

MINUTES OF BOARD MEETINGS

Regular

Conference Room

December 14, 2009

Kind of Meeting

Place

Time and Date
5:00 P.M.

MEMBERS

Present

Absent

Richard Riddle

Lorrie McKenzie

Ronnie Smith

Kandy Qualls

Dawn Durm

Chad Moorehead

Director of Schools

Chad Moorehead

Secretary - Board of Education

Chairman Riddle called the meeting to order.

Buddy Smith led those in attendance in prayer, Heather Vann; a student at MCHS led the pledge of allegiance.

Riddle stated that all board members were present.

Riddle asked for motion to approve minutes if there were no corrections or additions. Smith made motion to approve minutes as presented, Qualls second. 5 yes 0 no

Item 1: Contract Extension/Renewal of Director of Schools

McKenzie said the Director's contract has been discussed since August and it is time to take action on it.

McKenzie made motion to approve proposed contract, Smith second.

Durm asked if there had been any further negotiations on the four items

Mr. Moorehead had asked for.

Riddle said he had agreed to change to a four year contract, but he did not agree on bringing up the contract annually for review and possible extension.

Qualls said she didn't agree with Director being reimbursed for vacation days that were not taken, given the tight budget the school system is under. Qualls said the Director should just take those days off. Moorehead said it is difficult for him to take off all the days. Moorehead said the annual review of his contract is the one item that won't cost the school system anything.

Qualls asked if contract is voted down tonight will it go back into negotiation.

Durm said it would go back into negotiation.

McKenzie said it can be amended tonight and take another vote. McKenzie stated there was a motion made and seconded.

Riddle said it was for this existing contract. McKenzie said yes.

Riddle no, McKenzie yes, Durm no, Smith yes, Qualls no

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Qualls made motion to table voting on proposed director's contract, Durm second.

Riddle yes, McKenzie no, Durm yes, Smith no, Qualls yes

McKenzie stated motion has to pass by 2/3's majority.

McKenzie made motion to take out the clause that Director would be paid for unused vacation days and leave the annual contract review in, Smith second.

Riddle no, McKenzie yes, Durm no, Smith yes, Qualls no

McKenzie asked board members why they were against annual review of contract extension. Riddle said they were giving him a four year contract and given how long it has taken to negotiate contract why go through it again next year. McKenzie said the contract will stay the same; all the annual review will do is extend it one more year or not extend it.

Durm said she felt if they passed it with this clause it was making a decision for the next school board. McKenzie said just vote no when it comes up. McKenzie said there are two board members up for re-election next year and two the next year. Smith said so in other words we can't hire a director because of new board members coming in. Smith said Mr. Moorehead is trying to work with the board and they're asking him to give up more items on his contract.

Riddle said he just didn't see a reason for reviewing the contract annually.

Moorehead said it wasn't abnormal for directors to ask for contract to be reviewed and extended annually. Moorehead said in Tennessee around half of the directors contracts have this clause. Moorehead said it just gives him a feel for how the board thinks he is performing and gives him a chance to correct things.

Qualls said she thought that was what the evaluation was for.

Riddle said in the contract it talks about the evaluation and goals the board sets for the director.

McKenzie asked what happens when you have a situation like ours where the board hasn't set goals.

Riddle said that was going to change.

McKenzie said she hoped so because it is unfair for the director and for the board when goals haven't been set.

Moorehead said that board policies have been changed at previous meetings and would be voted on and changed at tonight's meeting. Each time a policy is changed it is making a decision for the next school board when it comes in.

Riddle said the board had agreed to a four year contract instead of a two year contract if all the other items were removed from contract.

Moorehead said that was not part of the negotiation and they sat for over four hours in Nashville and the board never once offered anything. Moorehead said he finally told the board these are the four points he would like to see in the contract.

