

Jackson-Madison County School Board Combine Meeting
September 13, 2018 6:00 PM
Jackson-Madison County Board of Education, Board Room

Attendance Taken at 6:00 PM.

| | |
|--------------------------|---------|
| Mr. Kevin Alexander: | Present |
| Mr. Wayne Arnold: | Present |
| Ms. Doris Black: | Present |
| Jim Campbell: | Present |
| Mrs. Janice Hampton: | Present |
| Mr. James Johnson: | Present |
| Mr. A. J. Massey: | Present |
| Mr. Morris Merriweather: | Present |
| Mrs. Shannon Stewart: | Present |

1. Call to Order

A. MOMENT OF SILENCE

B. PRESENTATION OF COLORS AND PLEDGE OF ALLEGIANCE

2. APPROVALS

A. APPROVAL OF THE CONSENT AGENDA

Action(s):

A motion was made to approve the Consent Agenda. Passed with a motion by Mr. Kevin Alexander and a second by Mrs. Janice Hampton.

Voting Detail:

Mr. Kevin Alexander: Yes

Mr. Wayne Arnold: Yes

Ms. Doris Black: Yes

Jim Campbell: Yes

Mrs. Janice Hampton: Yes

Mr. James Johnson: Yes

Mr. A. J. Massey: Yes

Mr. Morris Merriweather: Yes

Mrs. Shannon Stewart: Yes

B. APPROVAL OF THE AGENDA

Action(s):

A motion was made to approve the Agenda. Passed with a motion by Jim Campbell and a second by Mrs. Janice Hampton.

Voting Detail:

| | |
|--------------------------|-----|
| Mr. Kevin Alexander: | Yes |
| Mr. Wayne Arnold: | Yes |
| Ms. Doris Black: | Yes |
| Jim Campbell: | Yes |
| Mrs. Janice Hampton: | Yes |
| Mr. James Johnson: | Yes |
| Mr. A. J. Massey: | Yes |
| Mr. Morris Merriweather: | Yes |
| Mrs. Shannon Stewart: | Yes |

3. ELECTION OF BOARD OFFICERS

A. ELECTION OF 2018-2019 BOARD OFFICERS

Discussion: Kevin Alexander was nominated by Morris Merriweather and a second by Shannon Stewart. Janice Hampton nominated Jim Campbell for Board Chair but Mr. Campbell declined being chair. Wayne Arnold was nominated by Jim Campbell and a second by A. J. Massey. Kevin Alexander was nominated School Board Chair with a 5 to 4 vote. Janice Hampton was nominated by James Johnson and a second by Morris Merriweather. A. J. Massey was nominated by Wayne Arnold and a second by Shannon Stewart. Janice Hampton was nominated School Board Vice-Chair with a 5 to 4 vote.

Shannon Stewart was nominated by Doris Black and a second by A. J. Massey for Parliamentarian and there was an unanimous vote for Mrs. Stewart. James Johnson was nominated by Morris Merriweather and a second by Janice Hampton for the Tennessee Legislative Network (TLN) Representative and there was an unanimous vote for Mr. Johnson.

Action(s):

The 2018-2019 School Board will elect the Board Officers. The Board approved Kevin Alexander Chairman, Janice Hampton Vice-Chair, Shannon Stewart Parliamentarian and James Johnson Representative for Legislator. Passed with a motion by Mrs. Janice Hampton and a second by Mr. A. J. Massey.

Voting Detail:

| | |
|----------------------|-----|
| Mr. Kevin Alexander: | Yes |
| Mr. Wayne Arnold: | Yes |
| Ms. Doris Black: | Yes |

Black:
 Jim Campbell: Yes
 Mrs. Janice Hampton: Yes
 Mr. James Johnson: Yes
 Mr. A. J. Massey: Yes
 Mr. Morris Merriweather: Yes
 Mrs. Shannon Stewart: Yes

4. PUBLIC COMMENTS

A. HARRELL CARTER, JACKSON NAACP PRESIDENT

Discussion:

Harrell Carter welcomed the new Board Members and thanked all Board Members along with the Teachers that serve in the Jackson-Madison County School System. Mr. Carter would like for the Board to find ways and apply the resource to better serve the students in Jackson-Madison County. Mr. Carter would like to see the money from the County Commission to be used on education and not the jail. Mr. Carter is also concerned about the students that have left the system and to attend private schools and would like the board to find ways of keeping students in the system.

