lacks integrity and ethics. Your staff needs FERPA training. High School Counselors are using hands-free option. They DO NOT identify who else is in the office/ROOM and listening. This is not ethical.

This high school counselor refused to take me off speaker phone. Someone else in the room clear their throat. She refused to acknowledge. Your staff is not to be trusted. Please explain why this is permissible. Your staff treats parents like fools.

I shared personal information regarding my son. WCPSS staff should not be using this feature unless there is a clear reason for it.

Please remind your staff about professionalism and respect for privacy.

Priscella Hannifan
High School Students MATTER

Dear WCPSS BOE

This school board views teen students as a low priority. They have pushed plan B high schoolers to the back burner because it is not convenient to have them come on campus.

However, many teens are struggling. Fix the expectations for teachers and students. Please stop slamming them with assignments with so much work. Stop slamming them with assignments due in short notice. Since sports has gotten moved around many of these students work. Many of these teens want to continue to work part time. It is horrible that they need support, in person instruction

We are all not alike, most of your students are middle of the road academically trying their very best. These general education kids have no IEP's are need help.

Parents for months now have brought majority of matters to this school board. The board declines to acknowledge, review, revisit and make change or even answer questions.

What has driven you all to serve on the school board? The thought of many of you serving on multiple “other boards” has caused you to shift your focus.

Last board meeting many of you stated you are tired. The time commitment of this board needs to be on WCPSS teachers’ students and families only.

Otherwise it becomes clear it is your resume you are after and not the needs of education. Address parent concerns, collaborating ideas, finding solutions and making positive change.

Thank you for your time and this opportunity.

Frank Kerns
Board Meeting Minutes and Public Comment

TO The WCPSS BOE AND IT DEPT

Please consider revamping your website. Have you thought about placing a hyperlink to the board meeting agenda and minutes on the home page? Have you thought about placing a hyperlink to the board meeting live recording on YouTube on the home page?

My family member sent a public comment regarding SRO’s. It was near impossible to find on the wake county public school website. It is very difficult to find these documents. We shouldn’t have to call in three times to get website help.

The website needs drastic help and attention. It has been mentioned several times through the years and yet it's not user friendly. Perhaps website folks need to be hired to replace some of the non used administrators.

Thank you

Misty Cochran & Faith Lee Foxx
PTA Requesting Money – Enough Already

Dear WCPSS BOE

High school students are not fully in school, with a PLAN B or PLAN A. We feel it is unnecessary to be reminded to join the PTA, attend restaurant nights, and contribute to no fuss fundraisers, etc.

Where is this money looking to be used at if schools are not fully opened? Students need to be in the classroom. The email blasts looking for money, Money, MONEY are obnoxious.

Plan B families would prefer their high school students to be at school learning with safety precautions in place. PTA monetary donations can wait until we are all together.

Thank you

Faith Lee Foxx & Misty Cochran

Marlissa Bachman
Layered Website Org Chart Budget Proposal

We have searched and could not find answers on the website. We have done multiple fast searches off the home page with multiple search words and have not been successful.

Why is the WCPSS central office Organizational charts not online? It would be helpful for a list of departments and the directory along with extensions. No returned phone calls are happening in the general voicemail box. Parents don't have time for this. We can bypass so much unnecessary processes if this information is presented.

We also could not find budget proposals. This should be available for all taxpayers. We want to see how much money is spent on lawyers (Tharrington Smith)

Please consider revamping your website.

Thank you
Marlissa Bachman

Sydney Graham
SROs

All SROs should be immediately removed from all Wake county schools. No school for any age should have a SRO or resident law enforcement officer. SROs enforce the school to prison pipeline harming students of color, specifically Black students. This must end and we need to allocate more resources to mental health.

Natalie Powell
Student Safety

Please consider removing SROs from schools. These officers have been known to harass students, especially students of color. Students feel unsafe around those officers. The well-being of students should be a number one priority. Please consider the stress and trauma being placed among these kids, and treat them as human beings rather than numbers and statistics. Thank you.

