

August 24, 2021

The Board of Education held the Tax Rate Hearing at 5:45 p.m. on Tuesday, August 24, 2021 at Spainhower Primary.

Present: President Bryon Jacques and Members Matt Smith, Harry Carrell, Ellen Lance, Brad Shepard, and Ed Harper. Also Carol Maher, Superintendent of Schools; Linda Perkins, Board Secretary; Terry Lorenz, Assistant Superintendent; Laura Jacobi, Director of Teaching and Learning; Grace Durham, Director of Special Services; Rendy Maupin, Southeast Principal; Christy Jones, MHS Principal; Mindi Coslet, MHS Assistant Principal; Brian Wilcoxson, SCCC Director; Kelly Callanan, Activities Director; and employees and citizens of the district.

Absent: Member Erin Meyer

President Bryon Jacques called the Tax Rate Hearing to order.

On a motion by Mrs. Lance, seconded by Mr. Shepard, the board unanimously approved to set the tax rate at \$2.8316.

On a motion by Mrs. Lance, seconded by Mr. Harper, the Tax Rate Hearing adjourned at 5:59 p.m.

The Board of Education of the School District of Marshall met in regular session on Tuesday, August 24, 2021 at Spainhower Primary at 6:00 p.m.

Boy Scout Troop 42 led the Pledge of Allegiance.

On a motion by Mr. Smith, seconded by Mr. Shepard, the board unanimously approved the minutes of the July 20 regular meeting, July 31 retreat, August 17 special meeting, and the August 20 special meeting.

On a motion by Mr. Smith, seconded by Mr. Harper, the August bills totaling \$1,154,565.63 were unanimously approved.

On a motion by Mr. Carrell, seconded by Mr. Shepard, the monthly finance reports were unanimously approved.

On a motion by Mrs. Lance, seconded by Mr. Smith the ASBR (Annual Secretary of the Board Report) report was unanimously approved.

On a motion by Mr. Carrell, seconded by Mr. Harper, the board unanimously adopted the agenda for the remainder of the meeting.

Terry Lorenz reported work is being done on the track at MHS. We have been getting bids on items lost in the flood at SCCC and Central Office. The boiler and cameras are installed at BMS but the chiller is having some issues. The walk-in freezers for Spainhower and MHS will be coming in October and the HVAC at Eastwood is 50% complete. The district had problems with the transportation software today causing issues with bussing students. The old buildings are coming down on the Spainhower campus and the board thanked the city for taking care of this.

Dr. Maher reported she contacted area schools to see what they were paying substitute teachers. Marshall currently pays \$85 per day and \$100 per day for a long-term sub. She would be recommending we increase the district's pay to \$100 per day and \$115 per day for long-term sub. The rate for district teachers who give up their planning time to substitute for other teachers remains at \$15 per hour.

The transportation department is manually correcting the wrong information in the system. To avoid longer wait times than usual, Dr. Maher stated parents may wish to take and pick up their children to and from their individual schools for the rest of this week.

The Central MO Superintendents' group took a survey on COVID leave for employees and the majority of the districts are not planning to offer COVID leave to employees who test positive or were placed on quarantine due to exposure. Last year our district gave right at \$111,000 in sick days for COVID leave.

Funds from Elementary and Secondary School Emergency Relief Fund (ESSER) have been used to purchase HVAC systems at Eastwood and BMS; air purifiers in all buildings; BMS Elevator, cameras in BMS; walk-in coolers for kitchens; electronic scrolling sign at Central Office; and purchase of the funeral home for a green space at BMS. To be eligible for these funds, the district had to post the compliance plan on our website and submit the application to DESE. During the 2022, 2023, and 2024 school years, the district plans to use these funds for salaries to deliver student services before/after school, in the summer and on Saturdays; purchase five buses; employ a full-time translator for three years salary and benefits; employ a full-time career counselor three years salary and benefits; provide student programs and materials; PLC and administrator professional growth; and provide Saturday adult and student wellness programs. For the 2021-22 school year funds will be used for after-school, Saturday, summer, etc. teachers will be paid \$50 per hour; transportation will be provided for non-regularly scheduled learning experiences (tutoring, activities, services); and whenever possible, district programs will be blended with other community programs.

