

January 25, 2022

The Board of Education of the School District of Marshall met in regular session on Tuesday, January 25, 2022 at Spainhower Primary School at 6:00 p.m.

Present: President Bryon Jacques and Members Matt Smith, Erin Meyer, Harry Carrell, Ellen Lance, Ed Harper, and Brad Shepard. Also Carol Maher, Superintendent of Schools (by phone); Linda Perkins, Board Secretary; Terry Lorenz, Assistant Superintendent; Grace Durham, Director of Special Services; Paula Brown, BMS Principal; Gynnah Gaudreau, Benton Principal; and employees and citizens of the district.

Absent: None

On a motion by Dr. Meyer, seconded by Mr. Smith, the board unanimously approved the minutes of the December 14 regular board meeting and the January 11 special board meeting.

On a motion by Mr. Harper, seconded by Mr. Carrell, the board unanimously approved the electronic communication for December 8 and December 14.

On a motion by Dr. Meyer, seconded by Mr. Harper, the January bills totaling \$1,308,834.27 were unanimously approved.

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

Mrs. Lance arrived.

On a motion by Mr. Shepard, seconded by Mr. Smith, the board unanimously approved the Federal Program Review.

On a motion by Mr. Harper, seconded by Dr. Meyer, the board unanimously approved the Health Service Program Review.

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

Terry Lorenz, Assistant Superintendent, reported all five trailers have been moved. Demolition of the old funeral home has started. Doors and windows have been installed at the new nursing building. The AC units at Eastwood are being installed and the HVAC at Northwest is running after a long delay for parts. BMS gym lights have been replaced with LED and the HVAC unit over the auditorium is being replaced. The City requested buildings down at Spainhower and during the demolition some damage was done to the roof of the dietary building. Remco is in the process of repairing the damage. We are cleaning and repairing the drapes on a rotating basis and will be starting with MHS this year. Dr. Lorenz will begin bid processing for repairs of the elevator at Spainhower. With the expanded locations at MHS, Dr. Lorenz would like to move forward with the early hiring of the School Resource Officer replacement.

On behalf of Carol Maher, Dr. Lorenz presented her report. Revisions to the Safe Return to School Plan will need to be approved by the board. The number of faculty and staff absent from school due to sickness affects the district's ability to maintain an option for students to attend class. If adult absences create a situation where students may not be supervised effectively, the district will close for the number of days deemed appropriate by the administration.

AMI, or remote learning, will take place if students and adults are prepared to move to that type of delivery of instruction. This means there are an adequate number of working devices in students' and adults' possession for teachers and learners to be connected. Also necessary is sufficient preparation time for teachers to plan lessons and/or activities. These determinations will be made by the administrative team.

CTA has begun discussing salary and benefits. 2021-2022 Base Salaries are as follows for area schools:

- Marshall - \$37,000
- Fulton - \$35,365
- Mexico - \$38,000
- Moberly - \$36,954
- Hannibal - \$37,316
- Sedalia - \$36,000
- Odessa - \$36,743
- Concordia - \$33,750
- Boonville - \$32,100
- Hallsville - \$34,500
- Carrollton - \$37,479
- Chillicothe - \$34,980
- Santa Fe - \$32,500
- Warrensburg - \$34,300
- Ashland - \$34,875

It is important for the MPS Strategic Plan to be complete and published prior to the change in administration in July. The job of superintendent is challenging enough without having to tackle the strategic planning process as a new administrator in the district.

The MPS current plan is at an appropriate stage and now needs the Board to take ownership of it and finish the document to reflect the expectations and hopes of the community. To do this in a timely and elevated way, it is recommended that a professional education organization assist to finish the process. This expenditure does not need to be an action item, as the final cost is not at the level of mandatory bidding.

The MPS Strategic Plan Proposal is as follows:

- Members of the Education Governance and Leadership Team (E.G.L.) will meet with the school board on February 22nd to discuss the process outlined in this proposal and answer questions from board members.
- Members of the E.G.L. team will spend time in the district conducting individual interviews with board members, the superintendent, and administrators selected by the superintendent and/or Board of Education. The focus of the interviews will be discussing goals for the district and the contents of the current MPS Strategic Plan.
- Members of the EGL team will conduct a second three-hour work session leading the board through the process of discussing the results of the interviews. This discussion will focus on goals proposed in the interviews and potential refinement of the current MPS Strategic Plan.

- Members of the EGL team will present a final report to the school board at a meeting of their choice. This presentation will include a written work product to be utilized by the district.
- This process will be completed no later than June, 2022. The Board of Education may choose to expedite the process.
- The Board President and the Superintendent, or designee, will have unlimited electronic access to members of the E.G.L. team throughout this process.
- The flat fee cost for this service is \$2,950.00. There are no additional fees for expenses.
- District may choose to utilize Title II A or ESSER funds for payment.

By electronic communication, Dr. Maher clarified that the version of the strategic plan was that from the MPS Central Office and that four committees had worked on the CO version. As executive directors of the district, the Board of Education can now take ownership of the plan and finish the process. There are action plans, assignments, and time frames which need to be created and/or refined in the Board's version. The strategic plan is required for the 2022 - 2023 school year by MSIP6. In order to have the process complete by the time the new district administration is in place, Dr. Maher recommends bringing in a professional educational leadership organization, EGL, who will ensure a completion date of June, 2022. Federal funds may be used to finance this project.