Lee Ann Tharrington
Superintendent Moore Contract Amendment

Why is the board considering a contract amendment to increase the amount of severance if she is fired?

Personally, I think the lack of planning - despite being told there was a plan B in July and then the recent bait and switch with Plan B options (that put this board in an untenable position) is unforgivable and Wake County deserves a refund on her current salary - not to pay her more.

This county is FULL of professionals that could help make logistics plans that could work to follow NC State guidelines but we have high school not in school at all and 4 & 5 only allowed on Plan B because of Moore's poor planning. She has not performed well in her job (I didn't even mention school performance) and should not be rewarded for that poor performance.

Thank you.

Jodi Calms
Law Firm Contract Renewal

Dear Board Members

The last school board meeting the attorney for WCPSS Board mentioned they were up for contract renewal. What happened regarding the attorney contract? Where is WCPSS Board attorney information and use of attorneys by WCPSS school board costs and case load openly and transparently posted? If not posted, why are citizens who pay taxes not provided this information?

I realize information may be redacted on specific cases. Yet tax paying citizens deserve to know what the attorney fees are and why WCPSS school Board authorizes use of attorneys for parent Complaints and Grievances that have made it to the Appeal before the Board. The Board Policy on Complaint and Grievances he Appeal as written with input of the WCPSS Board attorney does not state that the attorney for WCPSS Board will be present for an appeal? It appears all WCPSS Board protects itself, at all costs, has no transparency with constituents about legal costs and then uses attorneys that our taxes pay to protect themselves when meeting with parents. This doesn't make sense. Are school Board members afraid of Wake County tax paying parents?

If WCPSS Board Policies are written clearly and with attorney advise then why would the School Board members need an attorney present that taxpayers pay for when an attorney of choice is not paid by the School Board for parents who come before the Board?

Stacey Thompson

Appeal Hearing and WCPSS Board Attorneys

Dear WCPSS BOE

Why in the grievance and complaint process when a parent goes through and makes it to the Appeal Hearing that WCPSS Board uses the WCPSS Board attorney to contact parents to intimidate them and then tell them they will be representing the School Board at the Appeal Hearing? This does not seem just to change the rules in what is written in WCPSS Board Policy for the Appeal at the minute to the detriment of the parent because of implicit bias for policies that favor wCPSS Board and WCPSS sytem?

Why would WCPSS continue with business as usual and not hire new attorneys? Why have tax payers not been presented with a Board Proposal for your decision making process in keeping your same attorneys? Did this attorney firm help the Board make policy? Many parents have spoken out that there are no safeguards in WCPSS Board Policies to hold the Superintendent responsible for the lack of integrity, and ethical behavior of WCPSS employees- specifically Principals at the local school level for discipline practices that are inequitable and disproportionate for black students when compared to white students. Why is it that WCPSS Board Policies are racist and allow racism to continue to flourish in WCPSS?

Why does WCPSS Board policies not require the Superintendent to have WCPSS Principals to fill out paperwork and have quadruplet forms for discipline so all discipline is more standardized to offset nepotism shown toward students who parents work for WCPSS and/or are white.

Thank you.

Laura Dunning

Principals Accountability School Hours

Dear Ms. Moore, Mr. Sutton, Ms. Cash

Why are Principals not held accountable for making changes on their campus and not notifying parents -the very people they are to serve. WCPSS is not a family. Family members would never post online to come to their house and say they will be there from 7:00 am to 3:15 pm and then switch the time they will home to 7 am to 3 pm and not text or notify me. I looked online for school hours for Heritage High School. It says they are open until 3:15 pm. I rushed and drove

over to Heritage High School before they closed and when I got there at 3:12 pm they were closed and the office hours on the door said 7 am -3 pm. Why does Superintendent Moore not hold Principals she hired to be accountable for their actions when they serve the students and parents and to post consistent hours online and at the school. Parents in WCPSS experience they are given the 'bait and switch" all the time from Heritage High Principal.

