

July 12, 2010

The Marshall County Board of Education met in regular session on Monday, July 12, 2010, at 6:30 p.m. in the Board Conference Room at Jones School.

Members present were Curt Denton, Kristen Gold, Harvey Jones, Barbara Kennedy, Mike Keny, Craig Michael, Delinda Owens, Randy Perryman, and Ann Tears. No members were absent.

Prayer/Pledge

The following additions were made to the agenda under New Business: Ms. Tears – the director's vehicle; Ms. Kennedy – employment changes; Mr. Michael – classified salary schedule and MCEA proposals. Ms. Tears made a motion to approve the agenda with the additions. Mr. Michael seconded the motion, and the motion passed 9-0.

The board recognized the following bus drivers for volunteering their time to transport students to and from extracurricular events: Greg Donahue, Debbie Freeman, Trina Hitchcock, Bobby Hurt, James Liggett, Jerry Parks.

Ms. Owens made a motion, with a second by Mr. Perryman, to approve the minutes of the June 14, 2010, regular session, and the June 22, 2010, special called session. The motion passed 9-0.

In the MCEA report, MCEA president Patty Hill, reminded the board of Article 18, paragraph 2 in the negotiated contract regarding "Posting of Positions" in the Marshall County School System.

Ms. Kennedy made a motion to approve the paint bid submitted by Lewisburg Paint Store (see attached); Mr. Jones seconded the motion. Concern was voiced about the lack of bids; the maintenance committee will meet to look at the bidding process. The motion to approve the paint bid passed 9-0.

During discussion about the budget, Ms. Gold informed the board that a decrease in the cost of bus cameras and additional increases were included in the revised budget to cover such items as increase in budget for full-time attendance supervisor, insurance for finance director, overall increase in insurance, additional \$93,000 for Capital Outlay; the amount equals \$218,000. Discussions were held concerning funding an SRO at Lewisburg Middle School; \$30,000 is currently in the budget for this purpose. Mr. Perryman made a motion, with a second by Mr. Michael, to approve the budget as presented, with the understanding

the SRO amount may be adjusted, and send that budget to the Education Committee of the County Commission. Mr. Keny amended the motion, with a second by Mr. Michael, to approve purchasing bus cameras (without GPS capability) via Special Education funds that have been budgeted for this purpose and will be used to supplement the General Purpose budget in this manner (Special Education will pay 100% of the cost for five Special Education busses and 10% of the cost of the regular education busses) (see attached). The amended motion passed 9-0. Before voting on the original motion with the amendment, Mr. Keny, Ms. Tears and Mr. Michael read an ethics statement declaring no conflict of interest in their vote. The roll call vote was as follows:

Mr. Denton	Yes	Mr. Michael	Yes
Ms. Gold	Yes	Ms. Owens	Yes
Mr. Jones	Yes	Mr. Perryman	Yes
Ms. Kennedy	Yes	Ms. Tears	Yes
Mr. Keny	Yes		

The motion passed 9-0. Ms. Gold reminded the board the budget will be taken to the Commission's Education Committee the following evening at 6:00.

In new business, Ms. Tears made a motion to approve the purchase of a 2010 Ford Focus in the amount of \$13,088 for the Director of Schools' use. Mr. Michael seconded the motion and the motion passed 7-2 with Ms. Gold and Ms. Kennedy voting no.

Mr. Perryman made a motion to amend the earlier motion to approve the budget to include \$13,088 for purchasing the car. Ms. Owens seconded the motion and the motion passed 9-0.

Ms. Kennedy made a motion to freeze hiring and transferring positions until job descriptions and (classified) salary schedules are established. Mr. Perryman seconded the motion. After discussion, members determined a meeting needs to be held to begin the process of updating/establishing job descriptions and classified salary schedule. The motion failed 7-2 with Ms. Gold and Ms. Kennedy voting in favor of the motion.

Ms. Kennedy made a motion asking Mr. Dukes to start gathering information (regarding classified salaries/job descriptions) as soon as possible for presentation to the board. Ms. Gold seconded the motion. Ms. Kennedy requested years of experience and degrees held by classified employees already in the system be included in the information. Mr. Michael made a motion to amend the original motion, with a second by Mr. Denton, to have the information ready by the September 13 board meeting. After discussions, the board decided to meet in a work session to discuss the issue, but use the September 13 board

meeting as a deadline to have the classified salary schedule complete to take action on. The amended motion passed 9-0. Mr. Denton made a motion for a second amendment to include certified Central Office personnel when gathering information. Mr. Perryman seconded the motion and the motion passed 9-0. The original motion with the amendments passed 9-0.

