

# Obion County Board of Education

## Regular Board Meeting

January 13, 2014

The Obion County Board of Education met in regular session on January 13, 2014 at Lake Road Elementary School. Board Chairman, Brian Rainey called the meeting to order at 7:00 p.m. Mr. David Lamb led everyone in prayer. Mr. Dale Hollowell called the roll. Mr. Brian Rainey, Mr. Willis Easley, Mr. Fritz Fussell, Mr. David Lamb, Mr. Scott Northam, Mr. Tim Partin, and Ms. Diane Sanderson were present. Seven members were present. There was a quorum.

### **APPROVAL OF AGENDA**

Upon the recommendation of Chairman Rainey, the Board unanimously approved the agenda.

### **APPROVAL OF MINUTES FROM PRIOR MEETING**

Upon the recommendation of Chairman Rainey, the Board unanimously approved minutes from the Board meeting of December 13, 2013.

### **CONSENT AGENDA**

The consent agenda consists of the monthly personnel report; report of substitute teachers; monthly financial reports/business activity; and technology report of equipment declared surplus and disposed via most economical method. Upon the recommendation of Chairman Rainey, the Board unanimously approved the consent agenda.

### **OLD BUSINESS**

*Consider/Approve Adoption of the Obion County Schools School Support Organization Guidelines – Final Reading* – After a discussion of this agenda item, a motion was made by Mr. Rainey to table the adoption of the Obion County Schools School Support Organization Guidelines until a new Director of Schools is in place. Mr. Lamb seconded the motion. **MOTION CARRIED.**

### **NEW BUSINESS**

*Randall Bennett with TSBA (TN School Boards Association) to Present Findings of Community Meetings* – Mr. Randall Bennett with TSBA presented an interim report highlighting the results of community meetings with city/county

officials, members of the community, and Obion County Schools' employees in regard to the search for a new Director of Schools. Additionally, Board members were asked to approve a brochure that will be made available to the public which showcases positive aspects of Obion County and the criteria deemed important by the Board and the community in the selection process. A motion was made by Mr. Lamb to approve the interim report and the brochure. Mr. Partin seconded the motion. **MOTION CARRIED.**

*Report Card Analysis* – Ms. Nancy Hamilton presented the following points of interest in regard to the County Schools' annual Report Card:

- Value added growth in grades 4 – 8;
- Graduation rate 93.1%;
- Attendance good;
- Math, Science, Social Studies, and Reading – 3 A's and 1 B

Since the above noted item was for information only, no action was required by the Board.

*Consider/Approve Overnight Field Trip(s)* – The following overnight field trip request was presented for Board approval:

- Hillcrest Elementary School, Band, January 30 – February 1, 2014, Canon Center, Memphis

Upon the recommendation of Mr. Hollowell, a motion was made by Mr. Easley to approve the above noted overnight student trip. Mr. Lamb seconded the motion. **MOTION CARRIED.**

*Discussion of Differentiated Pay Plan* – According to Mr. Hollowell, the TN State Board of Education adopted a policy (June of 2013) that aids in the enforcement of T.C.A.§49-3-306(h) which mandates school systems to develop, adopt, and implement a differentiated pay plan for professional staff. A committee comprised of three (3) teachers, two (2) Board office personnel, and the former Director of Schools (Mr. David Huss) met numerous times to discuss the best option for Obion County Schools. The following option was deemed the most viable by the committee to meet the criteria of the mandate:

- A bonus pay system based on teacher performance with all eligible professional staff members to receive this bonus.
- Teachers with a TEAM score of 3 will be awarded 3 shares; TEAM score of 4 will receive 4 shares; and TEAM score of 5 will receive 5 shares.
- TEAM scores of 1 or 2 will not receive a bonus.

- Building administrators will receive shares on the same level based on their overall state evaluation score and supervisors with a professional license will receive a bonus as determined by the Director, not to exceed the top teacher bonus.
- Based on the 2012-13 evaluation scores, each share would have a value of \$90 (ninety dollars).
- Bonuses will be funded from an established account provided from a BEP allotment for a 1.5% compensation package for professional staff and would be paid out in November of each year based on TEAM scores from the previous year.

Since the above noted item was for information only, no action was required by the Board.

*Discussion of Board Retreat in February* – Upon the recommendation of Mr. Rainey, the Board unanimously approved postponement of the annual Board retreat until a new Director is selected.

*Consider/Approve Proposed School Calendar for 2014-15 – 1<sup>st</sup> Reading* – Upon the recommendation of Mr. Hollowell, a motion was made by Mr. Lamb to approve first reading of the proposed school calendar for 2014 – 2015. Mr. Fussell seconded the motion. **MOTION CARRIED.**

*Consider/Approve Sale of Surplus Football Equipment* – According to Mr. Hollowell, the Obion County Central High School football team is requesting the sale of surplus jerseys and helmets that are no longer of service to the team. Any monies received from the sale of these items would be used to purchase additional equipment for the football program. Additionally, a waiver releasing any liability from the seller, would be provided for the purchaser to sign. Upon his recommendation, a motion was made by Mr. Fussell to approve the disposal of these surplus items as noted via the most economical method. Mr. Partin seconded the motion. **MOTION CARRIED.**

#### **DIRECTOR(S) UPDATE**

Mr. Hollowell stated that there have been several days of bad weather thus far and the System has three (3) stockpiled days remaining for inclement weather.

#### **ANNOUNCEMENTS/ADJOURN**

With no further business, the meeting adjourned at 7:55 p.m.

The entire meeting was recorded and stored as an electronic copy.

The minutes were taken and typed by Diane Terry.

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Brian Rainey, Chairman

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Dale Hollowell and Nancy Hamilton,  
Co-Directors of Schools