



10 30 2017 IMPASSE Hearing 5 00 PM

Call to Meeting to Order

Acceptance of Agenda

1. [Accept the Agenda for the October 30 2017 Impasse Resolution Hearing as Revised](#)

Minutes:

Motions:

Motion to accept the agenda for the October 30, 2017 Impasse Resolution Public Hearing - PASS

Vote Results

Motion: Sara Beth Reynolds

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson - Aye

SPEAKERS

IMPASSE DISCUSSION

[2. 2016-2017 Impasse Resolution Public Hearing with the Polk Education Association and the Polk County School District, PERC Case SM-2017-002](#)

- Attachment: [4. SM Moberly Report and Recommendations.pdf](#)
- Attachment: [2 ATTACHMENT 10-3-17 Superintendents Position Statement PEA Impasse.pdf](#)
- Attachment: [2. BIO - Robert Moberly.pdf](#)
- Attachment: [3 Executive Summary 10-30-17 Board Impasse Resolution Hearing Rev.pdf](#)
- Attachment: [7a. PEA Proposal health insurance articles.pdf](#)
- Attachment: [8. PEA Teacher ARTICLE XV.pdf](#)
- Attachment: [PEA's Proposed Resolution of Disputed Issues at Impasse.pdf](#)
- Attachment: [3. PEA SM BRIEF.pdf](#)
- Attachment: [7b. Demands to Bargain Health Evaluation 2017-06-29.pdf](#)
- Attachment: [9. Indy Ed S Barnes article.pdf](#)
- Attachment: [5a. PEA ESP Salary APPENDIX B.pdf](#)
- Attachment: [5b. PEA Para Salary APPENDIX D.pdf](#)
- Attachment: [5c. PEA Teacher Salary APPENDIX C.pdf](#)

Minutes:

School Board Attorney Wes Bridges announced the purpose of tonight's meeting is to resolve the 2016-2017 IMPASSE between labor and administration. There are 5 issues: wages, advanced degree supplements, transfers, evaluations, and the health plan.

Each side will have 40 minutes to give their presentation, then 5 minutes for rebuttal. School Board members may ask questions at any time. Each side will have the opportunity to answer the question.

Mrs. Fields asked when the public will be allowed to speak? Should they sign up? Mr. Bridges thought it would be appropriate for them to sign up and speak first. Marianne Capozziello requested that the public speak after the presentations of both sides.

Michael Mattemore with the law firm of Allen, Norton and Blue, representing the School Board, commented

- the wage increase recommended tonight stretches the district's budget as much as the district can support
- contract will be in compliance with law and more efficient; no rights are being compromised; the evaluation process is not being altered or diminished, health insurance benefits are not being diminished

Your decision tonight is final and binding. There are no other appeals on these issues.

- 2016-2017 Salary
- Eligibility for Advanced Degree Supplement language
- Health Insurance language
 - When to start the bargaining process
 - Insurance Committee

- o Appendixes to the contracts

The effective date for district's proposal is July 1, 2017; PEA is requesting it be retroactive to July 1, 2016; which doubles the district's proposal.

Salary Increases

State-wide data reflects:

- Polk County is one of the largest school districts in the State and nation in regards to the number of students
- Polk County is one of the lowest funded districts in the State: 64 out of 67
- Polk County's spending on administrative costs is amazing low: 4th lowest in the State
- Polk County had the 2nd highest starting salary for teachers in the State (August 2016)

Proposal anticipated costs:

- July 1, 2017 District proposal of \$6,462,240 (1%) reducing fund balance by .88%
- 2017 salary increase for all district staff: PEA, AFSCME, Non-Bargaining Unit is approximately \$8.36 million, reducing the fund balance by 1.1%
- Special Magistrates 2% proposal for PEA (only) July 2016 would be \$11.4 million: reducing fund balance by 1.6%. (\$5.7 million in 2016 and reoccurring \$5.7 million in 2017)
- PEA's total cost of increase, including AFSCME, is \$12.9 million: reducing the fund balance by 1.82%

Contract Language:

- Must align with Florida Statutes.
- We may not use advanced degrees in setting salary schedule, unless the advanced degree meets 2 eligibility requirements
 - o Held in the area of certification on the Florida Teaching Certificate
 - o To be a salary supplement

