

**MINUTES**  
Putnam County Board of Education  
June 13, 2011

**MEETING CALLED TO ORDER**

The Putnam County Board of Education met at the Board of Education Building – Cookeville, Tennessee on Thursday, June 13, 2011. Chairman Eric Brown convened the meeting at 5:30 PM.

<b>PRESENT</b> .....6	<b>ABSENT</b> .....0
Eric Brown	
Robert Hargis	
Dr. Ray Jordan	
Jerry Maynard	
David McCormick	
Dr. Janet Moore	

Mr. **BROWN** recognized Dr. Kathleen Airhart, Director of Schools, with announcements.

Dr. **Airhart** noted the following announcements:

- Noted the July Regular Board meeting would be held on Thursday, June 30, 2011, at 5:00 PM.
- Noted Summer School Schedule, as submitted.

Mr. **BROWN** stated the Board would address approval of the Minutes.

**ACTION: (III.)** Mr. **McCORMICK** made a motion to approve the Minutes of the Regular May Board Meeting – May 5, 2011 @ 5:00 PM.

Mr. **BROWN** stated the Board would address approval of the Consent Agenda.

**ACTION: (IV.)** Mr. **HARGIS** made a motion to approve the following Consent Agenda, as recommended by the Director of Schools:

## **IV. Consent Agenda**

### **A. Approval of Payments and/or Purchases**

1. Payment to Moore, Rader, Clift and Fitzpatrick, P.C. – Cookeville, TN for legal services from February 16, 2011, to May 20, 2011, in the amount of \$9551.57 to be paid from 141-72310-331, Legal Services. (General Purpose Schools)
2. Purchase of computers to start replacement schedule in libraries at ATMS, BMS, Cane Creek, CMS, NE and Sycamore in the amount of \$10,384.00 to be paid from 141-71100-790-MATER.
3. Purchase of bus radio equipment from the Putnam County Home Land Security Bid at cost not to exceed \$29,777.00 to be paid from 141-72710-729, Transportation Equipment. (General Purpose Schools)
4. Purchase of one (1) Ipod Learning Lab and one (1) iPad2 from Apple Computers for Algood Elementary School in the amount of \$6,498.00 to be paid from 142-71100-722-10S AlgEI.
5. Purchase of sixteen (16) Elmo presenters from Troxell Communications of Mt. Juliet, TN for the English Language Learner program in the amount of \$8,304.00 to be paid from 142-72210-790-301.
6. Payment to Local Government Corporation for Finance Department's Software and Computer Hardware Support from 7/1/11 to 6/30/12 in the amount of \$12,876.03 to be paid from 141-72510-399.

### **B. Bids and Quotes**

1. Permission to bid Band Instrument Equipment to be paid from 141-71100-722, Regular Instruction Equipment
2. Permission to bid Building Materials (Framing Package) and (Finish Package) for the 2011-12 Construction Tech House Building Projects at CHS, MHS, and UHS.

3. Approval of ATMS Commercial Conveyor Dish Machine Bid from AFECO – Chattanooga, TN in the total amount of \$27,653.00 to be paid from Food Service Funds.
4. Approval to rescind and rebid the Transportation Bid (Tire Bid Only) approved at the May 5, 2011, Board meeting due to confusion regarding specification.
5. Approval to rescind and rebid the Filter bid approved at the May 5, 2011, Board meeting due to B&B Filter's inability to accept 2011-12 contract due to storm damage to their plant.
6. Approval of the lowest quote from Praters Athletic Flooring – Chattanooga, TN for the sanding, repainting and refinishing of CHS gym floor in the amount of \$21,668.00 to be paid from 141-72620-399, Other Contracted Services. (General Purpose School Fund)

