

MINUTES OF THE BUSINESS SESSION OF THE MARSHALL BOARD OF EDUCATION HELD ON MONDAY, JANUARY 25, 2021 AT 7:00 PM VIRTUALLY @ https://www.youtube.com/channel/UCo_Dw2K8ptX5eFKauouPJZQ/

PRESENT: LINDSEY, NICHOLSON, MIDDLETON, WILLIAMS, M. DAVIS, GAMBLE, LANKERD, R. DAVIS, JONES

ABSENT: NONE

CALL TO ORDER

The meeting was called to order by President Lindsey. A moment of silence was observed.

PLEDGE OF ALLEGIANCE

The pledge of allegiance was led by Treasurer Williams.

APPROVAL OF THE AGENDA

Moved by M. Davis, supported by Middleton, that the agenda be approved as presented. A roll-call vote unanimously carried the motion.

PUBLIC COMMENT

President Lindsey called for any members of the virtual audience to address the Board. There were none.

**APPROVAL OF THE CONSENT AGENDA
MINUTES, EXPENDITURES, PERSONNEL AND OTHER**

Items included on the consent agenda were minutes of the December 14, 2020 combined work / business and closed sessions, December 21, 2020 special and closed sessions, January 4, 2021 special and closed sessions, January 11, 2021 annual meeting and work session; and January 14, 2021 special and closed sessions; December disbursements in the amount of \$1,641,904.83; employments of Amber Halstead as a teacher at Harrington Elementary and Kelly Rial as a special education paraprofessional at Hughes Elementary; and the appointment of Gwen Thomas as the district’s representative on the Parent Advisory Committee.

Moved by Williams, supported by Lankerd, that the Board of Education approve the Consent Agenda – Minutes, Expenditures, Personnel and Other as presented. A roll-call vote carried the motion unanimously.

REPORT OF THE SUPERINTENDENT

SPECIAL RECOGNITION: Superintendent Davis presented background information about each hire included in the consent agenda.

Superintendent Davis indicated that January was *School Board Recognition Month*. He shared Calhoun Intermediate School District’s proclamation and thanked members of the Board of Education for their dedication to public education. Board members were mailed a gift from the district.

RECENT COVID-19 IMPACT ON SCHOOLS: Superintendent Davis announced the district would be holding a vaccine clinic on February 26th and March 19th from noon to 4:00 p.m. by appointment only. Both days will be half days of school for students and staff to provide time for staff go get vaccinated. He added that Mar Lee School and Marshall Academy staff have been invited to the clinic as well.

LEADERSHIP TEAM REPORTS: Superintendent Davis indicated that Leadership Team Reports were included in the board's packet.

Secretary Middleton shared her appreciation for the high school band's virtual concert, adding she would like to see more of this in the future. She asked how the engage system was working at Marshall Middle School and asked for a report on credit recovery.

Trustee Davis was pleased with the reports and commended the superintendent and building principals for the work they do.

Superintendent Davis pointed out the great growth and change that cadets/students at MYCA as demonstrated by the number of graduates of the program.

DISCUSSION

FACILITY NEEDS ASSESSMENT UPDATE – PRIORITIZING FEBRUARY 15, 2021 SPECIAL BOARD MEETING: Superintendent Davis thanked board members for participating in the community forums and indicated the information gathered would be forthcoming as it is assembled. He indicated a special meeting is necessary for the board to conduct a bond initiative discussion. Consensus among board members was to hold a special meeting on Monday, February 15th at 6:00 p.m.

David Martin of Kingscott reviewed a schedule of happenings that would take place should the board wish to take a bond question to voters on August 3, 2021.

Board members asked questions and shared thoughts related to a potential bond as follows:

- It would be helpful to have results from the parent survey before the special meeting – *the results will be provided before the special meeting.*
- When will the survey be sent to parents – *the survey will be sent to parents in the next day or two.*
- The special meeting should begin with a short introduction followed by good discussion that includes the scope.
- How does one decide what a good number of responses to the survey is?
- How will projects to be done at buildings in Marshall be determined?

EQUITY AUDIT: Superintendent Davis indicated he has researched a lot of different things related to direction, climate, space, diversity, equity and inclusion in schools. He would like the board's retreat to focus on it as it is part of the strategic plan. He is investigating having an outside company help with an equity audit. He indicated such an audit will take time and commitment; it will likely be a year-long process. He would like to hire a company that has proven results.

President Lindsey suggested assembling a steering committee to which Superintendent Davis indicated was a great idea; it's members should include thought leaders in the community.

Superintendent Davis would like to review the district's mission and vision statement, begin to put a plan together on moving forward and to bring on a company this summer to help with it the process.

