

**Crawford County R-II Schools**

<u>Open</u> Kind of Meeting	<u>Administration Building</u> Place	<u>7:00 p.m.</u> Time	<u>9/24/2015</u> Date
<b>Members</b>		<b>Present</b>	<b>Absent</b>
<u>Cheri Schuette</u> Presiding Officer		Present	
Angie Britton		Present	
Dan Hewkin		Present	
Darin Layman			Absent
Jason Mehl		Present	
Jennifer Moreland		Present	
Alex Steiger		Present	
<u>Johnny Thompson</u> Superintendent of Schools		Present	
<u>Kimberly Robinson</u> Asst. Superintendent		Present	
<u>Angela Jenkins</u> Board Secretary		Present	

**Call to Order**

President Cheri Schuette called the meeting to order with a quorum present.

*Roll Call: Angie Britton, present; Dan Hewkin, present; Darin Layman, absent; Jason Mehl, present; Jennifer Moreland, present; Alex Steiger, present; Cheri Schuette, present*

*Vote: 6 present; 1 absent (Layman)*

**Approve and Adopt Agenda**

*Motion by, Angie Britton; seconded by, Jason Mehl to approve and adopt the agenda as presented.*

*Vote: 6 yes; 1 absent (Layman)*

**Closed Session**

*Motion by, Jason Mehl; Seconded by, Alex Steiger to go into closed session in accordance with the provisions of Section 610.021, Sub Section (1), (3), and (13) of the revised statutes of Missouri in order to discuss personnel*

*Roll Call: Angie Britton, yes; Dan Hewkin, yes; Darin Layman, absent; Jason Mehl, yes; Jennifer Moreland, yes; Alex Steiger, yes; Cheri Schuette, yes*

*Vote: 6 yes; 1 absent (Layman)*

**Pledge of Allegiance**

Mr. Mehl led the Board in the pledge of allegiance.

### **Citizen Participation**

Gwen Wise spoke to the Board about Policy 4320 for certificated employees and Policy 4315 for classified employees which are our policies regarding gift sick leave. In March of this year she and Ms. Renee White met with Mr. Thompson about the gift sick leave policy. They developed statements and once they were approved by the school attorney the statements would be used to develop a survey to be distributed to the district employees at the beginning of the 2015-2016 school year. The survey was never sent out to the employees. DESE's website states Crawford County R-II has a sick day pool. Mrs. Wise stated that we do not have a sick day pool; we have non-discriminatory gift sick leave donation. We do not require anyone to donate days and everyone is allowed to ask for gift days.

Renee White is confused as to why this is an issue with the current superintendent. She does not agree with eliminating the gift sick leave. Mrs. White gave two examples of how the gift sick leave has helped current employees with serious medical needs.

### **Consent Agenda**

*Motion by, Angie Britton; Seconded by, Jason Mehl to approve the consent agenda as presented*  
A. Minutes: Regular Meeting August 20, 2015; B. Calendar of Events; C. Average Daily Attendance; D. Personnel as Presented: Accept the Following Classified Resignations: Karen Bybee, Bus Driver; Employ Classified Personnel: Aaron Easton, Bus Driver; Todd Honea, Bus Driver; Aleah Scharfenberg, Elementary/Middle School Aide; Cathy Alexander, High School Aide; Remove the Following from Probationary Status: Lisa Schulte, Cook; Laurie Craft, Cook; Willard Tinker, Bus Driver; E. High School Graduation: May 21, 2016 at 7:00 p.m.  
*Vote: 6 yes; 1 absent (Layman)*

### **Approve Financial Statement and Action on the Bills**

*Motion by, Jason Mehl; Seconded by, Angie Britton to approve the Financial Statement and Action on the September Bills as presented*  
*Vote: 6 yes; 1 absent (Layman)*

### **Audit Report – Joe Leathers**

Mr. Leathers reviewed the audit report.

*Motion by, Jason Mehl; Seconded by, Angie Britton that the audit report be approved and accepted as presented.*  
*Vote: 6 yes; 1 absent (Layman)*

### **MSBA Superintendent Search – Dr. Brent Underwood**

Dr. Underwood explained the process of the superintendent search. Dr. Underwood met with three focus groups to develop a profile of characteristics that the community and employees wish to see in the next superintendent. This information was also compiled from the survey that was on the districts website for 10 days. Dr. Underwood received 19 pages of comments from the survey. 150 people responded to the survey.

The top four characteristics that people want are: exhibits integrity, works in harmony with staff, expertise in fiscal management, and previous successful experience as a superintendent.

The desired strength areas are: committed and dedicated staff, supported community, and updated facilities.

The challenges a new superintendent faces (per survey): salary and benefits package for staff, increase of enrollment, high needs students, and keeping up with technology.

The deadline for applications is October 9. Dr. Underwood will be screening applications and will meet with the Board of Education again on October 19.

