

September 23, 2009

The Marshall County Board of Education met in regular session on Wednesday, September 23, 2009, at 6:00 p.m. in the Board Conference Room at Jones School.

Members present were Ann Tears, Mike Keny, Todd Tietgens, Delinda Owens, Curt Denton, Kristen Gold, Craig Michael, and Randy Perryman. Mark Wilkerson was absent.

The National Anthem was presented by three students from the Lewisburg Middle School Chorus, under the direction of Elise Dumser, followed by the prayer/pledge.

To open the meeting, the following New Business items were added to the agenda: Ms. Tears – the board’s five-year plan from 2000 for minorities, and approve propane gas bid; Mr. Michael – Discussion of Director’s contract; Mr. Denton – elementary curriculum. Mr. Denton made a motion to approve the agenda with the New Business items; Mr. Michael seconded the motion, and the motion passed 7-0. (Ms. Owens was not present for this vote.)

Before the election of chairman and vice chairman, Chairperson Tears thanked the board for their confidence in her during the past year before pulling her name from the nominations. The floor was then opened for nominations for Chairman of the Board. Mr. Michael made a motion, seconded by Mr. Denton, to nominate Mr. Keny. The motion passed 7-0 (Ms. Owens was not present for this vote.)

Mr. Keny then asked the floor for nominations for Vice-Chairman. Ms. Tears made a motion, seconded by Mr. Denton, to nominate Mr. Michael. Mr. Tietgens made a motion, seconded by Mr. Denton, to nominate Ms. Gold. The roll call vote was as follows:

Ms. Tears	Michael	Mr. Michael	Abstain
Mr. Denton	Michael	Ms. Owens	Michael
Ms. Gold	Abstain	Mr. Perryman	Gold
Mr. Keny	Abstain	Mr. Tietgens	Gold

Mr. Michael was selected by a vote of 3-2; Ms. Gold, Mr. Keny and Mr. Michael abstained.

Mr. Keny asked the board if they would like to consider appointing a Chairman Pro Tem in the event the chair and vice chair are unable to attend a meeting. Mr. Michael made a motion, seconded by Ms. Tears, to appoint Ms. Gold as Chairman Pro Tem; the motion passed 8-0.

Mr. Perryman made a motion to approve the minutes of the August 13, 2009, regular session and the August 26, 2009, special called meeting. Ms. Tears seconded the motion and the motion passed 8-0.

The parent scheduled to address the board was not in attendance.

There was no MCEA report.

Colin Beatty, MCEA President, told the board the person who was supposed to speak on the grievance was unable to attend. He asked to have the issue put on the October Board Meeting agenda; all board members agreed.

Mr. Perryman made a motion to approve the KIDSS First Parent Group Quarters for Veterans fund raiser at CHES. Ms. Gold seconded the motion and the motion passed 8-0.

Mr. Tietgens made a motion to approve policies #4.605 Graduation Requirements, #5.305 Family and Medical Leave, #6.3031 Use of Metal Detectors, #6.310 Dress Code, and #6.319 Alternative School Programs (see attached). Ms. Owens seconded the motion and the motion passed 8-0.

Ms. Tears made a motion to approve a supplement for Colin Beatty to serve as the assistant band director at MCHS. Ms. Gold seconded the motion and the motion passed 8-0.

The following were presented in the consent agenda: HOSA representatives (Spot Lowe) to attend HOSA Conferences 1/7/10 at Cumberland University in Lebanon, 4/4-7/10 at Opryland Hotel in Nashville, and National Conference 6/23-26/10 in Orlando, Florida; Forrest Rocket Band of Blue to compete in the Bandmaster Championship at the Liberty Bowl in Memphis 10/31-11/1/09; Forrest wrestling team to compete in a tournament at Christian County High School in Christian County, Kentucky, 12/29-30/09; the Lady Rocket Fall Clinic to be held in the Forrest High School gym on 10/19-21/09. Mr. Perryman made a motion to approve the consent agenda. Ms. Owens seconded the motion and the motion passed 8-0.