Fancy Travis & Wardy Wood

WCPSS Staff exchanging personal Cellphone numbers with high school students

Dear Ms. Moore, Mr. Sutton, Ms. Cash and WCPSS BOE

Are you aware that WCPSS staff is no longer using the remind app because it costs money? Instead, students are being asked to give out their personal cellphone numbers. Coaches and Teachers are texting students personal cell phones.

Once again, as parents we have recently seen the WCPSS family texts go out. We are aware that WCPSS is working on rebranding WCPSS implying a family. This exchange of personal cell phone numbers is not professional. Students are minors. You are creating blurred lines between minors and adults.

Why is WCPSS not using remind app? For those that are reading this and do not know the remind app does not expose your personal cell phone number. Permitting grown adults to require students give out cell phone numbers is a disaster waiting to happen;

Bring back remind app for student and parent safety.

Please address.

Fancy Travis & Wardy Wood

Amy Wooley

Drop Out Rate since pandemic

Dear WCPSS BOE

I am very concerned about the drop-out rate in this pandemic. Please share what WCPSS is doing to track at risk students to graduate?

Thank you

Amy Wooley

Michelle McWilliams
K-5

There is NO science backing Grades 4-5 being allowed to return on a rotation only. Yes, class sizes are bigger. But, The Board are not health experts, epidemiologists, or state leaders. Please leave the big decisions to Mr. Cooper and his team, Mrs. Cohen and her team, the AAP, and Dr. Benjamin and his team. You have been given the option of Plan A for K-5. Implement that and stop complicating things for families, teachers, administration, and transportation.

Cathy Wurst
Band, Chorus Rehearsal, Instruction Restrictions

I would like to understand what recent aerosol studies are being used by your scientific advisors to base this decision on. I am having a difficult time understanding how basketball and wrestling practice inside can begin, which I fully support, but my children are not allowed to play their instruments standing 6 feet apart from each other. Please help me to understand the difference. many other states are Successfully implementing back to school, sports and music activities. Have any of these successful re-entry plans been evaluated and considered by this board? if so, what negative effects has the board seen from these use cases that a plan to get our highschoolers back into school has not been put into effect?

Amy Smith
High School Return to School

Please address the high number of failing students as they are dealing with virtual learning. Also please address when high schoolers will go back to school as they need in person instruction as much as middle and elementary kids

Mr. & Mrs. Will Dowdy
Blurred Boundaries - Remind APP

Dear WCPSS BOE
Stop calling WCPSS a family. It is not a family and promoting WCPSS this way blurs boundaries between employees and students. My dear friend recently entered her child's room, she announced herself while her child was in a one on one remote session with a teacher. The Heritage High School teacher was asking her child for the child's personal cell number. My friend stated the Heritage High school teacher repeatedly asked her child at least two times.

My dear friend interrupted and asked the teacher to send her, the parent, by email her purpose to request my child's phone number and fully inform my friend as the parent her reason for asking for private confidential information that was none of her, the teacher's business.

My dear friend told the teacher and her child to not be giving out private phone number and the teacher is not to be asking/demanding any personal information from her child ever without parent permission.

My dear friend asked the teacher why she was not using REMIND to contact students with parent permission and parents on the REMIND app. My dear friend stated that the teacher had since last March been asking her students for private cell phone numbers to text them without asking parents. It was not required.

Yikes -she is not a family member -even though WCPSS keeps promoting everyone as a family. My dear friend shared with the Heritage High teacher that she was to be informed as a parent for any request from her. As an WCpSS employee asking her child for private confidential information that is protected under FERPA should not ask my child without fully informing the parents and without written parent permission for her child's private information on WCPSS letterhead.

My dear friend also shared if her child is to use REMIND in her class that she, the Mom, expect to be included in remind announcements.

My dear friend was later sent a reprimanding email from the Assistant Principal from Heritage High School who reports to and has to follow the Heritage Principal, admonishing my friend, the parent, that my friend took up time with the teacher and student session and if my friend had any questions to set up a conference with the teacher.