**C. Approval of Budget Amendments/Line Item Transfers**

1. General Purpose School Budget Amendments – Fund 141, as submitted:
  - a. To reallocate budget in order to address various maintenance needs at the schools
  - b. To reallocate budget in order to purchase needed reading and math intervention materials; physical education supplies and equipment; band equipment
  - c. To budget for growth funds from the State of Tennessee for textbooks, library books and periodical purchases
  - d. To budget for funds received from students for online computer classes
  - e. Year-end cleanup for several salaries that were incorrectly budgeted in original budget due to clerical error (incorrect step/grade or incorrect contract length)
  - f. To reallocate travel account budget
  - g. To reallocate communication account budget
  - h. To reallocate budget to account for the increased cost of diesel fuel & gasoline
  - i. To budget for funds received from Hamilton County to employ E4TN employees
  - j. To budget for funds received from individual schools to pay Putnam County Board of Education employees per IRS regulations

- k. To reallocate Extended Contract Budget
  - l. To budget moving Prescott Sale Fund (178) to General Purpose School Fund (141) per GASB 54
2. Federal Program Budget Amendments – Fund 142, as submitted:
- a. To adjust budget for Education Jobs Grant due to additional new hires
  - b. Reallocation of IAF Grant Planning period funds to accommodate changes in personnel expense
  - c. Title IV. (411) To utilize funds more appropriately
  - d. Title II.A. (201) To transfer money from Title IV. to original budget as 2010-11 expenditures in Title IV. less than originally estimated
  - e. Title II.D. ARRA (23S) To utilize funds more appropriately
  - f. Title I. ARRA (10S) To utilize funds more appropriately
  - g. Title I. (101) To utilize funds more appropriately
  - h. To set up budget for Focus School Grant for 201-11
3. Federal Program Line Item Transfer – Fund 142, as submitted:
- a. Title II.D. (231) To utilize funds more appropriately
  - b. Title II.D. ARRA (21S) To utilize funds more appropriately
  - c. Spring Clean up (90S)
  - d. To adjust budget to account for medical insurance that was more costly than budgeted for (918)
  - e. Spring Clean up (899)
  - f. To adjust budget due to the following: some employees choose family medical insurance, additional contracted services were required for PT evaluations, spring clean up (908)
  - g. Spring clean up (72710-90S)
  - h. Spring Clean up (897)
  - i. Spring Clean up (72220-90S)

**D. Approval of Overnight/Out-of-State Field Trip Report.**

**E. Approval of Grant Report**

**F. Other**

1. Approval to enter into contract with L.B.J. & C. Head Start for the 2011-12 school year
2. Approval of the 2011-12 Local Consolidated Application for Federal Funding (Title I.A., II.A., II.D., II.D. ARRA, Title III.A., and Title X, as submitted.
3. Approval to renew contract with GovDeals for the 2011-12 school year
4. Approval of the estimated beginning Fund Balance amounts of the Extended School Program (Fund 146) for year 2010-2011.
5. Approval of an amendment to the Plan Services Agreement between the Putnam County Board of Education and Great American Plan Administrators to allow the remittance of qualified Roth IRA retirement contributions by Great American Plan Administrators.
6. Approval to transfer \$2,244,712.54 from the Prescott Sale Fund (178) to the General Purpose School Fund (141) to comply with Governmental Accounting Standards Board (GASB) Statement No. 54, "fund Balance Reporting and Governmental Fund Type Definitions".
7. Approval of Resolution: "Be it resolved by the Putnam County Board of Education that the Director and/or Assistant Director(s) of Schools shall have the authority to establish the amounts of funds that will be Committed or Assigned for specific purposes at the end of the fiscal year for the PCSS.
8. Approval to enter into contract with KCL Distance Learning (AventaK12) for the 2011-12 school year.
9. Approval to renew contract with AESOP for substitute teacher tracking system from July 1, 2011 – June 30, 2012, in the amount of \$10,549.00 to be paid from 141-72210-399-CURRI (\$8,974.00), 141-72230-399 (\$375.00), and 141-72220-399 (\$1,200).

10. Approval of the revised 2011-12 School Calendar due to Election Commission's change of election day from February 7, 2012 to March 6, 2012.

Dr. **JORDAN** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item V.A., New Prescott South Elementary and Middle School Projects Update, and recognized Aaron Miller, Cockrill Design & Planning – Knoxville, TN.