EVALUATION PROCESS FOR THE SUPERINTENDENT: Superintendent Davis shared that last week questions and confusion were brought to his attention about the last time the Board discussed the superintendent's evaluation. When last discussed, consensus of Board members was to skip a year as permitted by the state, this occurred last spring. Further, at that time he had suggested the evaluation process migrate to November/December to conduct the superintendent's evaluation. He withdrew his recommendation of this change and would prefer to go back to a March evaluation schedule. He recommended when a new superintendent is brought on that it be done with the intent to evaluate them in November/December.

Board members shared thoughts and made suggestions related to evaluation of the superintendent as follows:

- An established schedule for evaluating the superintendent needs to be established.
- It feels as if the Board is behind in evaluating the superintendent as it should have been done by December 31, 2021.
- This should be discussed at the Board's retreat as it should be part of the district's strategic plan.
- The decision was made February 2020 to skip a year; it was not an intentional oversight to not evaluate the superintendent but given how COVID has encompassed everything it was simply overlooked.
- Consistency needs to occur moving forward.
- Part of moving the evaluation to December was because administration compensation was tied to teachers' contract wage adjustments.
- The district's practice has been based on "me too clause." Compensation and health insurance are negotiated annually with the teachers' union thus

administration wage adjustments are based on what is negotiated with the teachers' union.

Moved by Williams, supported by Middleton, that the Board of Education approve conducting the superintendent's evaluation in March and that it occurs annually now forward until there is a change in superintendent. A roll-call vote carried the motion unanimously.

RISK OF COVID TRANSMISSION IN SCHOOLS: A FRAMEWORK FOR PUBLIC HEALTH RECOMMENDATIONS MATRIX: Superintendent Davis referred to the matrix that was presented to the Board at its December 14, 2020 Combined Work/Business Session. He believes it is a valuable tool and that the district should use it as a guidance tool.

APPROVAL OF ACTION ITEM – OTHER

RISK OF COVID TRANSMISSION IN SCHOOLS: A FRAMEWORK FOR PUBLIC HEALTH RECOMMENDATIONS MATRIX: The Risk of COVID Transmission in Schools: A Framework for Public Health Recommendations Matrix was presented for approval.

Moved by Williams, supported by Lanker, that the Board of Education approve Action Item – Other as recommended. A roll-call vote carried the motion unanimously.

APPROVAL OF ACTION ITEM – FINANCIAL – BUDGET

APPROVE THE FIRST GENERAL FUND BUDGET AMENDMENT TO THE 2020-2021 BUDGET. Director of Business Operations Becky Jones explained changes that occurred since the budget was approved last June. She provided a summary of expenditures compared to revenue for it and explained areas affected in the budget.

Moved by M. Davis, supported by Williams, that the Board of Education approve Action Item – Financial – Budget as recommended. A roll-call vote carried the motion unanimously.

APPROVAL OF ACTION ITEM – FINANCIAL – TECHNOLOGY

EQUIPMENT AND SERVICES FOR WIRELESS REFRESH PROJECT (E-RATE): Approve the purchase of equipment and services for the Wireless Refresh project (E-Rate).

Moved by M. Davis, supported by Lanker that the Board of Education approve Action Item – Financial – Technology as recommended. A roll-call vote carried the motion unanimously.

APPROVAL OF ACTION ITEM – FINANCIAL – PERSONNEL

CHANGES TO THE SUPERINTENDENT'S CONTRACT: Approve changes to the superintendent's contract as presented.

Moved by Middleton, supported by Nicholson, that the Board of Education approve Action Item – Financial – Personnel as recommended. A roll-call vote carried the motion

with Lindsey, Nicholson, Middleton, Williams, M. Davis, and Gamble in favor; Lankerd opposed.

APPROVAL OF ACTION ITEM – FINANCIAL – BOARD POLICY
POLICY REVISIONS AND UPDATES – TITLE IX REGULATIONS AND NOVEMBER 2020 SPECIAL UPDATE: Approve policy revisions and updates to Title IX Regulations and November 2020 Special updates as presented.

Moved by Gamble, supported by M. Davis, that the Board of Education approve Action Item – Board Policy as recommended. A roll-call vote carried the motion unanimously

APPROVAL OF ACTION ITEM – FINANCIAL – OTHER
PROPOSED IRS CLOSING AGREEMENT OF 3% RETIREE HEALTHCARE CONTRIBUTION – FORM 2848 – POWER OF ATTORNEY: Approve the proposed IRS closing Agreement of 3%Retiree Healthcare Contribution Form 2848 – Power of Attorney as presented.

Moved by M. Davis, supported by Williams, that the Board of Education approve Action Item – Financial – Other as recommended. A roll-call vote carried the motion unanimously

PUBLIC COMMENT

President Lindsey called for any members of the virtual audience to address the Board. There were none.

BOARD MEMBER COMMENTS

Superintendent Davis reminded all to put the Board Special Session on February 15, 2021 at 6:00 p.m. on their calendars

ADJOURNMENT

The meeting adjourned at 9:04 p.m.

LISA MIDDLETON, SECRETARY

KIMBERLY VANWORMER, RECORDING SECRETARY