Ms. Owens made a motion to approve the Central Office Pay Scale (see attached), with a second by Ms. Gold. After discussion, the motion failed 8-0. Dr. Curtis asked for input from the board that would help equalize the salaries across the board. Ms. Tears made a motion, with a second by Mr. Denton, to send the pay scale back to the director with the board providing recommendations to the director, then look at it again at a later date. Mr. Michael stated it would be helpful to have actual (classified) pay scales from surrounding counties; Ms. Gold added to ask for our county's pay scale to compare the salaries of similar positions. Mr. Michael stated that in addition to pay scales from other areas, if

total compensation packages for classified employees in those areas could also be obtained. Dr. Curtis again urged the board members to email him any suggestions and concerns they had about the pay scale so he could address those while formulating a new scale. All agreed for the new scale to be available at the November board meeting; the motion passed 8-0.

There was no discussion on insurance premiums; therefore, there was no action taken.

Ms. Gold brought attention to the re-drafted budget at each board member's seat, as well as a list of Budget Committee recommended changes to the 09-10 budget (see attached). She explained that the MCBOE Budget Committee met with the Commission's Budget Committee on September 15, in which the commission asked for additional cuts. On September 17, MCBOE Budget Committee met in which the committee cut \$269,728. Ms. Gold explained that Janet Wiles, Budget Director, was asked to look for additional cuts, which is reflected on the recommended changes list; this list reflects \$319,228 in cuts. Ms. Gold made a motion to approve the \$319,228 of adjustments to the previously submitted budget. Mr. Perryman seconded the motion and the motion passed 7-1, with Ms. Tears voting no.

Ms. Gold told the board that Ms. Wiles looked back at unfilled teaching and teacher assistant positions, and reserve-unrealized local revenue for additional cuts. She went on to explain that the initial budget was prepared before all positions were filled using numbers dependent upon the salary of the person who previously held that position. Now that we're three months into the budget year, many of those positions are filled with individuals with fewer years experience or a lesser degree, meaning their salary is lower than what was actually budgeted. Also, 7-1/2 teacher assistant positions are currently on hold, resulting in a 30% savings. Ms. Gold made a motion to make the additional changes that Janet [Wiles] identified in the amount of \$181,715; Mr. Michael seconded the motion. The motion passed 7-1, with Ms. Tears voting no. Mr. Keny commended the Budget Committee members, Janet Wiles and Dr. Curtis for their hard work on the budget.

Ms. Gold made a motion to reclassify \$367,400 from the property tax revenue line to the sales tax revenue line. Mr. Michael seconded the motion and the motion passed 8-0.

Mr. Denton made a motion to change the monthly board meetings to the second Monday of the month at 6:30 p.m. Ms. Tears seconded the motion and the motion passed 8-0.

Due to the September meeting occurring so late in the month and the fact that the October board meeting would fall within Fall Break, Mr. Michael made a motion to move the October board meeting to Monday, October 19 at 6:30 p.m. Ms. Gold seconded the motion and the motion passed 8-0.

In the Transportation Committee Report, Mr. Denton stated he had discussed van and bus fuel charges with the transportation department, some of the athletic departments, and some of the organizations that have field trips; all told him they would like to see the fuel charges return to where they were before gas prices increased. He made a motion to charge 30 cents per mile for vans and 40 cents per mile for buses, plus pay for the driver, and no fuel charge for any in-county travel (but still pay driver), then retro back to the beginning of this school year and revisit the issue should fuel exceed \$3.00 per gallon. Mr. Michael seconded the motion and the motion passed 6-2 with Mr. Tietgens and Ms. Gold voting no.

In the Policy Committee Report, Ms. Tears stated the committee met and approved the aforementioned policies approved by the board. Over the past year, the policy committee went through all the policies with the exception of section 1 (School Board Operations).

The first item under new business, the board's five-year plan from 2000 for minorities: Ms. Tears said the board had met with the NAACP and the community during a work session. During that work session, the NAACP requested that the 5-year goals be incorporated with the board's goals, asking for updates on the 2000 document to read instead of 25% of the staff receiving diversity and sensitivity training, that 50% receive training by the end of the 2009-2010 school year, and instead of 50%, that 100% receive training by the end of the 2010-2011 school year. Include a statement that would read, "Have continued annual training district-wide thereafter." And take out the statement in the goals formulated in 2000 which reads, "In no way should this Goal Statement be construed as mandating quotas." Ms. Tears made a motion to incorporate the board's goals of 2000, that passed 9-0, with the goals the board passed this year, and Mr. Michael seconded the motion. Discussions revealed that neither document (the goals passed by the board in 2000 and the goals passed by the board for 2009-2010) would stand as they are, but will be merged and refined to construct a new document. Ms. Gold suggested that at this point in the year, the new chairman set a work session on the board's goals and objectives, and incorporate the five-year plan into this session. The motion passed 8-0.