The Heritage High School Principal did not address the safety of the student, protection of student rights and FERPA and did not address behavior of the teacher. To my friend it appeared Heritage High School leadership was affirming the teacher's behavior as the HHS Principal did not mention the parent doing the right thing to follow WCPSS Technology Use Policy and ensure the online safety of her child during a remote session.

I just don't get it Heritage High school has gone downhill. The HHS Principal appears to have his staff at Heritage High not follow WCPSS Board Policies and does not honor parents' rights.

WCPSS has been in the national news now for two years as Heritage High School has been in the for not honoring parent and students rights and not following Federal FERPA laws that protect the private confidential information of the student and family. Who is running the show at Heritage High School? Why would WCPSS contribute to blurred boundaries as promoting WCPSS paid employees and that public parents and students their constituents are a family?

Why not call WCPSS a team -family is inappropriate. There are employees who need to understand they do not demand private information from students such as cell numbers. This is the only way to report this safety concern when my dear friend has been retaliated by the administration for advocacy.

Please address.

Amy Marshall, M.Ed.

Reopening, Budget, Amendment to Superintendent Contract, & Curriculum

10/20/20

Dear WCPSS Board of Ed & Superintendent Cathy Moore,

Today I ask for your consideration on: Reopening, Proposed Superintendent Severance pay, Budgetary Mismanagement, and Curriculum. First on Reopening, many parents of kids returning under Plan B received emails from various schools stating that their children would not be allowed to talk during lunch. This is ridiculous and inhumane. That policy needs to be revoked. Not only have you prevented kids from returning to school, thereby isolating them socially, now you are going to mandate no talking during a highly social time: lunch. This is a mistake and I urge you to remove that policy from the various schools and allow kids to talk at lunch.

Also on reopening, please look at other countries such as Sweden, where all kids and teachers are back in school every single day with no masks. We need to return to normalcy. Covid is not going away. We can't wear masks forever. The flu is not going away. You need to reopen all schools fully with no masks. The morbidity numbers do not match your hysteria on Covid. High school kids need to be back in school every single day! Several high schools have emailed parents reporting high failure rates among high school kids. Why have you not set a date for their full return? Why do you ignore the high school students? They need their extracurricular activities back too. Your recent mandate disallowing wind instruments in band, and disallowing singing is unnecessary and unreasonable. Your restrictions are hurting kids. Set a return date now for full return. Give the teachers a date they must return fully in person, so they can make decisions.

On budgetary mismanagement, a recent records request revealed that this board allowed the Office of Equity Affairs to frivolously spend almost \$6 million over the last six years. You approved OEA staff salaries for eight people that now totals half a million dollars. You approved OEA spending at least \$25,000 on expensive hotels across America just in the year 2019/20 alone, mostly at high-end hotels. You approved airline flights for OEA staff totaling over \$8,000 just in one year to various destinations across America. Taxpayers are footing the bill to maintain at least five OEA staff members' cell phones. Do teachers get their cell phones paid for by WCPSS? No. You approved OEA spending thousands on meals, including one meal of \$920 at Moe's Southwestern Grill, and another at Jason's Deli for over \$320. You have approved all kinds of contracts for OEA that provide politically biased teacher training. You approved paying PEG Pacific Educational Group owned by Glenn Singleton \$33,000 in one year alone. PEG Singleton is the creator of the "white privilege" training teachers were forced to take at WCPSS called "Beyond Diversity." The PEG trainers you paid interrogated teachers on whether they agreed with men going into ladies' rooms. Teachers were put on the spot in roundtable discussions with a PEG facilitator, to reveal their personal political beliefs. White teachers were shamed and told that their "white privilege" was to blame for academic declines. Teachers were demoted if they declined "white privilege" training. What you have done with allowing OEA's

spending to skyrocket, allowing OEA to control teacher development, and allowing OEA to control curriculum is wrong. You have allowed the focus to be removed from academics and shifted to political activism. This week you allowed a politically biased mural to be painted in several schools. You even promoted it on your WCPSS social media page. It is abundantly clear that the focus of this board has been, and continues to be, to promote leftist political activism and political indoctrination in public school. I pray your mistakes are corrected Nov 3 with the election of six new board members who will steer Wake County Public schools back to a focus on academics, and away from your obsession with pushing politically biased agendas on kids and teachers.