Health Insurance: Two Issues

- Remove Insurance Committee references from the contracts
- Remove Health Plan Summary of Benefits from agreements

Parties agreed to:

- No changes to insurance benefits and premiums for plan year 2017
- Contract language to begin health plan negotiations in January each year

Teacher Evaluation Manual

- Remove Instructional Evaluation System Manual (an appendix) from the CBA

- o State mandates annual approval for compliance
- o Removal of appendix makes no changes to the manual

Teacher Transfers

- Amend the contract addressing transfers during the school year for purposes of minimizing movement and disruption to schools and students

Richard Siwica with the law firm of Egan, Lev, Lindstrom & Siwica, representing the Polk Education Association

2016-2017 Salary Proposal

- The recommendation of retroactive pay for 2016-2017 of 2% will be at an approximate cost of \$5.7 million (a \$400,000 difference from the Superintendent's Recommendation).
- The net impact would be calculated on the actual employees that are present, not the employees from Oct 2016 used in the forecast model, will cost approximately \$3 million less than the forecast due to turnover or lapse. (Net impact on the budget is \$2.7 million.)
- Experience matters; 2% is a modest proposal.

Supplemental payments for advanced degrees

- Maintain current language in the contract; Advanced Degrees identified as a supplement, it is not a part of the base salary as clearly defined in "g". By the supplement not being a part of the base salary, it has nothing to do with the setting of a salary schedule as seen in "e" because salary schedules deal with the base salary. With this established, PEA's Advanced Degree supplement is not in violation of the statute.

Health Insurance:

- There is no justification to remove the appendix from the contract
 - o helps the employee determine their insurance costs and needs

Teacher Evaluation System

- Keep the Teacher Evaluation Manual as part of the CBA
 - o Informative and useful for employees

Teacher Transfers

- PEA recognizes the importance of teacher stability in the classroom and supports employer's proposal that was also a recommendation of the Magistrate. However, this type of intractable policy will leave teachers wishing to leave a school with no option but resignation.

Marianne Capozziello, president of Polk Education Association, stated removing advanced

degrees will harm the district in retaining teachers; the evaluation manual belongs in the contract; PEA will support the transfer language but will work to include language that will allow teachers to transfer under certain circumstances rather than resign; Steps should be up front in the budgeting process.

SPEAKER: Nicole Jobin, has a Masters Degree in Education and has written a thesis for her Masters Degree in Curriculum and Instruction, stated the District would like her to get a Masters Degree in English to keep the supplement. She feels the respect given teachers is decreasing every year.

REBUTTAL

District:

You, the Board, knows the budget better than the Special Magistrate and Attorney Swigart. You know the financial challenges the district has faced and continues to face. You know a 2% wage increase was not included in the 2016-2017 budget. The increase in wages in our proposal is very close to PEA's; the difference is the effective date: July 2017 vs July 2016. Keep in mind the effect PEA's request has on your fund balance - it places the percentage too close to 3% which means the state will step in.

As far as the advanced degree issue, if PEA will agrees to have the State Stature included in the CBA, the district is OK with that.

PEA:

We are \$400,000 apart, they offered no dispute on the lapse issue.

Insurance is bargainable; therefore, an appendix is appropriately included in the contract. Evaluations are tied to compensation and are a part of negotiations; they belong in the agreement. We ask that you include mandatory subjects of bargaining in the collective bargaining agreement.

In regards to advanced degrees, there is no one else is left to say no but you.

SCHOOL BOARD MEMBERS:

- Mrs. Cunningham, referencing Exhibit A, Page 15 - 16, of the Magistrate's ruling, asked for an explanation on the compression equalization that is to 'more than makes up for a loss in the DCD funding'.
 - Mike Perrone stated the district receives less than the 1.0; the reduction is about \$13 million to the district. There is another part of the FEFP that helps certain districts losing money (compression). It doesn't make up all the loss, but it does help. We are still ranked 64th out of 67th in per pupil funding.
 - Angela Dawson referenced a FLDOE chart that provides the compression and equalization by district; it shows that Polk County's loss is more than made up by the compression by approximately \$13 - \$16 million.
- Mrs. Cunningham asked district staff to explain the reduction (caused by the proposal) to the fund balance (page 22) of 2.8% to 4.2%- 4.8% ending fund.
 - Mike Perrone responded that in building the budget we start with a budgeted

amount and a projected fund balance that includes 100% of salaries for all positions which results in a low fund balance. As lapse occurs throughout the year, the fund balance increases. This current year we started the year at 3.8% and projected we will end the year over 5%, with the district's proposed increases, the fund balance will be reduced to 2.8% and but should increase, with lapse, by the end of the year to 4.2% - 4.8 %.

