

October 26, 2021

The Board of Education of the School District of Marshall met in regular session on Tuesday, October 26, 2021 at Spainhower Primary at 6:00 p.m.

Present: President Bryon Jacques and Members Matt Smith, Erin Meyer, 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; Gynnah Gaudreau, Benton Principal; and citizens of the district.

Absent: None

On a motion by Dr. Meyer, seconded by Mr. Harper, the board unanimously approved the minutes of the September 21 regular board meeting.

On a motion by Dr. Meyer, seconded by Mr. Smith, the October bills totaling \$1,689,732.11 were unanimously approved.

On a motion by Dr. Meyer, seconded by Mr. Smith, the monthly finance reports were unanimously approved.

On a motion by Dr. Meyer seconded by Mr. Smith, the Professional Development Program Review was unanimously approved.

Christopher Ess, representing Pioneer Trails, was present to ask the board to approve a resolution of the Marshall School District adopting the 2022 Saline County Multi-Jurisdictional Natural Hazard Mitigation Plan. On a motion by Dr. Meyer, seconded by Mr. Carrell the resolution was adopted.

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

Terry Lorenz reported Troy Ballew has been certified as a facility manager. The track project has a few more touch up items to be completed. A RFP for a scroll compressor system for BMS is being proposed. The demand water heaters at BMS have been flushed and Integrated Facility Services are about to fire up the new boilers. They have also been contracted to service our district wide HVAC control systems and bring them into one control system. An on demand water heater has been added at SCCC along with a water softener. Moving of the trailers will begin in the next several weeks. Dr. Lorenz is working on a bid project for six sets of double doors at BMS. The building trades class has nearly completed the roof on the new nursing building and will be moving to the exterior sidewalls soon. The plumbing and electrical work is also in progress at the building. He is working with an abatement company, regarding the old funeral home, and plans to move forward with that after getting the appropriate DNR paperwork filed. The walk-in cooler/freezers for MHS arrived this week and Spainhower's will be here next week. The high school's will be installed over

Christmas break and Spainhower's will be installed as soon as possible. The HVAC at Eastwood is moving forward with all duct work and building penetrations complete with gas connections coming over the next several weeks. The district is moving from School Dude to FMX for our ticketing system. The technology department is working on fiber connections and 500 chrome books for students as well as 200 hotspots have arrived.

Dr. Maher complimented the city and all involved in the demolition of the buildings on the Spainhower campus. The budget will be available on the web and Central Office. With the district mask mandate, the positives and quarantines continue to drop in the district. The evaluation of the district and community's health status, and the decision to continue the mandate or identify masks as optional, is scheduled to be reviewed Friday, November 5 with implementation Monday, November 8. The board may wish to decide to make this decision earlier and institute a two-week trial, with masks optional. This could be done by administrative procedure, as long as the community is aware that the decision was a collaborative one between the superintendent and board. The Saline County Health Department has communicated with the district that the option of "Test to Stay" option is not endorsed by the CDC, so it is not endorsed at their level. Marshall, along with the rest of the NCMC districts, do not recognize the "Test to Stay" option and Marshall does not recognize at-home test results.

On the request of the State Auditor's Office recommendations, the administration would like to add a human resources secretary at the Central Office to oversee the hiring process, necessary paperwork for insurance enrollment and workers' compensation, assist with payroll, cross train with district bookkeeper, etc. The district will also be requesting bids from auditing and school law firms which was another recommendation from the State Auditor's Office.

Federal funding received has been as follows: CARES Student Connectivity Grant - \$102,054 for Chrome Books; CARES Student Access - \$28,000 for MHS Career Counselor; CARES Transportation Supplement - \$20,822 for reimbursement for delivery of meals.

DESE has communicated that \$2.138 million dollars from ESSER II Funding has been approved. That funding has been or will be used for hiring a district interpreter and translator, HVAC systems at Eastwood and BMS (partial payments), and purchase and demolition of funeral home for BMS playground. The district is waiting on word of approval for the \$4.746 million from ESSER III and if approved it will be used for: after-school programs, five new buses, HVAC systems at Eastwood and BMS, and financing the addition of a park-like green space at BMS.