Mr. **Miller** stated the following regarding the New Prescott South Elementary and Middle School Projects Update:

- Requested a summer work schedule from VCC to finish the project
- Working on site punch list
- Attempted to plant grass seed in Spring; rain washed seed away
- Will be Fall before grass seed can be planted again.

Mr. **BROWN** stated the Board would address Agenda Item V.1., Approval of payments and purchases for the New Prescott South Elementary and Middle School Projects.

**ACTION: (V.A.1.a. – V.A.1.j. with the exception of V.A.1.h.)** Dr. **MOORE** made a motion to approve the following payments and purchases for the New Prescott South Elementary and Middle School Projects:

- a. Payment to School Specialty Corporation for a volleyball referee stand in the amount of \$783.00 relative to the PSS project to be paid from 179-91300-790-NEWK8, Other Equipment. (Bond Issue)
- b. Payment to School Specialty Corporation for various office equipment in the amount of \$3,433.00 relative to the PSS project to be paid from 179-91300-790-NEWK8, Other Equipment. (Bond Issue)
- c. Payment to Office Mart – Cookeville, TN for various office equipment in the amount of \$3,904.75 relative to the PSS project to be paid from 179-91300-790-NEWK8, Other Equipment. (Bond Issue)
- d. Payment to HighSmith, Inc. – Janesville, WI for custom letters and numbers in the amount of \$898.30 relative to the PSS project to be paid from 179-91300-790-NEWK8, Other Equipment. (Bond Issue)

- e. Payment to GoKeyless – Vandalia, Ohio for the purchase of Panic Bar with Access Controls in the amount of \$2,701.98 relative to the PSS project to be paid from 179-91300-790-NEWK8, Other Equipment. (Bond Issue)
- f. Payment to Data Equipment, Inc. – Gallatin, TN for the purchase of a DataCard CP40 Plus ID Badging System in the amount of \$2,890.00 relative to the PSS project to be paid from 179-91300-790-NEWK8, Other Equipment. (Bond Issue)
- g. Payment to Compliance Signs – Chadwick, IL for signage relative to the PSS project in the amount of \$533.00 to be paid from 179-9130-790-NEWK8, Other Equipment. (Bond Issue)

(Agenda Item V.A.1.h. removed for discussion.)

- i. Purchase of the following misc. furnishings for PSS to be paid from 179-91300-790-NEWK8, Other Equipment: (Bond Issue)
  - (1.) 9-Bike Surf Rack in the amount of \$375.00
  - (2.) (3) Rally 46" leg portable table in the amount of \$695.00 each
  - (3.) (4) 6ft exp ing crtyrd BEN-STD in the amount of \$525.00 each
  - (4.) Glide Slip on felt – 1000 box in the amount of \$498.65
  - (5.) Binding Machine in the amount of \$155.76
- j. Purchase of Data Network Cabling and Installation Services for PSS from Clearline Networks, LLC for additional student network access in the amount of \$5,990.00 to be paid from 179-91300-399-NEWK8, Other Contracted Services. (Bond Issue)

Mr. **McCORMICK** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item V.A.1.h., Purchase and Installation of terminal type 21 anchored rail-end guardrails along W. Cemetery Road, and recognized Mr. Maynard.

**ACTION:** (V.A.1.h.) Mr. **MAYNARD** made a motion to refuse payment request for the Purchase and Installation of terminal type 21 anchored rail-end guardrails along W. Cemetery Rd. from Cumberland Guardrail, Inc. – Pikeville, TN in the amount of \$5,000.00. Mr. **McCORMICK** seconded the motion.

Mr. **Magura** stated City Code does not allow the type installed and the new type was ordered less the cost of the first type.

**ACTION:** (V.A.1.h.) After Board discussion, Mr. Maynard and Mr. McCormick withdrew their motion and second.

**ACTION:** (V.A.1.h.) Mr. **McCORMICK** made a motion to approve payment of the purchase and installation of terminal type 21 anchored rail-end guardrails along W. Cemetery Rd. from Cumberland Guardrail, Inc. – Pikeville, TN in the amount of \$5,000.00 to be paid from 179-91300-791-NEWK8, Other Construction (Bond Issue) with the City of Cookeville to reimburse ½ the total cost. Mr. **HARGIS** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item V.A.1.k., Discussion of PSS Athletic Department requests, and recognized Dr. Airhart.