- Lynn Wilson asked what affect will the hurricane expenses have on the budget.
 - Mr. Perrone responded the district is projecting the expenses will be between \$ 2-4 million and are hoping it will be covered by FEMA.
 - Marianne Capozziello states FEMA should cover the expenses as they have in past hurricanes. She restated that PEA's proposal is only \$400,000 apart to give the teachers the salary increases they deserve.
- Billy Townsend commented he doesn't understand the \$400,000 difference.
 - Ms. Capozziello replied that when we lose teachers, we inevitable hire less experienced persons at a lower salary. Mrs. Dawson stated she used a 1% wage increase per person for the 2016 employee. A ghost group.
 - Mr. Perrone stated the projected ending fund balance for 2016 was 5.1%; it was actually 5.11%, but the district had to transfer funds from Capital to reach that percentage. We do take into consideration lapse figures; usually that amounts to \$12 million - \$15 million each year.
- Hazel Sellers asked if we give the 2% requested by the Union (which would be for two years since it is a reoccurring cost), what is the projected fund balance for this year. For the next two years?. Because it is a reoccurring expense that we have to meet and aren't expecting any new funds from the Legislature.
 - Mr. Perrone responded that he would project an additional .8% lower percentage (or in the range of 3.5%, retroactive for two years); at the end of the next two years (assuming a flat revenue from State) it would be between 1.5% and 2% at the end of 18-19.
- Mrs. Cunningham asked if we agree to a 2% back to July 1, 2017, what are we looking at for 18-19.
 - Mr. Perrone responded the district's proposal is for a little over 2% for the teachers beginning July 1, 2017 and 1 % for Paras (fund balance would be 4.2% - 4.8% . For 2017-2018 with a flat revenue, you would take 1% - 1.5 % off so it could be between 2.5 - 3%; which includes lapse.

UNION:

- Richard Siwica noted that the issue today is the 2016-17 salaries; not 2017-18 salaries
- Ms. Dawson stated there are 750 new teachers who are not eligible for a performance step because they have not been here a year. Taking this into consideration, the actual cost will be less than \$3 million.
 - Mr. Perrone responded that the salary calculations were made by Human Resources as of 1/10/17.
- Hazel Sellers asked Mr. Perrone regarding the increasing cost of insurance. The district transferred funds (\$3 million) into health insurance because we are eating up the reserve. This is part of the compensation package for our employees: the district pays approximately \$600 per month per employee, we pay approximately \$500 a month per spouse in addition to the employee's contribution. This is a \$6000

benefit for some employees; those with dependents. This is a huge cost for the district. Is that built into the fund balance?