Allen Hess a Teacher at Liberty Tech has concerns about the discipline at Liberty. Mr. Hess would like for the Board to give the Administrators the ability to handle the students at Liberty for the safety of all Teachers and Students.

Eldridge Mann mentioned that the Jackson-Madison County Students go to state every year and they need to have a track that can be utilized by students running track.

Shelia Godwin congratuated the Board Members and brought concerns of teachers not being paid, the public understanding what the Consent Agenda consistent of and pay increases for Non-Certified Employees. Ms. Godwin would also like for Board Members to speak where all in attendance would be able to hear what is being said in the meeting.

5. APPEARANCE BEFORE THE BOARD

A. TSBA SCHOOL VOLUNTEER AWARD RECIPIENT

Discussion: Eric Jones announced that Linda Clayton had been chosen for the Tennessee School Board Association. Mrs. Clayton was nominated by LaDonna Braswell, Principal at Lincoln Elementary for being an outstanding volunteer and always seeing the needs with students. Mrs. Clayton was recognized at the Fall District Meeting on September 6, 2018 and will be recognized at the TSBA Leadership Conference in Nashville, November 4, 2018.

6. JMCEA ANNOUNCEMENT/REPORT

A. EARLENE PRICE, JMCEA PRESIDENT

Discussion: Earlene Price, JMCEA President, mentioned that the JMCEA would like for the Board to have the Committee meetings after school hours for all to attend. Mrs. Price would like for the Board to review the safety and discipline in our schools and to develop a plan for the schools.

7. FINANCIAL REPORT

A. BUDGET AMENDMENTS, SCHOOL EXPENDITURES AND UTILITIES ANALYSIS

Discussion:

Mike Nichols presented the 2018-2019 Budget to the Board. Mr. Nichols mentioned on page H, that JMCSS salary for Teachers was more than the state average. The salaries for JMCSS Employees was ranked 45th out of 142 systems, 17th out of 95 county systems and 3rd out of 32 for rural west Tennessee systems.

Mike Nichols mentioned on page I, the Projected Revenues and Projected Expenditures and page J, the General Purpose Schools report for the system.

Holly Kellar would like to clarify to what has been presented as part of the budget document. Mrs. Kellar stated that on page H of the Budget for Madison County teachers' salaries were below the state average but these numbers are not used to determine the salaries. The actual BEP Funding Allocation shows that the weighted teacher salary for Madison County is higher than the state average.

Holly Kellar stated that there are six budget amendments this month and the Board has been given a copy of the budget amendments.

B. MONTHLY FINANCIAL STATEMENT-141 GENERAL PURPOSE SCHOOLS

Discussion:

Holly Kellar read the Budget Amendments Summary to the Board.

Shannon Stewart asked, if these Grants were a one time grant due to the updating of most items listed. Mrs Kellar stated that she is correct for these Grants being a one time grant.

Mike Nichols stated that this has been presented to the County Finance and has been approved.

Jim Campbell asked, with number 1 the only one that applies with the Budget Revenue and Expenditures. Mrs. Kellar stated that she omitted this in last report and was including for this report. Mr. Campbell asked, with number 2 is this a new expenditure. Mrs. Kellar stated that the funds are being moved from an account for a CTE consultant.

Holly Kellar stated that the General Purpose Monthly Financial Statement is a monthly summary of revenues and expenditures by major accounts. As of August 31st, 12.7% of the budget has been expense or encumbered as compared to 11.6% at the same time last year. The increase to expenditures is mostly due to some larger items being encumbered this year that were not yet encumbered last year. Mrs. Kellar stated, current revenues were not posted at the time I prepared the Financial Statement. However, as of today they are posted and reflect that we have received \$13, 502, 627.00 for the year which is 13.3% of the budgeted revenues as opposed to 8.2% at the same time last year. The increase to revenues is contributed mostly to local option sales tax receipts.

Holly Kellar stated the General Purpose Expenditure Report is also posted for you in eMeetings. You will see the report for FY17 (posted for your reference) as well as the report for FY18. This is a summary report of annual expenditures by school location and broken out by major categories. This report gives you the average per student costs by school. When comparing schools within the same grade bands, the per-school averages do not have as much of a variance in FY18 as they did in FY17. We anticipate the averages being even more in line this year due to personnel changes that were made based on enrollment.