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McKenzie suggested leaving contract as is and striking the item for reimbursement of unused vacation days and strike the annual extension review. McKenzie said she would like to know if that was acceptable to Mr. Moorehead before making the motion. Moorehead asked what else was going to be taken out.

Riddle said nothing else.

Smith said Moorehead had conceded on many items and the board was still unwilling to approve contract.

Qualls stated to Smith that it made the board look like they weren't even trying. Smith said that's what it looks like. Qualls said Moorehead was asking for a 3% raise and 5% above the highest paid employee. Smith told Qualls she needed to do her homework, if he gets the 3% he won't be getting 5%, Smith said he had done his homework.

Mark Watkins asked to address the board and was recognized by the Chairman. Watkins said he had read contract and he didn't understand it and asked the board no to take action if they didn't understand it.

Durm asked if there had been any negotiations since Nashville, Riddle said no.

Moorehead said there is a motion on the table and needs a second. Smith seconded McKenzie's motion. Durm asked what the motion was and Riddle stated what the motion was.

Qualls asked the difference in the current contract and the proposed contract. Moorehead asked if they wanted to start at line one. Qualls said no she would look it up on the one she has.

Qualls asked if the board would be able to read the Director's response to their evaluation of him. McKenzie asked if she was talking about Mr. Moorehead's written response. Qualls said yes. McKenzie said his response will be attached to evaluation and is open to the public to see.

Riddle said there is a motion on the table and a second.

Riddle yes, McKenzie yes, Durm yes, Smith yes, Qualls yes

Riddle stated that motion carried. Riddle asked Moorehead if he would be getting back to them on the contract if he agreed to it. Moorehead said he agreed on the contract and was ready to move forward.

Item 2: Special Recognition

Buddy Smith recognized Elaine Fanning, Special Education teacher at LES and Sharon Thomas who is an educational assistant at LES on their outstanding job performance.

Item 3: Public Input

None

Item 4: Unfinished Business

a) November Policy Review (4.302-5.002)

McKenzie said to strike 2003-2004 from the class size policy if it wasn't necessary. Moorehead said it wasn't necessary.

Smith made motion to approve November Policies, Durm second. 5 yes 0 no

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Item 5: New Business

a) December Policy Review (Policies 5.003-5.500)

No changes

b) Approval of Fundraising Activities

McKenzie made motion to approve fundraisers, Smith second. 5 yes 0 no

c) Approval of Activity Fund Audit Summary

Riddle asked if problems were being addressed. Director said yes.

McKenzie made motion to approve Activity Fund Audit, Smith second. 5 yes 0 no

d) Approval of Memorandum of Understanding for Race to the Top Grant

Director explained this was a grant to reform education in the nation and that Tennessee is highly likely to receive grant.

McKenzie made motion to approve memorandum of understanding for Race to the Top Grant, Durm second. 5 yes 0 no

e) Leave of absence

Board was asked to approve medical leave of absence for Laurie Richardson, who is assistant manager of MCHS cafeteria.

Durm made motion to approve leave of absence, Qualls second. 5 yes 0 no

Item 6: Director's Report

a) Completion of building project at LES

Director said had recently had meeting with architects and construction manager and they hope to be completed by January 4.

b) MCHS cafeteria evaluation

Director said Lila Beasley, Food Service Consultant for the State had recently evaluated the high school cafeteria. Director asked school board to review Ms. Beasley's evaluation.

c) Director said there is a problem with buzzards roosting on and tearing up the roof at LES. The buzzards are considered endangered and are federally protected. So far we have spent around \$3000.00 in repairs to the roof. Jack Daniel is also dealing with problems caused by the buzzards.

Item 7: Other Business

McKenzie said she has appreciated the public attendance at recent board meetings and would like to see this continue. McKenzie suggested video taping the meetings and putting it on the school website.

Riddle asked who would be in charge of doing this.

Justin Grogan said he might possibly be able to do it.

Board agrees that this would be a good community service.

Smith made motion to adjourn, Durm second. 5 yes 0 no