- Mr. Perrone stated the district pays \$594 per month per employee and supplements the spouse's premiums. The district has \$3 million set aside for this year as well to subsidize the health fund. We've had a pretty bad year with high cost claims, catastrophic cases, and the trend doesn't seem to be improving. The State requires 60 days be held in reserve; we were at 47 at the end of last year. The actual number and proposal will be brought to the Board in March but he projects it will not be at 27 days in reserve.
- Mr. Townsend asked what happens when we go below 60. Mr. Perrone responded he wasn't here when it happen previously and can't provide an answer. If the district ends the year with 27 days in reserve, the cost per day is about \$283,000; about \$9.4 million will be needed to bring us back to 60. To reach 45 days, it would be \$5.3 million.
- Mr. Wilson commented that as a Board Member he would love to provide raises but as a CPA he is concerned about the fund balance dropping below 3%. The State could take over our finances and the Governor would establish a separate Board outside the scope of this Board to handle the finances of the district. We've seen several surrounding district who provided raises for employees who are now having to lay off staff to rebuild the fund balance. He stated, for the 3 years he has been on the Board, staff has done a remarkable job of projecting the fund balance, including lapse, to get us close to the Board's policy of 5%. He asked Ms. Dawson if PEA is saying that is not correct.
 - Ms. Dawson responded the costing being used is talking about people who are no longer here. You have the ability to transfer money from Capital Outlay to salaries (using Maintenance dollars (\$8 million).
 - Mr. Wilson confirmed that the district did make the transfer several years ago and decided not to do so again because we had critical capital needs. This year, half of that amount has already been used so only \$4 million is left to meet maintenance costs. He isn't sure what she is suggesting; does she have a better way moving forward without using the Capital funds? Ms. Dawson stated she would need full disclosure of all the transfers.
- Mrs. Sellers asked PEA for their fund balance projections for 2017-18 and 2018-19.
 - Ms. Dawson responded she can't without the Comprehensive Annual Financial Report which is issued in December.
- Mrs. Sellers asked Ms. Dawson for the entire cost of PEA's proposal.
 - \$5.7 million based on employees in the original report but with turnover approximately \$3 million will be lapsed so the actual cost of new money would be approximately \$2.7 million for 2016-2017 and an additional \$1.7 million for 2017-2018.
- Kay Fields requested clarification on the Advanced Degree Recommendation. Is there anything black and white in the law?
 - Mr. Mattimore responded that Statute 1012.22 applies to the District.
 - Mrs. Sellers asked if we keep the current language, can we have a caveat that if the Supreme Court comes after us, the Union will agree to amend the contract?

Wes Bridges, School Board Attorney, clarified the Court did not rule whether the arbitrator was correct or whether the arbitrator interpreted the law correctly. The Court described

the standard review for an Arbitrator's award as grudgingly narrow. The only thing the Circuit Court and the Appellant Court looked at was, was it procured by corruption or fraud, was there evident partiality, was there arbitrator misconduct, or did he exceed his power. The Arbitrator made the comment that this should have been bargained.

- Mr. Harris questioned the issue regarding advanced degrees. Is it whether it should be a part of setting a salary schedule or that it be considered a supplement?
 - Ms. Dawson stated it is more on DOE's rules around certification.
 - Mr. Mattemore commented the law changed since the current contract language was negotiated. The District simply wants to recognize the new law and that it does apply to advanced degree supplements to employees hired after July 1, 2011.
- Mr. Harris asked what is the district's self-funded property insurance deductible?
 - The deductible is 5% of the loss per site, per building and it comes from the General Fund. FEMA reimburses a portion of the cost.
 - PEA commented the district's Stop Loss Insurance and FEMA will cover all the cost.
- Mr. Harris commented the total amount needed to bring the Health Care fund back to the 60-day reserve is \$9.3 million. He asked what happens if the district doesn't have those days.
 - The district is required to write a letter to the Office Of Insurance stating we have sufficient funds in General Funds to cover the short fall.
- Mr. Harris stated the largest portion of the budget covers the cost of personnel - 83%. The salary increase becomes a part of the base salary and is a cumulative cost for not only the current year but increases each year thereafter (plus and minus new hires and those that leave our employment).
- Mr. Wilson asked if PEA would agree to put language in the contract that the Advanced Degree has to be relevant to the class being taught.
 - Ms. Capozziello responded she's willing to discuss but would need to see the language.

SPEAKERS:

- Anita Carson would like the district to bargain with us often, work with us
- JoAnne Mallory asked the district to support staff (ESE paras)
- Shanna Fox stated you loyalty belongs to the tax payers
- Christy McCullough has a advanced degree in public accounting and asked the board to listen to the expert outside people
- Shelly Peros commented the district is growing with new housing developments which will increase tax base. She asked that someone Call the Question
- Shannon Harris asked if health insurance is a part of the compensation; how does that affect those that have no insurance costs. Her salary has been stagnat for years
- Rae McKinley stated 50 years ago a walk out resulted in constitutional right for Unions to negotiate contracts
- Kevin Kayden suggested you take Mrs. Sellers suggestion and set an amount
- Jason Haggerman doesn't feel teachers receive respect in Florida and may return to New York where they are respected
- Shannon Moates is a product of Polk County schools and has been a teacher for 26 years. She has lost respect for Polk County and encourages her daughter to pick

another county to teach in

- Sarah Forte comments teachers just want a fair shake. If you don't give it to us, we'll see you in the voting booth.
- Donna Oliver has taught for 28 years in Polk County and is confused as to why the board doesn't want to pay teachers for advanced degrees. There is a lack of respect, set the steps in stone in the contract
- Sharon Phillips questioned if we are the lowest funded district, why are the administrative costs not the 4th lowest. She has three degrees, none of them help her as a Career Technical.
- Kimberly Foster stated salaries increases are a mission possible
- Stephanie Yokum commented teachers must be protected against bad administrators and asked for the evaluation to remain in the contract
- Miranda Burdett suggested the Board take into consideration the people before you are preparing students for the future

BOARD

Mrs. Fields stated there are 5 issues before the Board for individual vote.