Dr. **Airhart** stated PSS athletic department outdoor requests in the approximate total amount of \$30,000 were for football (approximately \$16,000), baseball and softball (approximately \$5,000.00) and for outside equipment: mower, trimmer, and blower (approximately \$9,000) noting there had never been a budget in place for athletic requests.

The Board discussed the need to equalize this item to what was presently in place for the other middle schools.

**ACTION:** (V.A.1.k.) Mr. **HARGIS** made a motion to approve the PSS Athletic Department requests. Mr. **McCORMICK** seconded the motion. Motion carried.

Mr. **MAYNARD** requested clarification for the funding of the athletic requests.

**ACTION:** (V.A.1.k.) Dr. **JORDAN** made a motion to approve funding for the PSS athletic requests to be paid from Prescott Sale funds not to exceed \$30,000 to be expended in the 2011-2012 school year. Dr. **MOORE** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item V.B., New Baxter Middle School Project Update, and recognized Aaron Miller, Cockrill Design & Planning – Knoxville, TN.

Mr. **Miller** stated the following regarding the New Baxter Middle School Project Update:

- Geotechnical - preliminary borings completed
- GeoServices made recommendation that site could be built on.
- GeoServices came back with good report.
- 16-18" of topsoil issue to deal with
- No issue with rock

- Geothermal came back ok.
- Environmental still needs to finish drawing the lines where wetlands are located.
- Reviewed site layout
- Bidding both Baxter Middle School and UHS Addition at the same time
- Trying to get 488 parking spaces on site
- Reviewed student drop-off and pick-up for both buses and parents
- Reviewed renderings of building project
- Program design up
- Cost will probably also go up.

The Board discussed the increase cost of this project and the other projects.

Mr. **BROWN** stated the Board would address Agenda Item V.B.1., Approval of Payments.

**ACTION: (V.B.1.a.)** Mr. **BROWN** made a motion to approve payment to Cockrill Design 7 Planning – Knoxville, TN in the amount of \$31,099.77 for architectural services and reimbursable expenses relative to the New Baxter Middle School project through May 2011, to be paid from 179-91300-304-NEWBX, Architects. (Bond Issue) Mr. **MAYNARD** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item V.C., New Monterey High School (MHS) Project Update, and recognized Mickey Sutliff, Cockrill Design & Planning – Knoxville, TN.

Mr. Sutliff stated the following regarding the New Monterey High School (MHS) Project Update:

- Study reports completed
- Geothermal good
- Wetland on east side of site
- Reviewed building site layout diagrams
- Placing as much parking as possible in front
- Program design increased (i.e. added ESL, PreK and JROTC classrooms and enlarged auxiliary gym)
- Cost will increase.
- Construction cost going up
- Approximately 33% complete on schematic design
- If program design is to be changed, needed to receive direction soon.
- Program will be harder to reduce with this project due to having both middle and high school on same site.

The Board recessed at 7:10 PM and reconvened at 7:20 PM.

The Board briefly discussed and questioned some of the possible designs for different areas of the New Monterey High School project.

Mr. **BROWN** stated the Board would address Agenda Item V.C.1.a., Payment to Cockrill Design & Planning.

**ACTION: (V.C.1.a.)** Mr. **McCORMICK** made a motion to approve the payment to Cockrill Design & Planning – Knoxville, TN in the amount of \$27,068.86 for architectural services and reimbursable expenses relative to the New MHS project through May 2011, to be paid from 179-91300-304-NEMH, Architects. (Bond Issue) Mr. **MAYNARD** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item V.D., Upperman High School (UHS) Addition Project Update, and recognized Aaron Miller, Cockrill Design & Planning – Knoxville, TN.