Jim Campbell stated that the School Expenditure report is a great report to show them so many things concerning the system. James Johnson asked on the 141 General Purpose Schools Report under 73400 Early Childhood Education, what does this amount include.

Holly Kellar stated, the amount includes, salaries, benefits, supplies and for an Assistant in each classroom.

Action(s):

A motion was made to approve the Financial Statement. Passed with a motion by Mr. A. J. Massey and a second by Jim Campbell.

Voting Detail:

| | |
|--------------------------|-----|
| Mr. Kevin Alexander: | Yes |
| Mr. Wayne Arnold: | Yes |
| Ms. Doris Black: | Yes |
| Jim Campbell: | Yes |
| Mrs. Janice Hampton: | Yes |
| Mr. James Johnson: | Yes |
| Mr. A. J. Massey: | Yes |
| Mr. Morris Merriweather: | Yes |
| Mrs. Shannon Stewart: | Yes |

8. ACTION ITEMS

A. 408 JACKSON STREET - RESOLUTION

Discussion: Eric Jones stated that the property at 408 Jackson Street needed to be purchase to further the project at Whitehall. There will be a walk through scheduled for September 18, 2018 for the pricing of what this project will cost the system. The Bid opening will be on September 27, 2018.

Action(s):

A motion was made to approve a Resolution of the Jackson-Madison County Board of Education authorizing the purchase of property located at 408 Jackson Street from the City of Jackson for improvements to Whitehall School. Passed with a motion by Mr. James Johnson and a second by Mrs. Janice Hampton.

Voting Detail:

| | |
|----------------------|-----|
| Mr. Kevin Alexander: | Yes |
| Mr. Wayne Arnold: | Yes |
| Ms. Doris Black: | Yes |
| Jim Campbell: | Yes |
| Mrs. Janice Hampton: | Yes |
| Mr. James | Yes |

Johnson:
Mr. A. J. Massey: Yes
Mr. Morris Merriweather: Yes
Mrs. Shannon Stewart: Yes

9. QUESTIONS UNRELATED TO BOARD AGENDA ITEMS FOR SUPERINTENDENT

A. BEP INSTRUCTIONAL SALARY FUNDING INCREASES

Discussion: Eric Jones stated for the Instructional Salary Funding Increases that the State gives the system an allocation of instructional salaries approximate \$368,000. The State gives instructions on how the funds will be used with instructional. Mr. Jones stated that this will be a one time bonus that will be used for instructional salaries for Teachers. Mr. Jones stated that there will be an increase in salaries for Teachers next year's budget. Janice Hampton asked when would the Teachers be receiving the salary increase. Mr. Jones stated that they will receive the increase in pay by Christmas. Mrs. Hampton stated that the increase of 1.5 next year for Teachers and is there a possibility of increasing to a 2. Mr Jones stated that there could be further discussion with the increase of salary. Mrs. Hampton asked, has Mr. Jones been in contact with Earlene Price, President of JMCEA to discuss the salary increases. Mr. Jones and Earlene Price stated that they have discussed this issue on several occasions.

B. POSSIBLE ESTABLISHMENT OF A TEACHER RETENTION

Discussion: Eric Jones stated that Janice Hampton was wanting the Board to look into having a retention committee be formed. Janice Hampton would like for Mr. Jones to review on how this committee could be formed to find out why the Teachers are leaving the system. Shannon Stewart asked, would this be an exit interview process. Mrs. Hampton stated that would be one of the things that could happen to find out why the Teachers are leaving the system. A. J. Massey asked, what is the process used by the system currently. Mr. Jones stated that the process currently is not very reliable at this time with the exit form and they will look into ways of improving the process. Doris Black stated that the system might be able to use retired Teachers to help in this process. Kevin Alexander would like to see a report on how many Teachers have left the system over the past 10 years. Mr. Jones stated that Human Capital would be able to pull a report but did not think he could go back 10 years. Morris Merriweather stated that the Teachers are leaving without a 30 day notice. Mr. Jones stated that the system does try to hold a teacher to a 30 day notice but at times it is best that does not happen for the system.

C. UPDATE ON TEST SCORES

Discussion: Eric Jones stated that he has received the scores but will release the scores at the Board Retreat due to him not being able to release at this time.

D. GOVERNOR'S TOUR CONCERNING TNREADY

Discussion: Eric Jones stated that the Governor will be in Dyer County on September 18, 2018 and anyone can attend.