1. 2016-2017 Salaries (Teachers, Paraeducators, and Educational Support Personnel)
 2. Teacher Advanced Degree Supplements
 3. 2017 Health Insurance Plan and Scheduled Benefits
 4. Teacher Evaluation System Manual
 5. Teacher Transfers
- Mr. Townsend suggested the IMPASSE be tabled to allow negotiations to continue. Come back in two weeks, a date certain.
 - Ms. Capozziello stated the Union is willing to continue negotiations and provided several dates.

Motions:

Motion to accept the Special Magistrates
Recommendation on Item 2: Teacher Advanced Degree Supplemental Payments. - PASS

Vote Results

Motion: Billy Townsend

Second: Lori Cunningham

Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye

Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

Motion Minutes:

Mr. Wilson said this is something we need to do for our employees. However, he is concerned that we may be violating the law.

Mrs. Sellers voiced the same concern.

Mrs. Fields verified with the School Board Attorney, Wes Bridges, that the contract has a severability clause.

Motions:	
Motion to approve Special Magistrates recommendation on Item 3: 2017 Health Insurance Plan and Scheduled Benefits.	-
Vote Results	
Motion: Billy Townsend	
Second:	

Motion Minutes: Failed for lack of second.

Motions:	
Motion to accept the Superintendent's recommendation on item No. 3: 2017 Health Insurance Plan and Scheduled Benefits.	-
Vote Results	
Motion: Tim Harris	
Second: Lori Cunningham	
Lori Cunningham	-
Kay Fields	-
Tim Harris	-
Sara Beth Reynolds	-
Hazel Sellers	-

Billy Townsend	-
Lynn Wilson	-

Motion Minutes:

Mrs. Sellers stated the insurance belongs to all employees: Union and Non-Union. It's in everybody's best interest to do the best we can. All of the details don't belong in the bargaining agreement. She supports continuing the Insurance Committee.

Motion amended.

Motions:	
Amend motion to include the continuance of the Health Insurance Committee as a part of the Superintendent's recommendation on Item 3: Health Insurance Plan and Scheduled Plan.	- PASS
Vote Results	
Motion: Tim Harris	
Second: Lori Cunningham	
Lori Cunningham	- Aye
Kay Fields	- Aye
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Nay
Lynn Wilson	- Nay

Motion Minutes:

Mrs. Fields commented that last year when the district had to appear before the DOE Board on our TOP schools, they recommended the Health Plan Summary of Benefits not be a part of the Collective Bargaining agreement. She asked how many other school districts include a Health Plan Summary of Benefits to their CBA? Mr. Bridges believes there is one other school district in the state.

Motions:	
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Motion to approve the Special Magistrate's recommendation on Item 5: Teacher Transfers. -

Vote Results

Motion: Billy Townsend

Second: Lynn Wilson

Lori Cunningham -

Kay Fields -

Tim Harris -

Sara Beth Reynolds -

Hazel Sellers -

Billy Townsend -

Lynn Wilson -

Motion Minutes:

Sara Beth Reynolds would like to amend the motion to add an appeal process if the hardship is not listed.

Motions:

Amend Motion to adopt the Superintendent's Recommendation on Item 5: Teacher Transfers with the understand that the 2017 negotiations will address an appeal process for hardships that do not fall within the 3 exceptions. - PASS

Vote Results

Motion: Billy Townsend

Second: Sara Beth Reynolds

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Aye

Hazel Sellers - Aye

Billy Townsend - Aye

Lynn Wilson

- Aye

Motions:

Motion to Accept the Superintendent's Recommendation on Item 1: the 2016-2017 Salary Increases. -

Vote Results

Motion: Tim Harris

Second:

Lori Cunningham -

Kay Fields -

Tim Harris -

Sara Beth Reynolds -

Hazel Sellers -

Billy Townsend -

Lynn Wilson -

Motion Minutes:

Failed for lack of second.

