

**Special Called School Board Meeting
Wednesday, September 12, 2012 at 6:30 P.M.
Fayette-Ware High School – Library**

MINUTES

1. Call the meeting to order.

Ronnie McCarty, Chairman of the Board, called the meeting to order at 6:30 P.M.

2. Establish a Quorum.

A quorum was established with the following members present: Robert Redditt, Marandy Wilkerson, Evangeline Shaw, Wendell Wainwright, Ronnie McCarty, David Barnes, James Garrett, Sally Spencer, Dana Pittman and James Teague, Interim Superintendent.

3. Approval of Agenda.

Mr. Barnes motions to approve the agenda.

Mrs. Shaw seconds.

8 - Yes 0 - No Mr. Wainwright was not present for the vote.

Motion carries.

4. Consideration of suspension of Board Policy 5.801. (Mr. Minor)

Mr. Barnes motions to suspend Board Policy 5.801.

Mrs. Spencer seconds.

Mrs. Wilkerson wants to know why is there a necessity to suspend the Board Policy. She stated that she has not known the Board to do this before and she wanted to hear from Mr. Minor why is there a need. She stated that they have never done that before in a Superintendent's search.

Mr. McCarty stated that on May 29th, we suspended this policy to make the Interim Superintendent of Schools eligible for the permanent position. He stated that in this policy, it says ineligible unless so changed. He stated that technically we already suspended this policy once.

Mr. Garrett wanted to know in the job posting where was the conversion of permanent listed on the posting.

Mr. McCarty stated that it was in our official minutes and it does say that it is eligible for a permanent position.

Ms. Pittman stated that she has passed out four pages concerning the past Superintendent's search including back to 2010 and 2012. She briefly went over the information with the Board. She stated in her opinion the elements of Board Policy 5.801 has been done and she feels like this policy has been complied with back in June.

Mr. Minor stated that there is merit to the comments that Ms. Pittman made. He stated that the State statute only requires that the school boards in the State of Tennessee pass policy but it specifically excludes the requirement that the Policy be followed. He stated that in fact that is exactly why there is policy in place that allows the Board to suspend it's own policy. That policy allowing you to suspend

your policy by simple majority has been in place for a long time and is used from time to time most frequently when you are dealing with second readings on passing. He stated that you will use this policy to amend and pass new policy on one occasion rather than having to meet twice on two separate readings. Mr. Minor stated that the most cautious approach he feels if the board is inclined to vote to hire a permanent Director tonight, that the policy be suspended and that the vote goes forward. He also pointed out that in the 18 years that he has served as School Board Attorney, there have been other Superintendents that have been hired without an application and interview process.

Mr. McCarty asked if there had been more than one that had been hired without a search.

Mr. Minor stated that he can think of two.

Mr. Garrett wanted to know if there is any other Tennessee Law about public postings about jobs that the Board should be aware of other than school policy.

Mr. Minor stated that not that he is aware of. He stated that he has been through this process through the years and when you have an Interim Director that is to be considered for a permanent position, you have to allow the minutes to speak for the Board, which ya'll have done.

Mr. Garrett stated that his concern is that the posting itself does not mention the permanency or the transition. He stated that as an applicant, I may have been qualified, but did not apply because it stated that it was an Interim at the posting levels.

Mr. Minor stated that TSBA has long taken the position that if a Board wants to hire a Director, it does not have to go through an application and interview process, it does not have to follow any kind of posting process.

Mrs. Wilkerson stated that right now we are getting the opinions from parents and the community to open this up and let people apply. She stated that she feels if we suspend this policy that we are blatantly slapping our parents in the face and saying the hell with you and we don't care what you think and what we think you think.

Mr. McCarty stated that he has had phone calls from parents and teachers that want Mr. Teague, so it's on both sides.

Roll call vote.

Mrs. Wilkerson – No; Mrs. Shaw – Yes; Mr. Wainwright – Yes; Mr. Barnes – Yes; Mr. Garrett – No; Mrs. Spencer – Yes; Ms. Pittman – Yes; Mr. Redditt – No; Mr. McCarty – Yes.

6 - Yes 3 - No

Motion carries.

5. Discussion and/or approval of a 4-year contract for James Teague for the Permanent Director. (Mr. McCarty)

Mr. Barnes motions to approve.

Mrs. Spencer seconds.

Mr. McCarty stated that we hired Mr. Teague back in July and he has been doing a great job in my opinion on trying to get this budget stabilized, straighten out our school system from the previous administration. He stated that he thinks Mr. Teague deserves a chance to be our permanent Superintendent.

Ms. Pittman stated that she has had the opportunity to see Mr. Teague in many different environments, such as bus drivers meeting, principals meeting, talking on the phone with parents and at Board meetings. She stated that she was very pleased in all of these situations on how he handled himself and how he handled questions. This is the first time from the ten years that I have been watching this school system and Superintendents, she stated that she was gratified to see a Superintendent pay attention to the issues and step up to the plate, take responsibility and take some action. She stated that she is very pleased with what Mr. Teague has done so far. She stated that she is in full support of Mr. Teague.