Mr. **Miller** stated the following regarding the Upperman High School (UHS) Addition Project Update:

- Geotechnical good
- Site survey good
- Environmental good
- Reviewed site plans
- Cost increase

Mr. **BROWN** stated the Board would address Agenda Item V.D.1.a., Payment to Cockrill Design & Planning.

**ACTION: (V.D.1.a.)** Mr. **MAYNARD** made a motion to approve payment to Cockrill Design & Planning – Knoxville, TN in the amount of \$14,820.98 for architectural services and reimbursable expenses relative to the UHS Renovation project through May 2011, to be paid from 179-91300-304-UHSRV, Architects. (Bond Issue) Mr. **McCORMICK** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address total project cost for the New Monterey High School, New Baxter Middle School, and New Upperman High School Addition.

The Board discussed the increased cost of the projects; what the total costs were now looking like; and what the total cost for all three (3) projects would be (\$54.8 million).

**ACTION:** Mr. **BROWN** made a motion to approve the total cap cost of the three (3) building projects (New Monterey High School, New Upperman High School Addition, and the New Baxter Middle School) in the total amount of fifty-five (55) million, which included everything necessary to complete the projects. Mr. **McCORMICK** seconded the motion.

Dr. **Airhart** stated if funding was received from the County Commission and if program reductions became necessary to stay within budget, it would result in an additional redesign cost from the architects in order to make any necessary program changes at that time.

**ACTION:** After Board discussion, the vote was taken. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item V.E., Baxter Elementary School Flooring Replacement Project (Phase II) Update, and recognized Aaron Miller, Cockrill Design & Planning – Knoxville, TN.

Mr. **Miller** stated the following regarding the Baxter Elementary School Flooring Replacement Project (Phase II) Update:

- Flooring being removed and installed
- Moving forward – fast paced project

Mr. **BROWN** stated the Board would address Agenda Item V.E.1., Approval of payments to Cockrill Design & Planning.

**ACTION: (V.E.1.a.)** Mr. **MAYNARD** made a motion to approve payment to Cockrill Design & Planning – Knoxville, TN for architectural services through May 2011, relative to the BES Flooring Replacement project in the amount of \$696.00 to be paid from 179-91300-304-BES, Architects. (Bond Issue) Dr. **JORDAN** seconded the motion. Motion carried.

**ACTION: (V.E.1.b.)** Mr. **MAYNARD** made a motion to approve payment to Cockrill Design & Planning – Knoxville, TN for reimbursable expenses through May 2011, relative to the BES Flooring Replacement project in the amount of \$622.24 to be paid from 179-91300-304-BES, Architects. (Bond Issue) Dr. **JORDAN** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item V.F., Burks Middle School Addition Project Update.

Dr. **Airhart** confirmed with John Magura, Construction Manager, that Burks Middle School Addition Project bids would be on the June 30<sup>th</sup> Agenda for approval.

Mr. **BROWN** stated the Board would address Agenda Item V.F.1.a., Payment to Upland Design Group, Inc. – Crossville, TN.

**ACTION: (V.F.1.a.)** Mr. **McCORMICK** made a motion to approve payment to Upland Design Group, Inc. – Crossville, TN for reimbursable expenses relative to the BMS Addition project in the amount of \$2,147.50 to be paid from 179-91300-304-BMS, Architects. (Bond Issue) Mr. **MAYNARD** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item V.G.1.a., Approval of Contract for Baxter Elementary, Uffelman Elementary, and White Plains Academy Boiler Replacement Projects.

**ACTION: (V.G.1.a.)** Mr. **MAYNARD** made a motion to approve entering into contract with Maffett Loftis Engineering, LLC – Cookeville, TN to provide design work for boiler replacements at Baxter, Uffelman, and White Plains Academy in the total amount of \$19,885.00 to be paid from 141-72620-399, Other Contracted Services. (General Purpose Schools) Dr. **MOORE** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item VI, Policy Discussion and/or Action, and recognized Dr. Airhart.

Dr. Airhart stated changes to Policy 2.804, Expenses and Reimbursements, were recommended by the Chief Financial Officer to save county funds by requiring itemized expenses for travel reimbursement.