The last normal school year for a student is shown in the chart below:

Students currently in . . .	Last normal year . . . (2018 – 2019)
12th Grade	Grade 9
11th Grade	Grade 8
10th Grade	Grade 7
9th Grade	Grade 6
8th Grade	Grade 5
7th Grade	Grade 4
6th Grade	Grade 3
5th Grade	Grade 2
4th Grade	Grade 1
3rd Grade	Kindergarten
2nd Grade	Never
1st Grade	Never
Kindergarten	Never

There are several student discipline concerns. The trend of vaping has shown an increase at BMS and MHS. The district will purchase detection apparatus for installation near the restrooms and locker rooms at both buildings. The district will implement the use of drug testing for individuals who are scheduled to return to the regular classroom after a suspension for drug possession and/or distribution. Testing will require a change in the student handbooks of both buildings.

District teachers and staff have worked extremely hard to help kids readjust to school. The board and administration have implemented several ways in which to support teachers and staff this year by having Blue Mondays Jeans Days, nacho day, gift cards were presented by Wood & Huston Bank, pay for covering other teachers' classes, district t-shirts, "My Time" Day(s), and \$1000 raise to the teachers' salary base.

The district is coping with slow return to work in several personnel areas. The transportation department has been one of the hardest hit. Several bus drivers have been doubling up their routes to provide transportation for our students. Craig Thompson, Dr. Lorenz and Dr. Maher would like to increase these drivers' pay so that they are being compensated for their extra work. Dr. Maher would also like to continue the practice of giving new teachers credit for years of service prior to working at Marshall and extend the same consideration to new classified staff, and pay for substitute teacher training (\$180) after three successful working days.

Additional written reports were by CTA, Professional Development, Special Services Director, and Director of Teaching & Learning.

Revision of policy for Public Comment was discussed. On a motion by Mr. Carrell, seconded by Dr. Meyer, the board tabled making revisions to the current policy until the November 22 board meeting. Members were reminded to send their changes/suggestions to Mr. Jacques by November 9.

Revision to the Safe Return to School Plan was discussed. On a motion by Dr. Meyer, seconded by Mr. Carrell, the board approved to maintain the plan as is. The motion carried as follows:

Ayes: Carrell, Harper, Jacques, Meyer, Shepard
Nays: Smith

On a motion by Dr. Meyer, seconded by Mr. Harper, the board unanimously approved the amendments to the budget as presented in the budget packet.

It was announced November's meeting will be on Monday, November 22 at Spainhower Primary School.

On a motion by Mr. Harper, seconded by Mr. Carrell, the board approved to increase the bus drivers pay by \$200 per month for the remainder of the 2021-22 school year and to reconsider in June.

Mrs. Lance arrived.

Dr. Maher reported she will be sending out legal and auditing RFQ's out. Submission deadline is December 3 and bids will be considered at the January 25 board meeting.

Dr. Lorenz reported the district had advertised for replacing the BMS Chiller and only one bid was received from Integrated Facility Services in the amount of \$356,890. On a motion by Mr. Carrell, seconded by Mrs. Lance, the board unanimously accepted the bid.

Discussion was held on adding the position of a HR Secretary. A motion was made by Dr. Meyer, seconded by Mr. Smith to add the position. The voting was as follows and because of a tie vote, the position will not be added.

Ayes: Jacques, Meyer, Smith
Nays: Carrell, Harper, Lance
Abstain: Shepard

Awarding previous years of service for new certified and classified personnel. At the April 29, 2021 special board meeting, the board approved an emergency one year waiver of Policy GCBA and Administrative Procedure GCBA-AP which removed the 10 year experience limit on the teachers' salary schedule for new teaching hires, effective during the 2021-22 school year and they stated they would discuss again in the fall. On a motion by Mrs. Lance, seconded by Mr. Carrell, the board tabled making a decision until more information is available on years of services of current employees. The motion carried on the following vote:

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

Payment of the 20 hours of substitute teacher training, for those that do not have 60 college hours, was discussed. On a motion by Mr. Jacques, seconded by Mr. Carrell, the board unanimously approved a payment of \$180 for taking the 20 hours of training after they have substituted three days.