When we get to the interview stage Dr. Underwood would like the Board to arrange an interview panel that includes some staff members. The superintendent hire date is December 15, 2015.

Dr. Underwood has been very impressed with the Board through this process and commends Mr. Thompson for letting the district know of his retirement to allow them to start their superintendent search early.

### **High School Student Council**

The high school student council presented some upcoming activities to the Board of Education. One activity will occur on October 23 (school is not in session) when Cuba will host the district Student Council meeting. There will be approximately 700 students on campus that day.

Katie White, Student Council President, and Tyler Karpowecz, Student Council Vice President, spoke to the Board about the upcoming District Student Council meeting. The district meeting is on Friday, October 23, 2015 and Cuba has been chosen to host this year. School is not in session on that date due to parent-teacher conferences. There will be approximately 750 students attending. The community has been donating for this event. They will have carnival games set up in the high school band room and each club is manning a station. All of the kids attending the district meeting will have different sessions they can attend. They pay \$1.00 to play any game or pick a prize or buy food. All proceeds go to Special Olympics. Missouri Association of Student Councils is a partner with SOMO because MASC as a whole raises around \$100,000 dollars a year for SOMO. If anyone would like to attend they need to let the student council know. FFA will cook lunch and FCNB will help serve.

### **Board and Committee Reports**

The MSBA Annual Conference is October 1-4 next week at Tan-Tar-A.

### **Assistant Superintendent Report**

Personnel as presented in closed session.

### **Building Principals**

Dr. Peterson was present to answer any questions about her report that was in the board packet.

Mrs. Shoemaker was present to answer any questions about her report that was in the board packet.

Mr. Earnhart was present to answer any questions about the high school report that was in the board packet. Nick Sanazaro from Meramec Instrument Transformers (MITCO) met with Mr. Earnhart and Amanda Espinoza to invite students to tour their plant next Friday on National Manufacturers Day. We plan to send some high school students to tour their facilities on Friday, October 2.

Ms. Schuette added that Crawford Electric held its annual meeting yesterday. They asked the advance choir to sing and they did a wonderful job. National Honor Society and Key Club helped serve the meal. All of the kids and Mr. Nobel did a great job.

### **Superintendent's Report**

- Mr. Thompson gave the Board members policies and regulations for their review. Some are legal and some are upcoming legislative topics and will be on the October agenda for the Board's approval.
- Our attorneys, Tueth & Keeney, will have hors d' oeuvres at the MSBA annual conference.

### **Unfinished Business**

#### **2015-2016 Budget Updates**

Mr. Thompson gave a brief update of the current budget.

### **Discussion of Future Building Projects**

At the August meeting, we started the discussion on what we wanted as far as possible future building projects. Mr. Thompson spoke to Mr. Bricker and he indicated that we really don't have any bonding capacity to do a no-tax increase bond issue. Mr. Bricker estimated that to run a \$3.5 million bond issue would result in about a \$0.15 raise in the levy.

Mr. Thompson asked for direction. The cost to build a road behind the high school is \$435,000.00 and would probably cost closer to \$500,000.00 by the time it was finished. The board would like the road built behind the high school as it was a goal from the citizen community group and it is also a safety issue.

Ms. Moreland would like to see 1:1 right now. It is not currently built into the budget but can be for next year. Mr. Thompson needs a list of each building's technology needs from the principals.

### **New Business**

#### **MAP Testing Results**

Mrs. Robinson reported on the MAP testing results with scores broken down into several areas for comparisons. She also presented disaggregated data.

Mr. Steiger was dismissed at 8:25 p.m. and rejoined the Board at 8:27 p.m.

#### **E-rate Upgrade Discussion**

We received bids back in March for upgrades to our Internet with the understanding that approximately 80% would be paid through E-rate. Many schools have already received their E-rate approval, but we have not as of today. Mr. Thompson believes we will be approved and will get the 80% back once the work is completed. When he built the budget, he put the entire amount (\$105,886.57) in the budget in case we didn't get approved. With the Board's approval, he would like to go ahead and schedule the work and not wait on the E-rate approval. Worst case scenario is that all of the cost comes out of the budget.

The upgrades include placing Internet access points in each room rather than in the hallways in all three buildings; new wiring and switches in the intermediate building; additional expansion modules to allow plug in capability for the access points and wiring from the new Internet access points in all three buildings.

As we move to more 1:1 experiences, this is work that will have to be completed at some point. Some of the work cannot be done until Christmas but wiring can be done in the meantime.

Mr. Mehl asked, "Why would we not be approved?" We have never had a problem with E-rate before. We filled out a form and we hire someone to do this for us because there are target dates. \$6,000,000.00 was earmarked throughout the nation and it takes time to get approved.