On the amendment to Superintendent Cathy Moore's contract, adding an additional year's salary of \$300k should she be terminated: Her original contract already specified one year of severance. Voting yes on this will be irresponsible because that \$300K should be spent on academics. I urge you to vote No on that.

Lastly on curriculum, WCPSS maintains an internal web site accessible to teachers only called "CMAPP 2.0" which stands for Curriculum Management Application. This is housed on Canvas under "Learning Central" which students and parents cannot access. CMAP 2.0 contains curriculum and pacing guides for all subjects K-12. This needs to be accessible to the public including parents, for transparency. Parents are learning after the fact of inappropriate and politically biased curriculum being assigned to kids. Parents must be able to review curriculum before it is presented to students.

For the reasons above I urge the public to vote out the current board members and vote in these candidates on November 3:

D1 - Deborah Prickett <https://www.prickettforwakeschools.com/>

D2 - Greg Hahn <https://votegreghahn.com/>

D7 - Rachel Mills <https://www.rachelforschools.com/>

D8 - Steve Bergstrom <https://steveforwake8.com/>

D9 - Karen Carter <https://www.karen4wake.com>

D5 – Write-in: Mary Beth Moore <https://www.facebook.com/MaryBethforWake/>

Thank you,
Amy Marshall, M.Ed.
Parent

Dwayne Weaver
Ombudsman Severance Package Superintendent

Dear WCPSS BOE

What did Superintendent Moore choose to ask the Board for an Ombudsman position that works at \$180, 000?

Couldn't this money be used for teachers and teacher assistants instead of WCPSS central office administrators who seem to be highly paid?

What instrument does school use to evaluate superintendent Moore each year? Why is this not public? Why are parents input and concerns not requested before giving gobs of money for a \$350,000. She is getting paid a high to deal with problems, address concerns and find solutions. Now we want to give her a second year of severance.

Why Superintendent does not she not fire people?

Does she have power to fire and hire people?

Help the public understand.

Regards,
Dwayne Weaver

Martha Mora
Sros

We need to invest in teachers, counselors, and social workers in our schools. Instead of placing police officers who intimidate and harass students, we need care. This is about a commitment to racial equity at the structural level.

Shirley Tang
WCPSS's failure to be transparent, equitable, and fair regarding the SRO Survey is troubling

Dear Board Members and Superintendent Moore,

The so-called SRO Survey continues to be inequitable, unfair, deceptive, and elusive.

1) The timeline from the Security Department states that the Survey would be "accessible" to "solicit stakeholder feedback on current SRO MOU" on August 1. By August 11, no one heard anything about it. When I contacted the department head and X, a top school official, X told me, "[T]he survey is in its final stages of design and development," and that he would keep me "posted." But he never did. In the end, the news of the SRO Survey was scantily posted on WCPSS's website on September 24 – almost 2 months late. By October 8, the Survey news even disappeared from the homepage, unless one clicked the "VIEW MORE" button.

2) We have parents not receiving any message the their schools informing them about the Survey. Why not having the Principal of each school send out a voice message to inform and direct the parents on how to access the Parent survey?

3) We have complaints from the community about the Survey: 1) Difficult to take due to the lack of clarity. Such as on the terms “theft” and “weapon.” 2) Lack of proactive measures. Such as not including counselors and social workers as part of the solution. And 3) Absence of Spanish version, at least up to October 1, when I tested the Student, Parent, and Community surveys.

4) In addition, on October 1, I informed you and the staff responsible for creating the SRO Survey about how some of the survey questions were deceptive, misleading, and inequitable. I outlined the details and evidence in this email to all of you:

https://drive.google.com/file/d/1pljeEh5ynWLSrzkfV_kICxf7-oR0kMra/view?usp=sharing

Yet, WCPSS decided not to change a thing. The Board's consensus is that the Survey is only one of a few “methods” for WCPSS to receive feedback on the SRO situation.