**ACTION: (VI.A.)** Mr. **HARGIS** made a motion to approve Policy 2.804, Expenses and Reimbursements, on first and final reading, as submitted. Dr. **JORDAN** seconded the motion. Motion carried.

Dr. Airhart stated the Food Service Supervisor recommended charge procedure changes to Policy 3.500, Food Service Management.

**ACTION: (VI.B.)** Mr. **McCORMICK** made a motion to approve Policy 3.500, Food Service Management, on first and final reading, as submitted. Mr. **MAYNARD** seconded the motion. Motion carried.

Dr. Airhart stated changes to Policy 6.304, Student Discrimination/Harassment and Bullying/Intimidation, were recommended by both Jeff Comer, Assistant Director of Support Services, and Lori Paisley, CSHP Coordinator, who had held committee meetings over the past year to discuss harassment and bullying procedures for our county with principals, assistant principals, guidance counselors, attendance supervisor, and Dr. Janet Moore, Board Member.

**ACTION: (VI.C.)** Dr. **MOORE** made a motion to approve Policy 6.304, Student Discrimination/Harassment and Bullying/Intimidation, on first and final reading, as submitted. Mr. **HARGIS** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item VII.A., Approval of Monterey Schools Naming Committee.

Dr. **Airhart** stated these were the additional four (4) individuals recommended by the Board to serve on this committee.

**ACTION: (VII.A.)** Mr. **HARGIS** made a motion to approve the following Monterey Schools Naming Committee:

- Six (6) Board of Education Employees
  - Eddie Nipper           Uffelman Elementary Principal
  - Susie Jackson       Uffelman Elementary 1<sup>st</sup> grade teacher
  - Kevin Maynard      Burks Middle School Principal
  - Marcy Milligan     Burks Middle School Guidance
  - Sonja Farley        Monterey High School Principal
  - Lowell Vaughn     Monterey High School Librarian
  
- Six (6) Community Members
  - Andy Honeycutt     County Commissioner, Monterey
  - Ron Williamson    County Commissioner, Monterey
  - Wanda Thurman    Former Putnam County teacher
  - Franny Ray         Resident, Monterey
  - Johnny Bowman    Minister, Monterey
  - Jeff Hicks         Mayor, Monterey

Mr. **McCORMICK** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item VII.B., School Enrollment Recommendations, and recognized Dr. Airhart.

Dr. **Airhart** stated the following regarding the School Enrollment Recommendations:

- K-4 Recommendations
  - Algood Elementary - Priority 1 & 2 only
  - Baxter Elementary – Priority 1 & 2 and freeze Priority 3 @ the present 7 student number
  - Cane Creek Elementary – no recommendation

- Capshaw Elementary – Priority 1 & 2 and freeze Priority 3 & 4 students @ the present 30 student number
- Jere Whitson Elementary – no recommendation
- Northeast Elementary – no recommendation
- ParkView Elementary – no recommendation
- Prescott South Elementary – Priority 1 & 2 only
- Sycamore Elementary – no recommendation
- Uffelman Elementary – no recommendation

**ACTION: (VII.B.)** Mr. **MAYNARD** made a motion to approve the Director's School Enrollment Recommendations for the 2011-2012, as stated. Dr. **JORDAN** seconded the motion. Motion carried.

Dr. **Airhart** stated enrollment was balanced in the larger middle schools across the county and recommended allowing the Priority 3 and 4 students into those schools that are registered currently and then freezing to Priority 1 and 2 after this evening.

**ACTION: (VII.B.)** Mr. **MAYNARD** made a motion to approve allowing Priority 3 and 4 students into middle schools that were registered currently and then freezing to Priority 1 and 2 after this evening. Dr. **MOORE** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item VII.C., Approval of PASS Proposal (Putnam Alternative Salary Schedule): Strategic Compensation, funded through IAF/TIF/FtT, and recognized Dr. Airhart.