Falon Bossaller, CTA Vice President, reported CTA officers attended the Leadership Conference in July. Goodie bags were given to all new staff at the welcome back meeting. The Executive Committee met August 3 and reviewed MSTA membership forms and discussed incentives to give out throughout the year. They also set their schedule for meetings to be held this year.

Bryon Jacques reviewed the Board Retreat held July 31. The board reviewed the following district goals:

Goal 1: Marshall Public Schools will provide and maintain a safe and supportive environment that contributes to the academic success, confidence, and well-being of all students.

Goal 2: Marshall Public Schools will recruit, support, and retain highly effective and efficient teachers, staff, and leaders who find satisfaction in the workplace and are dedicated to the district's mission of excellence.

Goal 3: Marshall Public Schools will encourage the involvement of all students, families, school employees, and taxpayers and will work to maintain open communication and cooperation across the school community.

Goal 4: Marshall Public Schools will be fiscally responsible with taxpayer money and include any willing community members in short- and long-term decisions that are pertinent to the continual improvement of educational opportunities and district facilities.

On a motion by Mr. Carrell, seconded by Mrs. Lance, the board unanimously approved the following Special Education and Federal Programs contracts: Great Circle - Agreement for Purchase of Services and Memorandum of Understanding.

Christy Jones, MHS Principal, presented information on getting students back on track to graduate. Ms. Jones requested to change the wording in the approved student MHS handbook for the following section: Marshall High School student grade designation

Current Handbook Wording

Grade level or class designations are based on the following criteria:

Freshman Class (Grade 9) – Completion of the 8th grade and promoted by the sending school.

Sophomore Class (Grade 10)– Students must have earned 4 credits as a freshman to be classified as a sophomore. If 4 credits or more are not earned, the student will be retained as a freshman.

Junior Class (Grade 11) – Students must have accumulated 11 credits by the end of the sophomore year, or they will be retained as a sophomore.

Senior Class (Grade 12) – Students must have accumulated 18 credits by the end of the junior year, or they will be retained as a junior.

Students in grades 9-12 are required to enroll for 7 classes.

Proposed Handbook Wording

The Marshall Board of Education, along with Marshall High School, have adopted the following criteria for grade level designation.

Freshman Class (Grade 9)	Completion of the 8 th grade and promoted by the sending school
Sophomore Class (Grade 10)	Students must have earned <u>6 credits</u> as a freshman during the previous school year. If a student has not earned 6 credits by the end of their Freshman year, they are in jeopardy of not graduating with their class peers.
Junior Class (Grade 11)	Students must have earned <u>12 credits</u> by the end of their sophomore year. If a student has not earned 12 credits by the end of their Sophomore year, they are in jeopardy of not graduating with their class peers.

Senior Class (Grade 12)

Students must have earned 19 credits by the end of their junior year. If a student has not earned 19 credits by the end of their Junior year, they are in jeopardy of not graduating with their class peers.

Reason for the request:

Current MPS requirements for graduation say that a student has to have 25 credits to graduate from Marshall High School. Students can earn 3.5 credits a semester, 7 credits in a year and a possibility of 28 credits in 4 years.

Our current policy is not holding a high enough expectation for our students. Currently, if a Freshman only earns 4 credits, they must pass every class the next three years. This student just indicated to us that is probably not going to happen. So, we can't give freshmen the option to fail. On the other hand, if a Junior doesn't have 19 credits by the end of their Junior year, chances are they are not going to graduate. These students have struggled to pass all their classes up until this point. Passing all 7 their senior year, while dealing with all senior year pressures, usually doesn't go well for struggling students.

It is Ms. Jones' belief and feeling as an educational leader that we need to push students academically. Students must attend school and do the work. It is our job as educators to build relationships with students and hold students to high expectations for them to earn high school credits. It is her goal as the head building instructional leader to have a graduation rate at Marshall High School of 95% or better. To do that, we have to make sure that Freshman entering MHS are passing at least 6 classes or they are going to struggle their entire high school career to meet the ultimate goal of graduation.

The preliminary numbers for the 2021-2022 school year are not good and Ms. Jones will be the first person to admit that as the building leader. We have a lot of work ahead of us as educators, but the first thing we have to do is get our parents involved and make them aware that their student has not made adequate progress and we have to get a plan together to get them on track to graduate.