5) WCPSS has not even acknowledged the receipt of my October 10 public records request – for a copy of ALL correspondences related to the creation of and discussions on the SRO Survey and its content.

6) Now, Chair Sutton, you informed me that the “focus groups” method is coming. I hope WCPSS keeps its promises this time to truly work with advocates in these groups, especially the members from the community and the Community Equity Leadership Team (CELT), who submitted our feedback on the SRO MOU to the Board in May. Please don’t let CELT to be just a decoration on the webpage of WCPSS’s Office of Equity Affairs, <https://www.wcpss.net/domain/11404>, under the Community Partnerships heading. For years, we did, as indicated on the webpage, “advise the school system on equity-related issues, concerns, and initiatives.” Yet, how often did the Board take up our input or connect with us?

The bottom line: If the first method – the Survey – is already deceptive and misleading, what should the community expect for the next “methods”? If the Survey has questions that are deceptive, misleading, and inequitable, won’t the result or conclusion of the Survey be deceptive, misleading, and inequitable? Then what is the point of having the Survey at all, other than to deceive and mislead? Shouldn’t the Board take a leadership role and impose tighter supervision and authority on the staff’s actions on this SRO project? If the Board can demonstrate to the community that its ultimate goal or commitment in this project is to secure the fair and equitable treatment of all students, regardless of having SROs or not, who would object to that?

Sincerely.

Shirley Tang

Founder, uCANcomplain, Inc.

Penny Jollie

School Reporting-No accountability for Principals

How is it that a \$2 million tax payer funded organization has no official WCPSS forms for parents to use all at all schools to report Bullying and other Complaints or Concerns about Discipline or about a Principal to the Principal? I found one Bullying form online at one High School. Why do Parents at that school have access to a specific form for reporting and parent at other schools do not have access to these forms at their school? Why is there no official and systematic way via an official form to report bullying and concerns about the Principal and know the Principal will not act with reprisal and retaliation? Why is there no official form so all levels of WCPSS has record of the parent at the local school site reporting about bullying, unsafe practices, Principals and administrators not following WCPSS Board Policies or promoting discriminatory practices of the Principal? Why does WCPSS not have checks and balances in the form of written forms to document incidents or concerns? Isn't it inequitable for one Principal to have a clear reporting method of parent concerns at their school and issues are addressed where at other schools Principals are not required to have a systematic method for reporting a concern? Parent concerns are usually not addressed and swept under the carpet? Massachusetts has a triple or quadruple official form for the district where the parent keeps a copy, a copy goes to the Principal, a copy goes to the Superintendent and a copy goes to the School Board. The Principals are kept in check with a form of accounting to not allow Bullying, discrimination on their campus. Employees in other districts are encouraged to speak up to keep the school system accountable. Why does it seem WCPSS Board allows Superintendent Moore to sweep everything under the carpet and get away with it? Why does the board not answer questions parent questions at meetings or create a database of answers to questions asked to the Board in person or in writing?

Susy Quey

How can an employee be fired

How is a Principal fired? Who fires the Principal? It is the Board or the Superintendent? Or are there state processes to go through? If so what are they?

Fernando Martinez

SRO survey and lack of transparency

WCPSS School Board members and Superintendent Moore, The Education Justice Alliance(EJA) is submitting public comments to highlight serious concerns about the School Resource Officers (SROs) survey. First, we want to appreciate that school board members have engaged in a listening process to assess, evaluate, and consider the replacement of SRO with intervention counselors or Peacebuilders. Secondly, we want publicly express our discontent and concerns that the process is being designed and driven in a way that allows for the manipulation, by