Dr. **Airhart** stated the following regarding the Putnam County Strategic Compensation Model (**Putnam Accelerating Student Success – PASS**):

- Strategic Compensation: Creating the Model
  - Leverage Funding
    - \$3.1M First to the Top Funds
    - \$1.5M Teacher Incentive Fund
    - \$3.1M Innovation Acceleration Fund
  - Align with Grant Requirements:
    - Base Model + Bonus Model = Strategic Compensation
  - Create an Alternative Salary Schedule

- Strategic Compensation: The Team Process
  - Facilitation with Benchmarks
  - District Leaders
  - Principals and Assistant Principals
  - Teachers
  - Community Leaders
  
- Strategic Compensation: Making it Work for Us
  - Model Criteria
    - Links to state required test results
    - Supports best practices
    - Recognizes individuals, schools, and district
    - Challenges teachers and leaders
    - Consistent for Elementary/Middle/High School
    - Comparable to current salary system
    - Sustainable
    - Challenging but attainable
  
- Strategic Compensation: Creating the Model
  - Eligibility
    - Certified school level personnel
    - Assigned a class or caseload of students
    - Good attendance
    - Teachers hired after July 1 included
    - Existing teachers may “opt-in” by August 31, 2011
    - Commitment for duration of grant period
  
- Base Pay – Teachers – New employees entering the school system effective July 1, 2011
  - | <u>Previous Years of Service</u> | <u>Starting Pay</u> |
|----------------------------------|---------------------|
| 0-5                              | \$35,800            |
| 6-10                             | \$38,400            |
| 11+                              | \$41,200            |

\*current Teacher Base Pay = 2011-12 Step + 1.6%

- Base Pay – adjustment – teachers
  - Individual – Rated 1-5
    - Qualitative
    - Quantitative
      - Targeted test results
        - TCAP/EOC
        - TVAAS
        - Teacher Effect
  - School – Meet benchmark or 10% gain
    - School Effect
    - NCE/ACT Explore/ACT
  - District SPED – Meet benchmark or 10% gain
    - Annual Increases
      - From 0% to 3%
      - Based on performance indicator
- Base Pay – Teachers – Annual Adjustment
  - 50% (observation + 35% (TVAAS) + 15% (Other Measures) = Evaluation Index Score
 

<u>Evaluation Index Score</u>	<u>% Adjustment of current base</u>
Under 3	0%
3	1%
3.5	1.5%
4	2%
4.5	2.5%
5	3%
- Bonus Pay – Teachers
  - Bonus Reward Model
    - Master Teacher
    - Mentor Teacher
    - Difficult to Staff Positions(s)
    - STEM education courses
    - Content area degrees
    - Other advanced degrees
    - Professional Development (PD)
      - Shared expertise (PD leaders)

- Prescribed PD linked to evaluation
  - Point System – 1 point = \$
- Bonus Pay – Principals and Assistant Principals
  - Bonus Model Only
    - Principals
      - Average award of all teachers x 2
    - Assistant Principals
      - Average award of all teachers x 1.5
    - Point System – 1 point = \$
- Base Pay – Principals and Assistant Principals
  - Evaluation Index Score Based on TILS Model\* (effective year 1)
    - Evaluation Index Score    %Adjustment of current base

Significantly Above	2%
Above Expectations	1.5%
At Expectations	1%
Below Expectations	0%
Significantly Below	0%

**ACTION: (VII.C.)** Dr. **MOORE** made a motion to approve the PASS Proposal and associated alternative salary schedule. Mr. **HARGIS** seconded the motion. Motion carried.

Mr. **BROWN** stated the Board would address Agenda Item VII.D., Approval of the 2011-2012 School Budget, and recognized Dr. Airhart.

Dr. **Airhart** reviewed the 2011-2012 School Budget Draft #1.

**ACTION: (VII.D.)** Mr. **McCORMICK** made a motion to approve the 2011-2012 School Budget Draft #1, as presented. Dr. **MOORE** seconded the motion. Motion carried.

**ACTION: (VII.E.)** Dr. **MOORE** made a motion to adjourn. Mr. **McCORMICK** seconded the motion. Motion carried.

The Board adjourned at 8:40 PM.

6/30/11  
Date

[Signature]  
Chairman

Kathleen M. Ant  
Director of Schools