



The Newport Board of Education held a special meeting on Wednesday, September 13, at 6:30 PM. The meeting was held at 30 W. 8th Street, Newport.

CALL TO ORDER

Chairman Ramona Malone asked for a roll call. The following were present: Ramona Malone, Melissa Sheffel, Sylvia Covington, Aaron Sutherland & Tim Curl.

Ms. Malone asked everyone to stand and recite the Pledge of Allegiance and to pause for a Moment of Reflection.

OUT-OF-STATE TRAVEL

Mr. Watts is seeking board approval for Ms. Payne and Ms. Brown to attend the NABSE (National Alliance of Black School Educators) Conference November 29-December 3, 2023 in New Orleans. This is the only conference offered for African American educators. Ms. Payne explained that the 3 components of this year's conference are:

1. Leadership
2. Literacy
3. Learning Acceleration

These components are all part of the work the district is focused on. Building leadership capacity, promoting literacy and helping students read on grade level, and working with students who need to catch up and continue to excel at their current grade level. Networking with leaders from districts similar to Newport who have achieved success is invaluable.

The cost of the trip including registration fees, travel, lodging, and per diem will be approximately \$6,500. These expenses can be paid using Title funds.

Mr. Curl asked if anyone had attended this conference in the past. If so, can you briefly tell what useful information was brought back that helped the district. Mr. Watts said he, Ms. Payne and Ms. Brown attended last year. Ms. Brown said after last year's conference, the framework began on creating the BELT Teams (Building Equity Leadership Team) and the DELT Team (District Equity Leadership Team). Culturally Responsive Teaching has become a priority. Teaching according to customs, characteristics, experience, and perspectives is a tool that can be used for better classroom instruction. This also includes our EL students which is now about 30% of our student population. The EL teachers attend the SIOP (Sheltered Instruction Observation Protocol) and the WIDA (World-class Instructional Design and Assessment) conferences to help learn useful tools and strategies for addressing classroom instruction for students who speak Spanish to become English learners.

TEACHER ATTENDANCE INCENTIVE AND MONTHLY PERFECT ATTENDANCE BONUS

Mr. Watts presented a new attendance incentive to the board for discussion. He is proposing the district award the school with the highest percentage of teacher attendance with a \$500 check each month. The winnings would be used in behalf of the teachers in the building. Along with a monthly check, the school would have the honor of receiving a traveling trophy to display for the month. Mr. Watts would like this to become a healthy competition between the buildings.

He is also proposing the district hold a drawing for employees with perfect attendance for that month. The winner of the monthly drawing will receive a \$500 bonus check.

Last year's incentives did not have an impact on attendance. With a monthly competition and immediate reward, it is the hope of the district to improve employee attendance. The total cost of this program would be \$9,000. Attendance will be calculated September thru May; except this year, if approved, calculations would start in October and end in May.

SUBSTITUE SALARY SCHEDULE

Mr. Watts presented a substitute salary schedule comparison with area districts. We are currently working on a substitute teacher campaign in order to increase the number of subs available to help when teachers are absent. Increasing the salary schedule could have a positive impact on that campaign. Newport only has 9 subs on the list currently. With the closest district paying quite a bit more daily for their subs, we would like to increase salaries in hopes subs would want to teach here. Many days, we have a 0% fill rate with an average fill rate of less than 10%. When subs have a choice to pick a district to work in, we would like to offer competitive pay to attract the best subs and increase our fill rate. This would be a tremendous help for the schools.

Ms. Covington said she is excited the district is taking a pro-active approach to securing subs. Substitute teaching is not an easy job and finding qualified individuals is not an easy task.

NEW BUSINESS

1. NWEA change order
2. Surplus school bus #1
3. Out-of-state travel for Ms. Payne and Ms. Brown to attend the NABSE Conference in New Orleans November 29-December 3, 2023.

Mr. Watts explained that after negotiating with NWEA, they have reduced their fees; saving the district \$258,600. Their services have been modified as follows:

- Leadership Coaching – onsite – will decrease from 120 half day sessions and 60 full day sessions to 52 half day sessions and 26 full day sessions.

Everything else from the original agreement stays the same for year 2 The 5Essentials School Survey, impact reporting quarterly, virtual system advising, and the 5Essentials additional content area training.

On MOTION BY CURL AND SECONDED BY SUTHERLAND consent agenda items 1-3 were approved as presented.

1490 – MOTION CARRIED 5-0

ADJOURNMENT

On MOTION BY SUTHERLAND AND SECONDED BY SHEFFEL the meeting adjourned. Time: 7:40 PM

1491 – MOTION CARRIED 5-0

Chairman

Secretary