Here are the current numbers that were given to Ms. Jones:

Class of 2022 Current Enrollment 177; Number with less than 19 credits - 44
24.8% of the class of 2022 must pass all 7 to graduate in May

Class of 2023 Current Enrollment 198; Number with less than 12 credits - 58
29% of the class of 2023 must pass all 14 out of 14 credits the next two years

Class of 2024 Current Enrollment 197; Number with less than 6 credits - 64
32 % of the class of 2024 must pass 19 out of 21 credits the next three years

Being prepared for life after high school is our ultimate goal and that starts with meeting graduation requirements. We must set students up with the best chance to achieve that goal. We can't let them start out so far in the hole if we wish for them to be successful.

A night time school will be started next month from 3:30-5:30 p.m. for those students who are not on track to graduate. This will be on core subjects using the Accellus program and students will be asked to attend at least two times each week.

Ms. Jones reviewed the bell schedule, Owl Time procedures for this year, and procedures required for students to change their schedules. Teachers will be required to update their gradebooks twice weekly.

MHS and SCCC believe student success within academics is extremely important to lay the foundation for all students to be successful after graduation. Staff at both MHS and SCCC have committed to not removing a student from instructional time (for extra curricular activities or field trips) if the student is not passing the academic course or courses that they will be missing. They believe that academic success starts by being present in the classroom and receiving instruction from the content expert. This commitment to academic improvement does not mean a student is ineligible to participate within extracurricular activities, field trips, or games when they are not required to miss instructional or intervention time.

On a motion by Mr. Smith, seconded by Mrs. Lance, the board unanimously approved the Back on Track program presented by Ms. Jones.

On a motion by Mr. Jacques, seconded by Mrs. Lance, the board unanimously approved to increase substitute teacher pay to \$115 per day and \$125 per day for long term.

On a motion by Mr. Carrell, seconded by Mrs. Lance, the board adjourned at 7:14 p.m. to reconvene in executive session with closed record and closed vote pursuant Section 610.021 (3) hiring, terminating disciplining or promoting and (13) personnel records, evaluations, applications, and confidential or privileged communication with auditor.. The motion carried on a roll call vote.

Ayes: Carrell, Harper, Jacques, Lance, Smith, Shepard
Nays: None

In executive session, a motion was made by Mr. Carrell, seconded by Mrs. Lance, to enter into executive session, approve the previous closed session minutes, and approve the closed season agenda. The motion carried on a roll call vote.

Ayes: Carrell, Harper, Jacques, Lance, Smith, Shepard
Nays: None

On a motion by Mrs. Lance, seconded by Mr. Harper, the board accepted the resignation of Craig Thompson, Director of Transportation (with regret), who will retire as of June 30, 2022. The motion carried on a roll call vote.

Ayes: Carrell, Harper, Jacques, Lance, Smith, Shepard
Nays: None

On a motion by Mr. Carrell, seconded by Mr. Harper, the board approved the employment of the following:

- Ashley Beatty, Paraprofessional for all Elementary Libraries
- Jeremy Gochenour, Volunteer Assistant Football Coach
- Lisa Payne, MHS Student Council Sponsor

The motion carried on a roll call vote.

Ayes: Carrell, Harper, Jacques, Lance, Smith, Shepard

Nays: None

Discussion was held on changing an Assistant BMS Football Coach to Head Middle School Football Coach to align with the rest of the sports at BMS. All other sports that have separate 7th and 8th grade teams, the head coaches of each team are paid the exact same salary. This will be added the September agenda to be approved.

Mrs. Maupin and Mr. Callanan left at this time.

The board reviewed their responses to the state audit which will be submitted to the State Auditor's Office.

On a motion by Mr. Harper, seconded by Mrs. Lance, the board approved to return to regular session. The motion carried on a roll call vote.

Ayes: Carrell, Harper, Jacques, Lance, Shepard, Smith

Nays: None

On a motion by Mrs. Lance, seconded by Mr. Harper, the board adjourned at 8:43 p.m. The motion carried on a roll call vote.

Ayes: Carrell, Harper, Jacques, Lance, Shepard, Smith

Nays: None

President, Board of Education

Secretary, Board of Education

The next regular meeting of the Marshall Board of Education is Tuesday, September 21, 2021 at Spainhower Primary.