10. SUGGESTED OCTOBER AGENDA ITEMS (SUBMIT TO JANITH)

11. ITEMS ADDED TO THE AGENDA PER VOTE ITEM 2.2

12. DISCUSSION ITEMS

A. SCHOOL BOARD COMMITTEES

Discussion: Wayne Arnold stated that the Board members received an email for which committee they would like to serve on for the 2018-2019 school year. Mr. Arnold stated that Kevin Alexander, Board Chair will review this information and notify the Board Members on the committee they will serve.

B. STUDENT ADVISORY COMMITTEE

Discussion: Wayne Arnold stated that they have received the recommendations from High School Principals for students to serve on the Student Advisory Committee.

C. BOARD RETREAT SCHEDULED

Discussion: Wayne Arnold stated that a date of Friday, October 19 starting at 5:00 pm until 9:00 pm and Saturday, October 20, 2018 until they need to end will be the Board Retreat. A location will be announced once finalized. All Board Members were in agreement with these dates of October 19 and 20.

D. OCTOBER MEETINGS RESCHEDULED

Discussion: The Board was in an agreement of a Combined Work Session and Board Meeting being scheduled for Thursday, October 4, 2018 at 5:30 pm. Education Vision will be on Tuesday, October 16, 2018 at 5:30 pm.

E. EDUCATION FOUNDATION UPDATE

Discussion:

Eric Jones stated that the update on Education Foundation was that the Attorneys have sent a draft of the Bylaws and that Dale Thomas, Attorney for JMCSS, would respond to the draft and allow the Board to hear once all is final. Shannon Stewart mentioned that the School Board would need to nominate another person to replace Jeff Wall on the Education Foundation Committee. The Board will email recommendations to serve on the Education Foundation Committee for a vote at the October meeting.

OTHER INFORMATION FROM THE SUPERINTENDENT

Eric Jones stated that he has met with the Liberty Administrators and to put in place a plan to have for Liberty and that rezoning will be discussed. Morris Merriweather asked, how quickly could a plan take for the schools. Mr. Jones stated that some things could be in place right a way and some over time.

Eric Jones has met with the Truancy Committee to finalize district's truancy plans. This plan is in collaboration with the Juvenile Justice Department, District Attorney's office and the school system.

Eric Jones met with the High School Principals and Guidance Counselors to discuss ways to improve credit recovery, Bridge Academy and tracking of graduation cohorts. Mr. Jones stated that there was a Back to School Bash held at the General Baseball Park.

Eric Jones is on the Board for RIFA and that the benefit for RIFA's Pack the Bus was a success.

Eric Jones stated on the School Safety that of the \$385,312.88 money the system will have \$101,330.00 will be recurring money. The Central Office team has been meeting to see where the most need would be to use the money and the top priority is with a communication system and to secure the entrances at schools.

Eric Jones stated that the Teachers are working very hard to teaching the students and there is improvement showing on scores.

Eric Jones stated that many of these items will be discussed at the Board Retreat.

13. INFORMATION ITEMS FOR THE BOARD

A. SEPTEMBER 18, 2018 AT 5:30 PM-EDUCATION VISION COMMITTEE MEETING

B. ANNUAL CALENDAR

- C. BOARD BUDGET
- D. ACADEMIES FOR BOARD

14. **CONSENT AGENDA**

- A. HUMAN CAPITAL
- B. CHECKS GREATER 14,999.99
- C. AUGUST 9, 2018 BOARD MEETING MINUTES
- D. SEPTEMBER LIST FOR SCHOOL SUPPORT ORGANIZATIONS
- E. RELEASE OF ASSIGNMENT OF UNEXPENDED SCHOOL ALLOCATIONS
- F. PURCHASING COOPERATIVES
- G. JMCSS CIVIL RIGHTS AND BULLYING COMPLIANCE REPORT

15. **ADJOURNMENT**

Discussion: The meeting was adjourned at 7:33 pm.

Action(s):

A motion was made to adjourn the meeting. Passed with a motion by Mrs. Janice Hampton and a second by Mr. James Johnson.

Voting Detail:

- Mr. Kevin Alexander: Yes
- Mr. Wayne Arnold: Yes
- Ms. Doris Black: Yes
- Jim Campbell: Yes
- Mrs. Janice Hampton: Yes
- Mr. James Johnson: Yes
- Mr. A. J. Massey: Yes
- Mr. Morris Merriweather: Yes
- Mrs. Shannon Stewart: Yes

Chairperson

Superintendent