

Board of Education Special Meeting Work Session
October 03, 2016 5:30 PM
Professional Development Center
631 North Green Street
Henderson, KY 42420

Attendance Taken at 5:30 PM:

Present Board Members:

Mrs. Lisa Baird
Mrs. Jennifer Keach
Mr. Bradley Staton
Dr. Sally Sugg
Mrs. Tracey Williams

I. Call to Order

Mrs. Lisa Baird called the meeting to order.

II. Approve Minutes from Prior Meeting - Action Required

Order #51 - Motion Passed: A motion to approve the minutes from the September 21, 2016 Special Meetings passed with a motion by Mrs. Jennifer Keach and a second by Mr. Bradley Staton.

5 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Mrs. Jennifer Keach	Yes
Mr. Bradley Staton	Yes
Dr. Sally Sugg	Yes
Mrs. Tracey Williams	Yes

III. Test Scores

Discussion:

Mrs. Kim White reviewed the 2015-2016 Unbridled Learning Accountability Results for Henderson County Schools with the Board. Mr. Brad Staton mentioned that last year there was a ranking issued from the State, but this year there is not a ranking. Mr. Staton asked if there was a way to find that information out. Mrs. White stated that she can find that information out for the Board and get it to them. Mrs. Lisa Baird expressed concern over one school that historically has been a Needs Improvement school and can't seem to get past it. Mrs. Baird is also concerned that East Heights, once a Blue Ribbon School, is now Needs Improvement. Mrs. Marganna Stanley stated that the results were just available to share last week with staff and that the Board should hear out reports from the schools at Council of Councils. Mrs. Stanley also stated that even with the Needs Improvement score, there are still some great successes as you start to look at the data.

IV. Salary Adjustments

Discussion:

Dr. Sally Sugg stated that, in light of the fact, that the District just lost two staff members (Athletic Director and Public Information Officer), she thought it would be a good idea for the Board to take a look at comparisons to other districts of our size and our scope in the athletic world. Dr. Sugg also asked to take a look at what we are doing to recruit these quasi administrative positions that require a special set of skills. Dr. Sugg stated that the salary increment for what we ask those people to do is part of the reason that we are losing them to the business world. She asked that we look at how we can recruit the best, hire the best and keep the best. Dr. Sugg also mentioned the facilities folks are the same way, being on-call 24/7. Mrs. Marganna Stanley reminded the Board of when they put the Salary Schedule together back in the Summer, we contacted Christian, Daviess, Hardin, Hopkins, McCracken, Union and Webster just to see what they pay. She found that most of the athletic positions are certified positions working throughout the day either as a teacher or assistant principal, and then on top of that they have a stipend running from \$5,500-\$10,000. The difference with our AD position is that there are not any teaching or administrative responsibilities throughout the day. Dr. Sugg asked that Mrs. Stanley add Shelby County to the group for comparison. Mrs. Jennifer Keach mentioned the close proximity of Evansville to our district and get an idea of what they are paying their people since that is one of our competitions from the talent pool. Mrs. Jinger Carter stated that EVSC has a collective bargaining agreement. Mrs. Stanley will put all comparison data on a spreadsheet for athletic director and public information officer. Mrs. Stanley also mentioned the transportation department has different pay for bus drivers who drive the preschool route versus all of the other drivers. Preschool drivers make \$2.00 less per hour. Mrs. Lisa Baird stated that the information will be helpful in the Spring before the Salary Schedule is set for next year, since the budget is already set for this year. Going back to the athletic director, Mr. Brad Staton suggested focusing on high schools that are of a similar size. Mrs. Baird stated that, before the Salary Schedule is set for next year, we should look at the inequities in the District. Dr. Sally Sugg mentioned that certified salaries have been reviewed, but asked to have the classified salaries reviewed to see if there are any positions inequitable to districts of like size.

V. Periscope Alternatives

Discussion:

Dr. Sally Sugg mentioned that she has had several people tell her, especially after the meeting taxes were discussed, that they have had difficulty hearing on Periscope. Dr. Sugg suggested looking into the station that our City government uses and see if we could have access to that or the station that we share with HCC. Dr. Sugg suggested finding something that is free or very limited in cost that would give the public a better experience listening in to the meetings. Mrs. Jennifer Keach stated that she absolutely agrees as she has heard from people having difficulty hearing with Periscope, too. Mrs. Keach suggested checking into WSON as well since they have software on their website that can be watched. Mrs. Keach loves the idea of using the cable channel, however, there are so many people that live in the county that do not have cable. Mr. Brad Staton also

suggested looking into live streaming on Facebook. Mrs. Lisa Baird asked Mrs. Marganna Stanley to ask Mr. Brian Bailey to look into what our options are and the costs involved.

VI. Executive Session pursuant to KRS 61.810(1)(f) for discussions or hearings which might lead to the discipline of a student - Action Required

Order #52 - Motion Passed: A motion to move into executive session pursuant to KRS 61.810(1)(f) for discussions or hearings which might lead to the discipline of a student passed with a motion by Dr. Sally Sugg and a second by Mrs. Lisa Baird.

5 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Mrs. Jennifer Keach	Yes
Mr. Bradley Staton	Yes
Dr. Sally Sugg	Yes
Mrs. Tracey Williams	Yes

Order #53 - Motion Passed: A motion to move out of executive session passed with a motion by Mr. Bradley Staton and a second by Mrs. Tracey Williams.

5 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Mrs. Jennifer Keach	Yes
Mr. Bradley Staton	Yes
Dr. Sally Sugg	Yes
Mrs. Tracey Williams	Yes

VII. Adjourn - Action Required

Order #54 - Motion Passed: A motion to adjourn the meeting at 6:34 p.m. passed with a motion by Dr. Sally Sugg and a second by Mrs. Jennifer Keach.

5 Yeas - 0 Nays.

Mrs. Lisa Baird	Yes
Mrs. Jennifer Keach	Yes
Mr. Bradley Staton	Yes
Dr. Sally Sugg	Yes
Mrs. Tracey Williams	Yes

Lisa Baird, Chairperson

Marganna Stanley, Superintendent