Three legal bids were received for legal services and they are as follows:

- EdCounsel: Hourly rate from \$190 - \$210
- Guin Mundorf: Hourly rate from \$175 - \$235
- Tueth Keeney: Hourly rate from \$195 - \$285

Dr. Maher's recommendation would be to stay with Tueth Keeney.

Two bids were received for a three year contact for auditing services and they are as follows:

- Gerding, Korte, and Chitwood: \$14,000
- Westbrook and Company: \$16,900

Dr. Maher's recommendation would be to stay with Gerding, Korte, and Chitwood.

Gynnah Gaudreau, Benton Principal, and Paula Brown, BMS Principal, reported on the after school program. Ms. Gaudreau reported 70 students are enrolled in grades K-4. Class sizes are below 10 students. Testing has been done and 69% have improved on their assessments. Three students have been dismissed and three more have been added. If parents are interested in their students to attend please contact their building principal. Twenty-seven percent are now on grade level. Whitney O'Bryan was thanked for bringing the Nest Bus on Monday's to work on enrichment classes.

Mrs. Brown reported 95 students are enrolled at BMS. Class sizes are 10-15 students. Tuesday and Thursday are focused on increasing grades. During the 2nd quarter 58% of the students raised a D or a F a whole letter grade. Some kids have graduated out and they will begin adding students from their waiting list for 3rd quarter. Since some of the

enrichment teachers are not needed on Monday they have been moved to tutoring more students.

Revision of policy for Public Comment was discussed. President Jacques had presented a draft copy of a policy to board members. On a motion by Mr. Carrell, seconded by Mr. Harper, the board unanimously approved the revisions to the policy.

On a motion by Mr. Smith, seconded by Mrs. Lance, the board tabled hiring a HR Secretary. The motion carried on the following vote:

Ayes: Carrell, Harper, Lance, Meyer, Shepard, Smith  
Nayes: None  
Abstain: Jacques

On a motion by Mrs. Lance, seconded by Mr. Carrell, the board unanimously approved the Safe Return to School Plan Update as presented in Dr. Maher's report.

As reported in Dr. Maher's report, three bids for legal services were received. On a motion by Dr. Meyer, seconded by Mrs. Lance, the board approved the bid from Guin Mundor. The motion carried on the following vote:

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

Two bids for auditing services were received. A motion was made by Dr. Meyer to accept the bid from Westbrook and Company but died due to the lack of a second. A motion was made by Mrs. Lance, seconded by Mr. Harper, to accept the bid from Gerding, Korte, & Chitwood. The motion carried on the following vote:

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

On a motion by Dr. Meyer, seconded by Mr. Smith, the board adjourned at 7:20 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  
Nayes: None

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

Ayes: Carrell, Haper, Jacques, Lance, Meyer, Shepard, Smith  
Nayes: None

On a motion by Dr. Meyer, seconded by Mr. Carrell, the board accepted the resignations of the following:

- Rebecca Pearman, Preschool Teacher, as of the end of the current school year
- Jennifer Epperson, MHS Back on Track Team
- Samantha Shively, SPS Music, as of the end of the current school year
- Marlana Zank, Benton After School Tutoring
- Bette Gorrell, SCCC PN Secretary, retirement as of the end of the current school year
- Becky Grellner, EW 3rd Grade Teacher, as of the end of the current school year
- Paula Brown, BMS Principal, as of the end of the current school year
- Carol Maher, MPS Superintendent, retirement as of the end of the current fiscal year

The motion carried on a roll call vote.

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

Nayes: None

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

- Sierra Adams, BMS 5th Grade Teacher as of January 3, 2022 and 5th Grade Lunch Duty
- Delroy Brown, Permanent Bus Monitor
- Jermaine Solomon, Asst. HS Track Coach
- Kathy Herrera, BMS After School Enrichment/Tutoring
- Lindsey Blaylock, BMS Math Contest Sponsor
- Jacquelyn Beeler, Spainhower Kindergarten Para
- Kathy Monning, School Nurse Supervisor

The motion carried on a roll call vote.

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

Nayes: None

On a motion by Dr. Meyer, seconded by Mr. Shepard the board approved offering two year contracts to Christy Jones, MHS Principal, and Laura Jacobi, Director of Teaching and Learning. The motion carried on a roll call vote.

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

Nayes: None

Abstain: Meyer

They were told of the transfer of Brandn McNulty, Spainhower Custodian to Maintenance.

Personnel legal matters were discussed. No action was taken.

On a motion by Dr. Meyer, seconded by Mr. Harper, the board approved to return to open session.

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

Nayes: None

On a motion by Mr. Smith, seconded by Mrs. Lance, the board adjourned at 8:30 p.m.  
The motion carried on a roll call vote.

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

Nays: None

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President, Board of Education

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Secretary, Board of Education

The next regular meeting of the Marshall Board of Education is Tuesday, February 22,  
2022 at Spainhower Primary.