Mrs. Spencer stated that the Board Members have received a number of emails from different people in the community. One of the things that has been the most outstanding to her is many of the emails that came from teachers who said that Mr. Teague's presence was constant in the schools and that they have never had that much attention. She stated that they appreciated the fact that he was there to see what was needed and parents were also able to see him.

Mrs. Wilkerson stated that as she looks at Mr. Teague's contract, she questioned the school automobile for personal uses, she wanted to know if this was in past contracts. She stated that the reason she was asking is because we are talking about lean and cutting our budget, she stated that she is not saying that Mr. Teague doesn't deserve it, but we don't have any money. She stated that she didn't want them to do anything for Mr. Teague that has not been done for any other Director.

Mr. Redditt stated that it has been in the contract before.

Mrs. Wilkerson stated that she understands that, but we have never been as broke in the past as we are now.

Roll call vote:

Mr. Barnes – Yes; Mr. Garrett – Yes; Ms. Pittman – Yes; Mrs. Shaw – Yes;
Mrs. Spencer – Yes; Mr. Wainwright – Yes; Mrs. Wilkerson – Pass; Mr. Redditt –
Yes; Mr. McCarty – Yes.

8 – Yes 0 – No 1 – Pass

Motion carries.

Mr. James Teague was named permanent Director of Schools.

6. Discussion and/or approval of the General Budget. (Mr. McCarty)

Mr. McCarty stated that the County Commission approved Maintenance of Effort only. We submitted a budget that was \$437,000 over Maintenance of Effort and then added \$150,000 on top of that. The County Commission turned it down. He stated that both the County Commission's Education and Budget Committees will be recommending to the County Commission a Maintenance of Effort Budget only for the school system. He stated that he informed Mr. Teague about this and he and Ms. Parks went back, sharpened their pencils and tried to cut out that \$437,000 and the \$150,000 out of the budget. They submitted adjustments to the General Purpose Fund to us tonight to look at. A copy of the adjustments to the Budget was given to the Board Members.

Mr. Teague thanked the Board for their support. He went over the adjustments to the 141 Budget with them. He stated that the first item is some new revenue. He stated that Title 1 pays a little money every year to the General Purpose Fund for the right to be housed in our buildings. Our business office does their paperwork, and they pay a certain percent of Federal Funds for this. This is extra money coming in. He stated that the second item under the adjustments is line item 7100-116, regular teachers. He met with several staff members today, and we have been gathering data from all the schools from Principals. Mr. Teague stated that we are required by the State to maintain a certain maximum number of students in a class, a maximum number of average students per class in grades K - 3. He stated that after looking at all these numbers, several staff members and I decided that there are about 13 positions in the county that made us overstaffed. He stated that we did not cut all 13 of those staff positions, but we did remove 9 of those positions from the Budget. The salary of those nine positions and benefits were just over \$367,000. He stated that salaries make over 33% of our budget and if you are going to cut 2%, 5% or 10%, salaries are the only place to cut that. He stated that was what he asked Ms. Parks to do.

Mr. Barnes motions to approve the General Budget.

Mrs. Spencer seconds.

Mrs. Wilkerson wanted to know what positions were cut, what schools and what area.

Mr. Teague stated that an actual decision was not made on what teachers need to be cut. He stated that we know that there are some extra positions at several schools. He stated that we are looking at some transfers. He stated that they are looking at the actual personnel they are going to have to talk to about this.

Mrs. Wilkerson stated that the reason she was asking about this, was that at the last meeting we were talking about some positions that you added to your area of administration. She wanted to know if any those positions were cut or re-visited.

Mr. Teague stated that they were all re-visited but none were cut.

Mrs. Wilkerson wanted to know if there was anyway we could sacrifice since some of those positions are new and are we cutting at the bottom.

Mr. McCarty wanted to know what positions Mrs. Wilkerson was talking about at the Central Office.

Mrs. Wilkerson stated that she thought he added about three positions. She stated that you added an assistant, a position for Dr. Harris, and another secretarial position.

Mr. McCarty stated that the HR position was a position that Dr. Essex had. The Deputy Superintendent of Schools has not been filled yet and that will be a part time position with another position also. Mr. McCarty stated that the secretary position was already in Central Office. She was getting paid from the High School account, but was transferred over to Central Office in Transportation. He stated that Mr. Perpener never changed the payroll to Central Office. They are not new positions they are just now coming out of the correct accounts.

Mr. Teague stated that there was only one position created at Central Office, this is an Instructional Facilitator that works at Central Office and receives a teacher's salary. There were no other new positions.

Ms. Parks stated that your Maintenance of Effort test is based upon your local county tax dollars. They have to maintain the same level of funding as they did the prior year, that's the budgeted amount. They have to meet that test to show that they are making an effort to fund us with the same amount of tax dollars as they did the prior year. This is not based on the expenditures that we are putting in, it's the amount of tax dollars that they are giving us and local tax revenue.

Ms. Pittman wanted to know if the County Mayor is in agreement with \$9,057,862.