Motions:

Motion to Accept the Special Magistrate's recommendation on Item 1: the 2016-2017 Salary Increases. -

Vote Results

Motion: Billy Townsend

Second:

Motion Minutes: Failed for lack of second.

Motions:

Motion to accept the Superintendent's

recommendation on Item 1: the 2016-2017 Salary Increase with the expectation both parties will renegotiate without going below 4% fund balance. -

Vote Results

Motion: Hazel Sellers

Second:

Motion Minutes: Motion failed for lack of second.

Motions:

Motion to Recess and Readjourn during November 14, 2017 School Board meeting, to allow staff time to negotiate salary increases but not go below 4% fund balance; factoring in reserve for health insurance cost and hurricane repairs. - PASS

Vote Results

Motion: Tim Harris

Second: Billy Townsend

Lori Cunningham	- Aye
Kay Fields	- Nay
Tim Harris	- Aye
Sara Beth Reynolds	- Aye
Hazel Sellers	- Aye
Billy Townsend	- Aye
Lynn Wilson	- Aye

Motion Minutes:

Mrs. Sellers noted that it was discussed months ago that the district would fall below the 5%; between 4 and 4.5%. She is concerned using fund balance and dropping to 4%, will we drop to 3% next year? Can it be prevented in 2018-2019?

Mr. Wilson says it can be done using lapse (reoccurring 4% fund balance).

Mr. Bridges reminded the Board they have a policy to maintain a 5% fund balance.

Mrs. Fields said lapse is a part of our fund balance. She asked if it is good practice to budget lapse dollars and is it unlawful. Mike Perrone responded that the district did

budget the lapse last year and it is not a good practice. There are too many unknown factors; it's not unlawful but it's not a good policy either. We don't recommended doing it again this current year. How would it affect our fund balance if we go with Mr. Harris' proposal?

Mr. Perrone stated if you use lapse then you must get revenue for that amount or more the next year or cut things from the budget. If you are flat funded and use lapse, you will continue to lower your fund balance.

Mr. Wilson responded he is not suggesting we use or budget lapse. He asked Mr. Perrone to calculate where lapse will bring us as it relates to fund balance. Lapse is reoccurring. Mr. Perrone responded that lapse is not reoccurring; you have lapse every year, but it's not reoccurring. That's a misunderstanding...a mistake that happens. To fund the raise, we would take from the current year's funds. Mr. Wilson stated you can use Capital dollars. Mr. Perrone responded that would be another discussion.

Mrs. Fields stated staff has reviewed and made their recommendation. Now, you are asking them to go back and look at all the other areas of concern you have identified; there's a possibility they will return with less than what was offered tonight. She is not in support of offering nothing. She is also not going to support using lapse money as part of the fund balance: it is not good business practice.

Mr. Wilson believes there is an agreement to continue to negotiate, consider lowering to 4% in fund balance and look at the maintenance dollars (capital).

Mr. Bridges reminded the Board of the Cone of Silence.

Motions:

Motion to uphold the Superintendent's Recommendation on Item 4 to remove Appendix M (the entire Teacher Evaluation System Manual) from the CBA as provided in the commended contract language attached as Exhibit E. In addition, the District and PEA will establish a better timetable for the Teacher Evaluation Advisory Committee and District/PEA Negotiations to meet in time meet FDOE deadlines.

- PASS

Vote Results

Motion: Tim Harris

Second: Hazel Sellers

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Sara Beth Reynolds - Nay

Hazel Sellers - Aye

Billy Townsend - Nay

Lynn Wilson - Aye

Motions:

Motion to uphold the Superintendent's Recommendation on Item 4 to remove Appendix M (the entire Teacher Evaluation System Manual) - from the CBA as provided in the commended contract language attached as Exhibit E.

Vote Results

Motion: Tim Harris

Second: Hazel Sellers

Motion Minutes: Motion Amended.

Adjournment

Meeting adjourned at 11:05 PM. Minutes were approve and attested this 11th day of December, 2017.

Kay Fields, Board Chair

Jacqueline M. Byrd, Superintendent