Ms. Tears questioned the origin of the "Marshall County Schools Recruitment and Retention Plan of Minority Teachers" which was mailed to the board members from the Central Office, since there was no date on the document. She asked if it was state mandated, if so when was it sent to the state, who wrote it, and where

was it located in the Central Office. Dr. Curtis stated it was not state mandated and it was found in the Human Resource department. Dr. Curtis went on to read a correspondence from Ms. Poole revealing the research that went in to trying to learn the origin of the document: contacted past Superintendents of Schools (Nancy Aldridge, John David Pierce, Tony Lancaster), past Board Chairman (Barbara Kennedy), current Assistant Director of Schools (Roy Dukes), and current Attendance Director (Jackie Abernathy), none of whom recall the document.

Next under new business was to approve bids on propane gas (see attached). Mr. Tietgens made a motion to accept the low bid (Dowdle), with a second by Ms. Owens. The motion passed 8-0.

Mr. Michael made a motion to set October 5th at 6:30 p.m. as the date and time for a special called meeting to discuss the termination or buy-out of Dr. Curtis's contract. Ms. Tears seconded the motion. The roll call vote was as follows:

Mr. Keny	Yes	Ms. Owens	Yes
Mr. Denton	Yes	Mr. Perryman	No
Ms. Gold	No	Ms. Tears	Yes
Mr. Michael	Yes	Mr. Tietgens	No

The motion passed 5-3.

Mr. Denton commented that a meeting was held August 26 in which elementary teachers expressed concerns about changes made this school year, and the board has not been updated on what has resulted from that meeting. Mr. Denton made a motion to reprimand Dr. Curtis for lack of communication on major issues affecting the school system, with a second by Mr. Michael. Discussion included the loss of time through transition; reduced time in P.E., music, art, English, social studies, science; lack of buy-in from teachers; low morale; less planning time with more requirements. Dr. Curtis distributed a packet of "Intervention Plans submitted by elementary schools" which was a basic plan of what the schools presented; he explained that each school formulated their own plan. The roll call vote was as follows:

Mr. Keny	No	Ms. Owens	Yes
Mr. Denton	Yes	Mr. Perryman	No
Ms. Gold	No	Ms. Tears	Yes
Mr. Michael	Yes	Mr. Tietgens	No

The vote tied; therefore the motion failed 4-4.

Under old business, discussion of van/bus mileage charges was covered in the Transportation Committee Report.

In the discussion of the role/responsibilities of Ex Officio Members, board members agreed it would be a good idea to have students sit in on meetings to offer their suggestions. Mr. Keny suggested forming a committee to set

guidelines, then begin the program in the second semester. No action was taken during this meeting; the issue will be brought up in the October meeting.

The next item under Old Business was Approve County Maintenance Supervisor Supplement. Dr. Curtis recommended paying Sheldon Davis some type of supplement for taking on the county's maintenance. Mr. Denton suggested leaving the issue as it was approved in the last board meeting (approve the scope of work and discuss supplement at a later date) then revisit the issue. Mr. Tietgens made a motion to give Mr. Davis a 10% supplement; the motion failed for lack of a second. Mr. Denton made a motion to go along with the contract without the supplement, and then get with the county in 90 days to discuss a supplement. Ms. Tears seconded the motion and the motion passed 6-2, with Mr. Tietgens and Mr. Keny voting no.

There was no Director's Report.

Mr. Keny asked board members to sign up for the various committees for the coming year. He told them that serving on a committee is very vital, and to consider their personal schedules when signing up for a committee. Mr. Keny reviewed the committees: Policy/Attendance, Budget/Education, Curriculum, Acquisition/Building/Maintenance, Transportation, and Legislation. Mr. Keny asked if any board member would like to add a committee for the coming year. Mr. Denton made a motion to adopt a teacher recruitment committee and include the NAACP or another minority group to formulate a recruitment plan. Ms. Gold seconded the motion and the motion passed 8-0. Ms. Gold asked if, when signing up for a committee, board members express their specific goals and what they hope the committee accomplishes during the year. Mr. Keny agreed.

The meeting was adjourned.

Respectfully Submitted,

Mike Keny, Chairman

Dr. Stan Curtis, Director