*Motion by, Jason Mehl; Seconded by, Angie Britton that the bid from Midwest Computech in the amount of \$105,886.57 be approved as presented so that work may begin on completing the designated tasks and once we are granted E-rate approval, the revenues will be returned to the budget.*

*Vote: 6 yes; 1 absent (Layman)*

#### **Sick Day Discussion**

Mr. Thompson has been working for several months on options to our sick day policy. Currently, administration has unlimited sick days. Of the districts that Mr. Thompson contacted, we are the only district that has this in a contract. Mr. Thompson proposes that we change this from unlimited sick days to a set number of days for all administration other than the Superintendent and Assistant Superintendent. Assistant Principals and Special Education Director would be allotted 12 sick days per year and Principals would be allotted 15 sick days per year. Since these individuals have not had the opportunity to "bank" any sick days, he would also propose that one year's worth of sick days be applied to each. Assistant Principals and Special Education Director would start with 24 sick days next year and Principals would start with 30 sick days next year. Upon leaving the District, they would be reimbursed half of a day's substitute pay for each unused sick day (as the teachers are currently paid).

Mr. Thompson also proposes that we eliminate the sick leave donation program for our teachers. It was designed for catastrophic situations, but if we don't allow it for all employees we set ourselves up for a discrimination lawsuit. Mr. Thompson has been told several times by legal counsel that this is something we need to eliminate.

Mr. Thompson responded to the citizen participation and explained that gifted sick days were mislabeled on the MSTTA survey. Our attorney is aware that gifted sick days are a donation and not a pool. Mr. Thompson would like the Board's permission to start working on policies and regulations.

Mr. Steiger explained that when he was first elected to the Board he asked questions about our donation of gift sick days. This was *his* request and not Mr. Thompson's. Mr. Steiger then discussed whether it is legal. He added that the board does care and wants to make sure we are doing things legally.

Mr. Hewkin stated that he thinks the gifted sick days and the administrators sick days need to be discussed separately because the administrator's sick days are a contract issue.

Jennifer Moreland made a motion to discuss administrator's sick days separately from the gifted sick days.

Mr. Thompson doesn't have a problem discussing them separately but doesn't want them voted on separately.

Motion dies for lack of a second.

Ms. Schuette overheard talk amongst the crowd and corrected them by saying that the Board doesn't hate anyone and to please not say that.

Mr. Hewkin thinks a cap needs to be placed on the administrators sick days but would like this topic tabled for a while to have more time for discussion.

Ms. Schuette clarified that Mr. Schuette, the athletic director and her husband, is retired and works part-time as the athletic director and does not get sick days or benefits from the school. She proposes the board discuss this more and would like bereavement days added to the policy.

Ms. Schuette and Mr. Steiger added that there are so many changes made in human resources and we could be setting ourselves up for legal problems.

Mr. Steiger discussed who pays taxes on days that are gifted and what happens when a person donates a day but makes more or less than the person the days are given to.

Mr. Hewkin would like to see some comparisons. Ms. Moreland would like comparisons on superintendents as well.

Ms. Schuette stated that reimbursement is not being knocked down. Reimbursement is half of substitute pay. She asked the audience if any teachers came to talk to Mr. Thompson. Renee White and Gwen Wise emailed Mr. Thompson but no other teachers or staff members contacted him. Ms. Schuette told Mrs. White that misinformation is getting out because it was communicated incorrectly to the teachers. She knows this because it was communicated incorrectly to her by a staff member before this meeting. The comparisons in the packet show that the \$20.00 pay back for unused sick days was for another district.

Ms. White added that interpretation is sometimes a problem.

Mr. Hewkin recommends tabling this discussion until further information is received. The Board was in agreement.

**Approve Regular Board Meeting**

*Motion by, Jennifer Moreland; seconded by, Angie Britton to schedule the regular October Board Meeting on Monday, October 19, 2015; 7:00 p.m. for open session and 5:30 p.m. for closed session.*

*Vote: 6 yes; 1 absent (Layman)*

**Adjournment**

*Motion by, Jennifer Moreland; seconded by, Dan Hewkin to adjourn.*

*Vote: 6 yes; 1 absent (Layman)*

Adjournment at 8:48 p.m.

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Board Secretary

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Presiding Officer

In attendance:

Chris Case  
Sue Ryle  
Heath Medlock  
Renee White  
Marilyn Arnold  
Sharon Zelch  
Tammi Palmer  
Richard Allison  
Gwen Wise  
Ed Wise  
Jeri Ann Herwig  
Pam Gummersheimer  
Judy Wick  
Lynn Rardin  
Kim Gipson  
Peggy Hussey  
Jennifer Cunningham  
Laura Heyer  
Brianna S. Howard  
Gary Doetzhoff  
Angela Maffeo  
Paula Griffith  
Tonya Bowen  
Tracy Gipson  
Brent Underwood  
Joe Leathers  
Emily Joseph  
Oly Ryes  
Katie White  
Tyler Karpowecz