Mr. Michael explained MCEA proposals to the board (see attached). He stated he had not had a chance to discuss the (Article 9) payroll deductions with finance director Ms. Cook-Jones; therefore, he did not feel comfortable recommending the board approve this amendment to the contract. Mr. Michael made a motion to approve the Differentiated Pay Plan Proposal, and Article 6 In-Service and Professional Development amendments. Mr. Denton seconded the motion, and the motion passed 9-0.

A work session was scheduled for Thursday, July 15 at 7:00 p.m.

A maintenance committee meeting was scheduled for Tuesday, August 3 at 6:00 p.m.

In the director's report, Mr. Dukes distributed an updated organizational chart naming Linda Williams-Lee and Lisa Ventura as the system's Deputy Directors. Concerns were expressed that both deputies selected are paid from the federal budget and much of the duties are general purpose duties. Ms. Williams-Lee stated that she and Ms. Ventura will keep time sheets showing time spent on general purpose, and the general purpose budget will pay that portion of their salaries. Ms. Gold asked how much time will be spent on the Deputy Director duties so the board can determine how much should be added to the general purpose budget to cover their salaries; Mr. Dukes stated that, at this time, the amount of time to be spent on the different duties is unknown. Mr. Michael asked Ms. Williams-Lee and Ms. Ventura to give an estimate of the percentage of time they might spend outside their normal field of work. Ms. Ventura estimated 20-25 %; Ms. Williams-Lee stated that until the HR department is up and running it could be 50%. Mr. Denton made a motion, with a second by Ms. Owens, to approve the organizational chart. The roll call vote was as follows:

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

The motion failed 5-4.

Mr. Dukes distributed an organizational chart that shows the two Deputy Director positions replaced by one Assistant Director. Ms. Gold requested the board receive the organizational chart prior to any changes and costs related to the chart (salaries, benefits, fixed costs), as well as the two charts just distributed including those costs, to determine savings. After discussions, Ms. Owens made a motion, seconded by Mr. Michael, to recess the meeting and meet before the Commission's Education Committee meeting on Tuesday, July 13 at 5:00 p.m. The motion passed 8-1 with Ms. Kennedy voting no.

The meeting recessed at approximately 9:10 p.m.

The July meeting of the Marshall County Board of Education reconvened at 5:10 p.m. on Tuesday, July 13.

In the Director's Report, Mr. Dukes announced 24 individuals made application for head football coach; announced Vylatte Gooch as the Supervisor of Elementary Instruction; stated principals/supervisors met with Elizabeth Osborne from Juvenile Services concerning attendance problems; said he will be out of the office next week.

Mr. Michael stated he had met with budget director Ms. Cook-Jones concerning Article 9: Payroll Deductions (see attached), as was discussed during the previous night's meeting, and he felt comfortable recommending the passage of the amendment to the board. Mr. Perryman made a motion, seconded by Ms. Owens, to approve the Article 9 amendment to the negotiated contract. Mr. Michael stated that Ms. Stapleton (MCEA) will provide a chart to payroll so there would be no calculations on the part of the payroll department. The motion passed 9-0.

Referring back to the topic of SRO, Mr. Dukes said he spoke with Chief Deputy Lamb who gave him the total cost of an SRO at LMS: approximately \$65,000, which will include uniforms, gun, car, and hourly wages.

Mr. Dukes provided the board with a sheet detailing "Positions removed from budget," as well as the "Two Deputy Directors Salary Paid From Federal with Percentage PAR" for review. Question was raised if the Coordinated School Health Coordinator has to be a fulltime position; Mr. Dukes said he would check on it. The board discussed distributing the duties of Deputy Directors/Assistant Director among the eight supervisors at the Central Office. Ms. Owens made a motion to accept the organizational chart with the Assistant Director and add \$89,000 plus benefits (as indicated on the detailed sheet provided by Mr. Dukes) to the budget; Mr. Michael seconded the motion. In discussing the salary for the proposed Assistant Director position Mr. Dukes told the board SACS (Southern Association

of Colleges and Schools) requires the Assistant Director be paid at least one dollar above the highest paid supervisor on staff. Ms. Owens amended her motion to change the amount to \$83,000 plus benefits package; Mr. Michael seconded the amendment. The roll call vote was as follows:

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

The motion passed 6-3.

The meeting was adjourned at 5:50 p.m.

Respectfully Submitted,

Mike Keny, Chairman

Roy Dukes, Director