

## **Macon County R-I Board of Education Meeting Minutes Work Session December 7, 2010**

The Macon County R-I Board of Education met for a work session on Tuesday, November 16, 2010, at 6 p.m. in Conference Room 115. Board members present were Brent Bernhardt, James Rehard, Danny Orbin, Tammy Gibson, Byron Freeman, Toni Riekeberg, and Allison Rowland. Administration present was Superintendent Livingston.

President Rowland greeted the Board, and welcomed MSBA representative David Lineberry, followed by the Pledge of Allegiance.

Toni Riekeberg made a motion, seconded by Tammy Gibson and passed unanimously to approve the agenda.

Mr. Lineberry began by reviewing the Goal Planning forms that had been completed by Board members and made available to him. He made many suggestions, with emphasis on the Strategic Plan for Macon and DESE's five goal areas—Student Performance; Highly Qualified Staff; Facilities, Support, and Instructional Resources; Parent and Community Involvement; Governance. He also discussed the district's five-year Comprehensive School Improvement Plan (CSIP), due to be revised next year.

It was consensus of Board members that they did not feel ready at this time to proceed with an open forum for the public on January 12, 2011 to present Board goals and ask for active patron participation in the strategic planning. It was decided that the Board would prioritize goals and then set a date to introduce the goals in the five areas. January 12, 2011 will be a work session in Conference Room 115, beginning at 6 p.m.

### **OLD BUSINESS**

Danny Orbin made a motion, seconded by Tammy Gibson and passed unanimously to approve the 2009-2010 School Audit.

### **NEW BUSINESS**

Superintendent Livingston asked the Board to give consideration for future approval of a change in the practice currently being used with certified employees for docks when sick/personal day leave is exhausted. She presented the following information on how they are currently being made:

Current:

- Sick days and personal days allotted for the year—9-month employees (mainly classroom teachers), 9 sick, 3 personal; 10-, 11-, or 12-month employees, one additional sick day for each month beyond 9 months—are available for use as earned. One sick day is earned each month of the school year or month of employment, and one personal day is earned every three months of the school year or every four months for a 12-month employee.
- When available leave is consumed, docks are made month-by-month.

Mrs. Livingston then presented the following proposal for future adoption, suggesting it be retroactive to the beginning of this school year, 2010-2011:

Proposal:

- Sick days and personal days allotted for the year—9-month employees (mainly classroom teachers), 9 sick, 3 personal; 10-, 11-, or 12-month employees, one additional sick day for each month beyond 9 months—will be available for use at the “beginning” of the school year.
- Once a certified staff members’ sick and personal leave (including the carry over, if applicable) is consumed, docks will then begin at that time.

She had presented the proposal to staff for input and had received only support for the change; no opposition. She also indicated she felt it would save time in record keeping.

A motion was made by Jim Rehard, seconded by Byron Freeman and passed unanimously to adopt the proposed change in the practice used for docks to certified employees when sick/personal leave has been exhausted.

Due a scheduling conflict, the regular Board meeting scheduled for Tuesday, December 14, 2010, was moved to Wednesday, December 29, 2010, 6 p.m., Conference Room 115.

President Rowland asked for a motion to go into executive session.

Danny Orbin moved that the Macon R-1 Board of Education enter into executive session as provided by Missouri Law, Section 610.021 (3), for the purpose of discussing personnel, specifically employment of certificated and non-certificated personnel. Macon R-1 Board Policy BDC, Section 3, states that “The Board reserves the right, as provided by law, to conduct closed meetings, including any records or votes, to the extent that they relate to: actions relating to the hiring, firing, disciplining or promotion of particular district employees.”; and Section 610.021 (13) “Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment, except that this exemption shall not apply to the names, positions, salaries and lengths of service of officers and employees of public agencies once they are employed as such, and the names of private sources donating or contributing money to the salary of a chancellor or president at all public colleges and universities in the state of Missouri and the amount of money contributed by the source.” Tammy Gibson seconded the motion. Those voting yea—Jim Rehard, Byron Freeman, Brent Bernhardt, Tammy Gibson, Danny Orbin, Allison Rowland and Toni Riekeberg. Those voting nay—none. Motion passed.

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Allison Rowland, President

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Kristin Myers, Secretary