On a motion by Mr. Carrell, seconded by Mr. Harper, the board adjourned at 8:22 p.m. to reconvene in executive session with closed record and closed vote pursuant Section 610.021 (1) legal actions involving the district, attorney communications, (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, Meyer, Shepard, Smith
Nays: None

Dr. Meyer left.

In executive session, Mr. Smith called the session to order. On a motion was made by Mr. Carrell, seconded by Mr. Shepard, 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, Lance, Shepard, Smith
Nays: None

On a motion by Mrs. Lance, seconded by Mr. Shepard, the board accepted the resignations of the following:

- Kip Bethel, Maintenance
- Samantha McGill, SE Special Ed Paraprofessional
- Sheila Arth, MHS Special Ed Paraprofessional, retirement as of December 31, 2021
- Camille McMillan, Benton Paraprofessional

The motion carried on a roll call vote.

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

On a motion by Mrs. Lance, seconded by Mr. Carrell, the board accepted the resignation of Kimberly Harper, SCCC Secretary. The motion carried on a roll call vote.

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

Mr. Jacques arrived.

On a motion by Mrs. Lance, seconded by Mr. Shepard, the board approved the employment of Connie Nease, Bus Monitor. The motion carried on a roll call vote.

Ayes: Carrell, Jacques, Lance, Shepard, Smith

Nays: None

Abstain: Harper

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

- Karen Salmeron, Interpreter/Para at TLC
- Shawn Thompson, Drumline Leader
- Carl Jarvis, Bus Driver
- Fred Hayes Jr., Sub Bus Driver
- Terry Bowlen, MHS Custodian
- Theresa Gittens, Acellus Teacher of Record
- Martha Kaylor, Spainhower Special Ed Paraprofessional
- Adam Viquesney, Benton Focus Room Paraprofessional
- Courtney Davis, Benton Special Ed Paraprofessional
- Stephanie Eidson, Sub Bus Monitor
- Tina Anderson, Sub Bus Monitor
- Jana Locke, MHS Evening Academy
- Grace Diehm, Basketball Cheer Sponsor
- Kayla Gorrell, Assistant Girls Soccer Coach
- BMS After School Tutoring/Enrichment as follows: Monday - Amanda Linneman, Lindsey Blaylock, Kelly Glassmaker, Julie Gass, Amanda Silvers, Penny Clair, Katina Tiffany, Julie Orey; Whitney O'Bryan, Tuesday/Thursday - Hannah Roth, Jacque Walker, Kelly Glassmaker, Lori Wandell, Lari Welch, Penny Clair, Katina Tiffany, Li Zhang; Sub - Mary Frintz
- SPS After School Tutoring/Enrichment as follows: Anita Makings, Stacey King, Abbey Berke
- Benton After School Tutoring/Enrichment as follows: Krystal Taulbee, Gage, Lemmon, Carrie Mabrey, Leasa Collins, Mariana Zank
- Eastwood After School Tutoring/Enrichment as follows: Heather Sappington, Dianna Fitzgerald, Missy Gann

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. Shepard, the board approved the employment of Craig Thompson, Christy Jones, Paula Brown, Gynnah Gaudreau as After School Directors.

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. Shepard, the board approved Troy Ballew and Mike Varner, as Co-Maintenance Directors. The motion carried on a roll call vote.

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

The board was informed of the following transfers:

- Brandon Stanton, MHS Custodian to Maintenance
- Mandi Bolling, SE Secretary to Spainhower Secretary
- Ashley Norman, Spainhower Paraprofessional to SE Secretary

Legal issues were discussed but no action was taken.

On a motion by Mrs. Lance, seconded by Mr. Harper, 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 9:45 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 Monday, November 22, 2021 at Spainhower Primary.