Central office staff, of the results of the survey and process. They did it in 2013 with the results of the school safety and security task force and they are doing it again. EJA and other community partners are concerned about the followings:- The design and creation process of the survey has not been a transparent one nor did staff allow for community input. This led to a very selective use of questions and an avoidance in asking the right questions about whether or not a school without a police officer is possible. - The survey intentionally keeps students from answering key questions such as the question about who the primary responder should be in case an incident? - The communication, promotion, and marketing of the survey has been very poor and leaves out a huge and important part of the school community, which is the Spanish-speaking community. Since the first stay-at-home orders were put in place, in the spring of this year, Spanish speaking parents have been left out of many important communications because WCPSS has not done enough to make sure every parent is contacted. This is also the case with the survey. Many Spanish-speaking parents have not yet been contacted to make sure they have updated their contact information and are signed up for "school messenger" which is the way WCPSS communicated with parents about the SRO survey. There is not a link on the parent's page of the WCPSS website about this survey for parents to access it in case they didn't receive a notification. Some Spanish-speaking parents received an email in Spanish, but when accessing the link the rest of the information is in English and there is no way for them to link to the survey in Spanish from that page.

- If parents search for the SRO survey on the WCPSS website there is no link available to access the survey.- WCPSS lacks a racial equity approach to this process and language in the survey. It is our understanding that the office of equity affairs was not even included in the design process for the survey.- The survey does not even include the option of having an intervention counselor or Peacebuilders as an alternative to SRO's.

Because of the previously listed concerns and other concerns, we the Education Justice Alliance and other allies demand that:- The SRO survey be recalled, revise, and re-launched again under a new timeline. - WCPSS implements and invest in better marketing strategies aiming at reaching every parent and student in the district, including those whose primary language is not English.- Students must be able to answer one of the most important questions about who should be the primary responder in any given situation. - WCPSS must add the intervention counselor or (peacebuilder) as an option for one of the primary responders who could intervene in any incident or misbehavior.

Joey Butchetti
Education

why give a contract to attorneys who have advised the board to continue use racist policies?

Kristin Beller
Reopening Schools

We are less than a week away from the return of students to school buildings for in-person instruction, and there are still an alarmingly high number of staff who feel as though they are not fully prepared for safely navigating their welcome. After seven months of continuous conversation with a variety of stakeholders at various points of educating students during a global pandemic, Wake NCAE understands that these four actionable steps must be implemented before children can safely learn inside school buildings:

1. Compliance contracts signed by all students, parents, and staff
2. Detailed, comprehensive district-wide compliance monitoring plan that includes three components:
 - a. Daily staff self-reporting checklist indicating access to PPE, supplies, and to what level of compliance other people follow the 3Ws (Wear a mask, Wait 6 feet apart, and Wash hands) in their spaces
 - b. Independent audits (video or live) to record data about the % of humans demonstrating compliance to 3Ws
 - c. Anonymous reporting: electronic and/or phone line to report issues of noncompliance or lack of PPE or supplies
3. Detailed, comprehensive plans for re-entry for every work site so that every adult knows and understands: what they are responsible for doing to keep themselves and others safe, how to do those things, and what must be taught to students so that they understand their responsibilities for keeping themselves and others safe
4. COVID-19 practice drills for welcoming students at every work site should be done early this week so that if there are errors or mistakes, they can be corrected and drills could be rerun.

These four actionable items are meant to increase the confidence of our membership and other employees that the safety of all students and staff is protected. Implementation of these four requests means that:

- Every student, parent, and employee knows and understands what they are responsible for doing to keep themselves and others safe and how they are responsible for doing it; and
- When something is not available or is not working, employees will know how to report it and get help to correct the problem.

When children enter buildings on Monday, employees need to be able to trust that every adult in the building knows exactly what to do and how to support our students in learning their part in keeping our whole school community safe. Our parents are dropping the humans they love most in the world off at our school buildings on Monday morning, and we also want them to feel confident that the adults in the building know how to navigate the day safely. The only way we

can all honestly say that we can achieve that 99% compliance rate is if everyone knows what the detailed plans are, their role in implementing those plans, and what to do if the plan doesn't work. We cannot say it's safe to return to buildings, but if these four items are implemented, we can say that we are confident everyone knows how to stay as safe as possible and how to report unsafe conditions, for the purpose of correction, as quickly and effectively as possible.