Ms. Parks stated that is what is on the budget and it should be correct.

Mayor Taylor stated that is what we are working off of.

Ms. Parks stated that we were asking for an additional \$437,000 over what they had budgeted for last year. She stated that we had to go back and reduce this budget by the \$437,346. She stated that is what Mr. Teague presented tonight with that reduction plus the one increase in revenue.

Mrs. Wilkerson wanted Mr. Teague to explain the proposal for the Soccer Supplements that came from the previous Director, Board Chairman along with the Principal. She wanted Mr. Teague to explain the new page he put before them with the green and red highlight and what that means. She also wanted to know if he did any work to make any adjustments to the supplement because it is such a difference in the supplements for the head coaches and soccer head coach, which starts at about \$2500. She stated she then looks at the schedule and there is only about 8 games for this season. Mrs. Wilkerson wanted to know what criteria we used to determine coaches salaries.

Mr. Teague stated that the sheet compares the high school varsity coaches. He went over the salaries and showed the Board Members the comparison. Based

on the comparison, Mr. Teague stated that the Soccer supplements are in line. He stated if anything; we need to raise the baseball and softball.

Mrs. Wilkerson stated that she looks at the head Freshman Football Coach and the Soccer Coach. She stated right now Soccer is not bringing any money in. She stated that she is not saying that it's not going to bring in any money. She stated that I am not asking you to change it, but to look at the ones who are lower than Soccer that's bringing in funding.

Mr. Teague stated that he does not know any of the ones that are bringing in funding that are lower than Soccer. He stated that Baseball and Softball don't bring in any funds.

Mrs. Wilkerson wanted to know about the Freshman Football and Basketball.

Mr. Teague stated that Freshman Football doesn't have a schedule at the present time. The Freshman Basketball Schedule is called make shift.

Mrs. Wilkerson wanted to know what that means.

Mr. Teague stated that the \$1671 is a pretty good supplement for a coach who doesn't have a schedule.

Mrs. Wilkerson wanted to know if there are going to get a schedule.

Mr. Teague stated that they did not mention that, they didn't have one, yet. He stated that these supplements right here are in line and make perfect sense. He stated that there are two different pieces of paper with the same information, just different formats.

Mrs. Wilkerson still wants to go back and look at the supplements because she is concerned the way the Soccer supplements are placed and she does not see a criteria. She stated that she knows that this supplement will continue to grow as well as the other supplements.

Mr. Teague stated that these supplements are entirely local money. He stated that when you voted for a 1% raise for local dollars, this varsity football coach will get the 1% raise, \$46. He stated that the Soccer will grow \$25.

Mrs. Wilkerson wanted a copy of the staff that has received supplements, retention, and recruitment.

Mr. Teague stated that there has been no payments of supplements to any staff.

Mrs. Wilkerson wanted to know if there would be any, if so, can I have a list.

Mr. Teague stated he will be glad to supply the Board Members with that. He stated that if we get our Federal Projects approved as they are written, some Federal dollars will be used as it has been for several years to pay retention, hiring bonuses for principals and a supplement to Instructional Facilitators in each school.

Mr. Teague stated that we think the total payment of supplements will be \$110,000 for all those people.

Mr. Redditt wanted to know if the 9 positions that are going to be cut are positions because of attrition or do we have positions that we are expecting to become open that we are not going to fill. He stated that he wanted Mr. Teague to explain how he was going to do that.

Mr. Teague stated that we have some vacancies that are budgeted that will not be filled. He stated that our reduction in force says last hired first fired, but that is not the case if someone has a special certification that is hard to fill. For example, a specialized course at the high school, even if that was the last person hired, it might not be the first person we could transfer. We hope we can do it by seniority as we reduce the force. We will ask people if they would like to transfer before we do a force transfer as Board Policy tells us to do.

Mr. Redditt stated that covers the transfers, he wants to know how many vacancies are we not going to fill.

Mr. Teague stated that we hope to fill several vacancies at the high school by transferring other teachers to that.

Mr. Redditt wanted to know how many of the 9 positions will be taken care of through attrition.

Mr. Teague stated probably none. He stated that we don't have much attrition in September and October. He stated that if we have people that retire or move that would help us out.

Roll call vote:

Mr. Barnes - Yes; Mr. Garrett - Pass; Ms. Pittman - Yes; Mr. Redditt - No;
Mrs. Shaw - Yes; Mrs. Spencer - Yes; Mr. Wainwright - Yes; Mrs. Wilkerson - No;
Mr. McCarty - Yes

6 - Yes 2 - No 1 - Pass

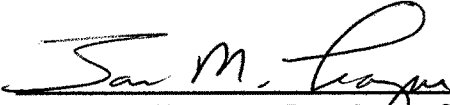
Motion carries.

7. Discussion of the Coaches Supplements. (Mrs. Wilkerson)
This was discussed above with the previous line item.
8. Adjournment.
Mr. Redditt motions to adjourn.
Mrs. Shaw seconds.

Approved:



Ronnie McCarty, Board Chairman



James M. Teague, Superintendent

Submitted by: