

MUSCOGEE COUNTY SCHOOL DISTRICT
COLUMBUS, GEORGIA

REGULAR BOARD OF EDUCATION MEETING
MONDAY, JUNE 20, 2005, 6:30 P.M.
BRADLEY LIBRARY CONFERENCE ROOM

MINUTES

The regular meeting of the Board of Education of the Muscogee County School District was held on Monday, June 20, 2005, 6:30 p.m. in the conference room at the former Bradley Library.

The following Board members were present: Mary Sue Polleys, James Walker, Brenda P. Storey, Philip T. Schley, Pat Hugley Green, Fife M. Whiteside, John Wells, Naomi Buckner and Joseph Roberson.

Others present: John A. Phillips, Jr., Superintendent of Education, Charles T. Staples, Legal Counsel, Del Parker, CFO, Robin Pennock, Deputy Superintendent of Education, Brenda F. Dozier, Chief Student Services Officer, Billy Kendall, Administrative Assistant to the Superintendent, Myles Caggins, Chief Operations & Facilities Officer, Peggy Connell, Chief Academic Officer and representatives from the media.

Dr. Polleys called the meeting to order with an invocation and pledge of allegiance. She stated that the Character Education Word for June is cheerfulness.

Dr. Polleys recognized visitors in the audience; Mr. and Mrs. Halouska representing the League of Women Voters and Friends of the Library, Mr. Robert Thompson representing the Lindsey Creek Association, Ms. Kathy Williams representing Neighbor Works, Mr. Bill Madison representing NAACP and Mr. Owen Ditchfield representing Concerned Citizens of Southeast Columbus.

Dr. Polleys noted that the Board will conduct the final hearing on the FY06 budget. She asked if there was anyone in attendance that would like to speak regarding the budget. Dr. Polleys called on Jim Evans who spoke on the FY06 budget, Ann McCormick who spoke regarding parking at the new library and a parent who spoke regarding the funding of the magnet program at Northside High School.

The Board recognized Mrs. Brenda F. Dozier on her retirement after thirty-four years of service. Mrs. Dozier thanked the Board, the Superintendent of Education and colleagues and noted that she would miss the professionalism that was displayed in getting the programs in place that would assist all students.

The following recognitions were presented: T. Hiram Stanley Award winner, State National History Day winners, State Stock Market Game winners, and Kellogg's National Advisory Board appointment of Mrs. Pat Schneider.

Upon motion of Mr. Wells, seconded by Mrs. Storey, the Board unanimously approved official actions taken at the regular Board of Education meeting held on Monday, May 16, 2005, and called meetings held on June 6, 2005 and June 15, 2006, as corrected.

Mr. Whiteside made a motion to "approve the current year's proposed budget but with implementation of the line items providing for raises to central administrators the Hay 100 to be delayed and with respect to those line items they should be delayed until a cost of living adjustment may be calculated with the assistance of appropriate professionals but not to exceed the total amount budgeted for those raises a total \$192,823.29. Pay for those employees should be temporarily frozen until that time and then made retroactive to the first of the budget year. I'm told that can be accomplished prior to the end of the month so there will be no delay in putting those raises in place." Mrs. Storey seconded the motion. Mrs. Green commented, "I didn't see anything about the two new positions that the Superintendent is recommending. I would like to vote on those two items separately." Dr. Phillips stated that these positions have been added to the budget. Mr. Wells asked "who are the appropriate professionals referred to in Mr. Whiteside's motion?" Mr. Whiteside commented, "I've spoken with both the Superintendent and Treasurer and we've used the Hay Organization both on our management study several years ago and on the classified study and the Superintendent is prepared to recommend that we renew and extend their contract to do this. For them to come up with a percentage that we should use for an appropriate cost of living adjustment is almost a nominal engagement. My motive here is to try to get us back to a place to say we have a valid workable compensation plan for central office administrators." Mr. Wells stated, "are we deviating from the Hay Study recommendations?" Mr. Whiteside commented, "we've been deviating from the Hay Study plan for four years now. The idea of giving a cost of living adjustment, I've heard is fair if we can get back to trying to do performance based evaluated compensation for central office. This will give administration a year to do this." Mr. Wells asked, "Would implication in his motion be that after a review by the Hay Study organization that we would come back and re-adopt the Hay Study?" Dr. Phillips commented, "As a result of the meeting the other night there are two issues here. Number one, temporarily, we would like to get the Hay consultant to figure as quickly as they possibly can and provide supporting evidence of an appropriate COLA and secondly, we would like to engage them to come into the district and review the Hay Study as it was implemented. The Hay Study in terms of its market sensitivity and to review so that we can get it appropriately implemented and market sensitive." Mr. Whiteside commented, "No, this would not be a step to a performance compensation plan. The next step is, I would expect the administration to bring us a proposal from the Hay Group to go back and review and re-do the Hay Study that has gotten out of balance for six or seven years or so. It's not appropriate to freeze the central office staff for another year while we do that. So the idea here, the fair thing to do, is to come up with a COLA which my motion anticipates that the Board will be given an opportunity to review at the next round of committees in July." Mrs. Storey commented, "I think

they're going to be looking at the review instruments changing that and looking at the number of people included in this Hay Group because we have some none supervisory personnel that's included in this 100 that may need removing from this group." Mr. Walker asked, "Again does this motion include that the administrators will be paid retroactive after the review." Mr. Whiteside said, "Yes." Dr. Polleys called for a vote on the approval of the budget with the freeze of administrative raises and without the two positions of Athletic Director and Information Officer. The vote on this motion was unanimous.

Mrs. Green commented, "if we have located additional funding let's use these additional funds for the DARE and GREAT programs." Ms. Buckner commented, "The City is not going to fund the DARE and GREAT programs." Mrs. Storey commented, "The City actually received a grant for the DARE and GREAT programs and for whatever reason they decided not to accept it or apply for it and I don't know if it is something that we can apply for." Dr. Phillips commented, "The Federal Government cut funding off years ago and if these two programs are to be funded, they must be funded through City funds. We have had two studies, Dr. Deck did a study and the Carl Vinson Institute and both the athletic director and information officer positions were recommended. It also came up in budget meetings we have had here. I know of no other school system of this size that does not have a central athletic director. I know of none and I know of some significantly smaller that have a full time person. Mrs. Dozier has carried that ball along with help from some of the coaches. A lot of work has to be done. The information specialist is critical to try to get our story out to try to work with the media. Dr. Kendall has been doing this along with his other responsibilities. It really takes a full time person who is trained to do that job and do it well, getting the pulse of the community. It's a huge job that will take a person with special skills. Many school systems throughout the state have a full time person." Mr. Roberson commented, "I am too sensitive to the needs for programs that affect student life more than administrative positions. One of those positions could fund the DARE and GREAT program. Let's use these funds for anti-drug programs." Dr. Pennock commented, "I wanted to speak regarding the position of athletic director. I know that anything that we can do to support all extra-curricular activities increases student performance. Research shows this clearly. It's probably the single greatest activity that we can provide that combats the drop-out rate. I think the lesson of Columbine is that young people will find their group. We have to be pro-active in supplying them with the sort of focus and discipline and opportunity that those coaches give. It doesn't just happen it takes an incredible amount of coordination to support those programs. I know that they are directly related to student achievement. I know that coaches are up there at 6:00 in the morning helping students to prepare for the GHGT. They teach them team work, what healthy competition is, take criticism well and become greater than you were the day before. It's all those things that help you to be successful in life." Mr. Wells stated, "the position of athletic director has the potential of bringing hundreds of thousands of dollars into the district. It's an essential time now for the athletic director to be put in. Every since we have implemented the process of paying our coaches for doing more in the afternoons they still can't do it all. We need someone to coordinate these efforts. We have to leave this to the Superintendent and his staff." Mr. Whiteside commented, "I'm not one to be accused of voting for a larger administration but, we have had a communications position several times in the past. A few years ago

we had it on a contract basis. If our goal here is to do better in our relationship with the community and that's certainly a goal for me. One of the benefits for having a system-wide athletic director is that you tend to minimize some of the politics. I'm pretty much sold on both positions." Mr. Walker commented, "Both positions serve a great job but, I have a friend on the gang task force that is very concerned of what will happen as a result of cutting out the GREAT and DARE program. They feel their job will triple. I'd also like to remind us that a child was shot. I'd like to see us keep the program." Mrs. Storey commented, "I agree that the DARE and GREAT programs are a tremendous asset. I feel that the responsibility lies with the entire community. The City and the School District have a responsibility for these children. Because the City chooses to cut out a program that has been viable to the community does not mean that we have to take over that responsibility, even though it directly affects our children. They made the decision to do this while keeping their own administrative levels." Mr. Whiteside commented "it is not fair to link the DARE and GREAT programs with these two positions because, I believe we can come back and find funding for these two programs." Dr. Phillips commented, "One of the budget parameters that the Board gave was to maintain 16 days of fund balance and if you'll look at your agenda tonight, we have 19.23." Mr. Roberson offered an amendment to the motion, seconded by Dr. Schley to retain the information officer position and defer the athletic director position. The vote was (4) opposing and (3) affirming. Dr. Polleys said the amendment to the motion failed. Dr. Polleys called for a vote on including the two positions of Athletic Director and Communications Specialist in the budget. The vote was (5) affirming and (4) opposing, Mrs. Green, Mr. Roberson, Mr. Walker and Ms. Buckner. Dr. Polleys stated, "The two new positions are approved to be a part of the budget."

