

11 14 2017 Work Session 2 30 PM

NEW BUSINESS

1. [2:30 - 2:45 PM School Board Comments](#)

Minutes:

Mr. Townsend asked when a discussion would be held on the evaluations for the School Board's contracted employees (Wes Bridges and Carol Matthews). Mrs. Fields stated state statutes prevent evaluations being discussed until one year after they were issued. Mrs. Cunningham commented that evaluation discussions usually take place during the annual board retreat.

Mrs. Fields responded that the employment contracts for these employees will be discussed at the December 12th meeting. Mr. Townsend stated that he has a conflict with the December 12th School Board meeting but would like to participate in the discussion. He asked the Board to consider moving the December meeting to a date that he is available or place the topic on tonight's agenda. He would like to stop the automatic one year renewal that extends their 3-year contract. He would also like an outside party to review the contracts to see if they are legal.

Mrs. Cunningham asked if 'three year contract' would convert to an annual contract if it isn't renewed. Mr. Bridges responded it would be whatever terms the Board wishes and the parties agree upon. Currently the contract runs through June 30, 2020; if no action is taken by January 1st, it runs through June 30, 2021. If you take action to not extend it, then it runs through June 30, 2020 until negotiated.

Mrs. Sellers disclosed that she discussed the contract with Boswell and Dunlap; the contract is legal. The two individuals are happy with the current contract so the Board has two options: renew/non-renew. She isn't against looking at other contracts and negotiate with the two employees; however, she doesn't believe anyone would apply for these positions if they were offered a one-year contract.

Mr. Wilson is concerned that there is no clause for 'termination for convenience' which is included in Superintendent Byrd's contract and he would prefer the three contracts be alike.

Mrs. Cunningham stated this is not a personal issue; they both do a fine job. She feels that there does need to be a termination clause and severance language. If the Board decides to do a 'no continuation notice', there should be a caveat that we will look at the contract, see what's out there, have an outside party review the contract, and have something available when the contracts are up for renewal in 2020.

Mrs. Fields will meet with Mrs. Matthews and Mr. Bridges to see if they are agreeable to amend their contract. Mrs. Fields clarified that if they are not, then the Board needs to notify them before the end of December of the decision to non-renew (extend for another year) and request to negotiate new contracts. Also, the Board can begin reviewing other districts' contracts and have an outside legal party help with the process.

After reviewing their calendars, the Board gave consensus to move the December 12th meetings to Monday, December 11, 2017, to accommodate Mr. Townsend's request.

Mr. Townsend read sections of the Jason Looney investigation on the Professional Development Plan of Brandi Blanchard, Assistant Principal. He would like it on the record that Mr. Looney was not able to explain why the PDP was not completed properly. This PDP was the sole meaningful documentation upon which her non-renewal was based. He asked that it be on the record for everyone to know that the investigation characterizes Mr. Looney as saying that the 2010 George Jenkins investigation was completely unfounded. That is false. The actual finding was unsubstantiated which is a very different legal definition than unfounded. He would hope our investigators would correct that in the record.

Mr. Townsend also clarified that the Tenoroc staff meeting Mr. Harris attended was a mandatory meeting. The Assistant Principal sent a note to staff that their attendance was mandatory.

Mrs. Fields provided two possible dates for the Board Retreat: December 14th and January 10th. Consensus: January 10, 2018 (9:00-4:00). Dr. Tom Freijo will be the moderator.

OLD BUSINESS

BOARD AGENDA REVIEW

2. [2:45 - 3:00 PM Review Agenda of November 14, 2017](#)

Attachment: [11 14 2017 School Board Agenda.pdf](#)

Minutes:

C-15: Accounts Receivable Write Offs for Ridge and Traviss

Mr. Harris requested assurance that, in the future, fees will be collected or 'chased'. If students owe money and try to enroll later, the bill should be paid up front.

Marc Hutek, Deputy Superintendent, reported the write offs are 5 years in arrears. This year, a collection agency has been contracted and we have initiated a plan for 30 - 60 - 90 day delinquencies.

Mr. Townsend stated there is a wide-spread thought that Traviss and Ridge have been used as a piggy bank. He would like to see an accounting or future work session discussion on the monies generated by the two schools to confirm the dollars are been spent on the two schools and not other projects.

DISCUSSION ITEMS

Item 3

3. [3:00 - 3:25 PM AFSCME 2016-2017 Collective Bargaining Agreement Changes](#)

Attachment: [11-14-17 Executive Summary AFSCME 16-17 Salaries and Contract Revisions.pdf](#)

Attachment: [1of3 AFSCME Bus Driver 16-17 Tentative Agreements 11-14-17.pdf](#)

Attachment: [3of3 AFSCME School Nutrition Assistant 16-17 Tentative Agreements 11-14-17.pdf](#)

Attachment: [2of3 AFSCME Custodial-Maintenance 16-17 Tentative Agreements 11-14-17.pdf](#)

Minutes:

Item 4

4. [3:25 - 3:50 PM Proposed 2018-2019 and 2019-2020 School Year Calendars](#)

Attachment: [Executive Summary - Calendar Committee - Work Session - Nov 2017.pdf](#)

Minutes:

Mrs. Cunningham clarified that teachers return on August 6, 2018 and students return on August 13, 2018.

Ms. Reynolds voiced concern with the expectation that students will return after the Memorial Day holiday for the 3 final days of school. Mrs. Porteous, Associate Superintendent of Human Resource Services, responded that the Calendar Committee did look at the last day of school. However, because students can't start any earlier than August 10th (a Friday), the first day is Monday, August 13th. The Committee chose to have students return for the 2018 school year on a Monday rather than a Friday. The same thing will happen for the 2019-2020 school year.

Mr. Townsend would like to see the early release days eliminated; however, he understands it is a bargained item through PEA.

Mr. Harris suggested that the district re-establish tests are to be held on the last few days of school. This would eliminate students and staff missing those last days.

Mrs. Fields commented on the shortened Christmas break.

INFORMATION ITEMS

Item 5

5. [New Job Description-Analyst, Database Administrator, Professional Development](#)

Attachment: [11-14-17 WS Analyst, Database Administrator, PD.pdf](#)

Item 6

6. [Polk Education Foundation 2016-17 audit](#)

Attachment: [2016-17 PEF audited FS.pdf](#)

Meeting adjourned at 3:45 PM. Minutes were approved and attested this 23th day of January, 2018.

Lynn Wilson, Board Chair

Jacqueline M. Byrd, Superintendent