Mr. Whiteside asked that the administration have any suggestions at the July work session to save the DARE and GREAT programs.

Upon motion of Mrs. Storey, seconded by Dr. Schley, the Board unanimously approved the extension of Dr. Phillips contract for one year for a total of three years.

Upon motion of Mr. Walker, seconded by Mr. Roberson, the Board unanimously approved the appointment of Eddie Obleton to the position of Chief Student Services Officer.

Upon motion of Mr. Roberson, seconded by Mr. Walker, the Board unanimously approved the appointment of Michael Forte' to the position of Assistant Principal at Shaw High School.

Upon motion of Mr. Roberson, seconded by Ms. Buckner, the Board unanimously approved the appointment of Tiffany Johnson to the position of Assistant Principal at Baker Middle School.

Upon motion of Mr. Whiteside, seconded by Mr. Wells, the Board unanimously approved a resolution to organize a Board Committee that will make an independent an on-going evaluation of the Technology Plan for the system. (Appendix A)

Upon motion of Ms. Buckner, seconded by Mr. Roberson, the Board unanimously approved the revision of policy BBC- Board Committees to re-institute the Board Committee meeting structure. It was the consensus of the Board to submit suggestions as to the structure of this revision to Dr. Polleys so that a policy can be drafted for the July work session.

Upon motion of Mrs. Storey, seconded by Mr. Walker, the Board unanimously approved Financial Statements for ten months ending April 30, 2005.

It was the consensus of the Board to vote on the items in the SPLOST Technology Project Set 1 separately. Upon motion of Mrs. Storey, seconded by Dr. Schley, the Board approved Item 1 of the SPLOST Technology Project Set 1 that will provide classroom technology for immediate needs. The vote on Item 1 was (8) affirming and (1) opposing, Mr. Whiteside. Upon motion of Mrs. Storey, seconded by Dr. Schley, the Board approved Items 2 and 3 of the SPLOST Technology Project Set I that will provide procurement of a new WAN and business systems upgrade. The vote was (8) affirming and (1) opposing, Mrs. Green.

Dr. Schley made the motion, “that the Board ask Dr. Phillips to request Mr. Hecht to establish the footprint for the new Administration and Educational Services Building on the location selected by Mr. Walsh on his latest iteration of his plan for the Board property at the Sears site, and to begin the process whereby the building will be designed and built. Further, I move that the Board of Education ask Dr. Phillips to request Mr. Hecht to pick the site for the new Rigdon Road School which, in his opinion and judgment, will be the best site for the school, disregarding any other plan for the development of said site. He would then bring his suggestion back to the Board of Education for discussion and approval and finally, I move that we disregard the other matters outlined under item J of the Board agenda for the time being.” The motion was seconded by Mrs. Green. Mr. Wells stated, “there needs to be more dialogue between the School Board, Library Board, the City, Midtown Project, the City’s Development Authority and any other interested parties. I’m for building Rigdon Road as soon as possible, but we don’t need to bring this debate to a screeching halt. I think that the community feels we have an opportunity to do something for the greater good. I ask that the Board give it a few more weeks before voting on abandoning the proposal from Tunnell-Spangler-Walsh.” The vote was (7) affirming and (2) opposing, Mr. Wells, Mr. Walker.

Mr. Wells excused himself from the meeting at this time.

Upon motion of Mr. Whiteside, seconded by Mr. Roberson, the Board unanimously approved a purchase order to Dell in the amount of \$52,568.02 for (10) servers and installation of those in schools and support buildings that are aging, problematic, and out of warranty.

Upon motion of Mr. Walker, seconded by Mrs. Storey, the Board unanimously approved a \$.25 increase in lunch prices for middle and high school students.

Upon motion of Mr. Walker, seconded by Mrs. Storey, the Board unanimously approved the engagement letter from Robinson, Grimes & Company, P.C. to perform financial and compliance audits of the School District for FY06 subject to renewal. The total cost for this service is \$46,500.00.

Upon motion of Mrs. Storey, seconded by Mr. Walker, the Board unanimously awarded contracts to low bid vendors for kitchen equipment at various schools. The total funding of \$102,107.85 will come from the School Nutrition Program.

The Board voted on Items R and S of the action agenda at this point. Upon motion of Mrs. Storey, seconded by Mr. Walker, the Board unanimously approved the closing of construction projects at J.D. Davis and Cusseta Road as of June 15, 2005 and depositing the remaining construction balance of \$306,558.46 in a Not-Project-Related Fund to be used for other 1997 SPLOST Projects and the re-direction of \$142,798.26 from the 1997 SPLOST Not-Project-Related Fund to the Muscogee Elementary School construction project contingency fund and approve a budget to cover some needed changes.

The Board voted on Items O and T of the action agenda at this point. Upon motion of Mr. Walker, seconded by Mrs. Storey, the Board unanimously approved change order no. 2 in the amount of \$32,201.74 to be added to the original contract for construction at Muscogee Elementary and change orders #4, #5, #6, and #7 in the total amount of \$64,006.26 including a 6% architect's fee to be added to the original contract for the construction project at Muscogee Elementary.

Upon motion of Mrs. Storey, seconded by Mr. Walker, the Board unanimously approved change order no. 2 in the amount of \$13,908.00 for the renovation project at Columbus High. This change order is funded through a donation from the PTSA at Columbus High.

Upon motion of Mrs. Storey, seconded by Dr. Schley, the Board unanimously approved the assignment of architectural firms for the following construction projects:

- East Columbus Magnet – 4 Classroom Addition – Neal, Kendust & Murray; \$500,000.00.
- Mildred L. Terry Library – Addition or New Building – Hecht, Burdeshaw, Johnson, Kidd & Clark, Inc.; \$2,500,000.00.

Upon motion of Mrs. Storey, seconded by Dr. Schley, the Board approved the assignment of Kersey and Luttrell as the Architects for New Elementary School #6 – 43 Instructional Units. The vote was (7) affirming and (1) opposing, Ms. Buckner.

Upon motion of Mrs. Storey, seconded by Mr. Walker, the Board approved Newton Aaron & Associates, Program Management Services to assist with the construction project at Benning Hills Elementary School, until its completion. The fee is \$27,000.00 and funds are available in the Benning Hills Elementary Contingency Fund. The vote was (5) affirming and (3) opposing, Ms. Buckner, Mrs. Green, Mr. Roberson.

Upon motion of Mrs. Storey, seconded by Mr. Walker, the Board unanimously approved the following consent agenda items:

- Human Resources Report/Professional and Classified. (Appendix B)
- Employment Claim Settlement, \$2,700.00.
- American Cancer Society to use Kinnett Stadium May 12, 13, 2006.
- Purchase order, \$190,732.44 to Micro Technology Consultants for cabling at Columbus High.
- Purchase order, \$15,320.05 for a server at Columbus Roberts.
- Local Application for Adult Education Program.
- New budget FY05 Rule 10, Relations other Agencies, Program Exceptional Students.
- New budget Hardaway High, SADD Grant, \$2,000
- New budget Even Start, TANF Funds/Technical Assistance Funds, \$19,495.00.
- New budget Pre-K FY06, \$3,409,297.00.
- New budget Pre-K FY06, inclusion classes, \$16,000.00.
- New budget, School Nutrition, \$17,516,414.00.
- New budget, Title II-D Competitive Grant, \$53,123.00; East Columbus Magnet.
- Grant awarded, GDOE costs for Charter School Planning, \$2,127.00.
- Grant awarded GDOE High School Improvement, \$18,000.00.
- Grant awarded GDOE, CTE Supervisor.
- Grant awarded ROOTS Touring Program, \$725.00.
- Grant awarded Wynnton Elementary Charter School, \$5,000.00.
- Budget adjustment, Transportation Department.
- Budget adjustment, Homeless Grant carryover, \$18,436.00.
- Budget adjustment, Career and Technical Education, \$30,000.00.
- Budget adjustment, Pre-K FY05 Resource Coordinator Grant.
- Contracts awarded to various vendors for School Nutrition Program.
- Chattahoochee Valley Regional Library FY06 budget.
- Donation from PTSA for Columbus High, \$13,908.00 for courtyard renovation.
- Financial Assistance, \$1,479.00.
- Audit of Financial Statement of 1997 SPLOST Capital Projects.
- Sales Tax Construction Program Report.
- Report on Transfer from FY03 SPLOST Critical Needs.
- FY97 sales tax construction program report.
- Report on transfers from capital projects and debt to SPLOST fund to cover scope changes.
- Report of change orders/changes in project contingencies.
- Status report for projects under construction.
- Report on system-wide technology plan.
- Report on forecasted revenue collections.
- Report on transfers from capital projects fund.

Mr. Staples noted that the Board had done an appropriate evaluation for Dr. Phillips and after such a raise of \$5,000.00 was recommended. Mr. Staples stated that a vote should be taken on the salary increase. Upon motion of Dr. Schley, seconded by Mr. Whiteside, the Board unanimously approved a \$5,000.00 raise as a part of Dr. Phillips' contract.

Upon motion of Mrs. Storey, seconded by Mr. Roberson, the Board unanimously voted to go into executive session for (4) student discipline appeals.

Upon motion of Mrs. Green, seconded by Ms. Buckner, the Board unanimously voted to come out of executive session.

Upon motion of Ms. Buckner, seconded by Dr. Schley, the Board unanimously voted to adjourn the regular meeting of the Board.

Charles T. Staples
Legal Counsel