

GREENE COUNTY BOARD OF EDUCATION

Minutes

May 21, 2015

The Greene County Board of Education met in called session on Thursday, May 21, 2015, at 5:00 p.m., at the James W. Parham Central Office.

Vice-Chairman Nathan Brown called the meeting to order and noted that all Board members were present except Chairman Rick Tipton. Michelle Holt led the pledge to the flag and Mr. Brown led the Invocation.

III. New Business

- A. Approve Re-instating teacher tenure status for David McLain.

On motion by Clark Justis, seconded by Michelle Holt

Vote: 6 – 0 Passed

Vice-Chairman Brown asked Judy Phillips, Director of Schools to explain the process to the Board. She noted that Mr. McLain started teaching with Greene County in 1998-1999 and worked as a teacher and coach. She noted that he was out of the system for two years and that he did have tenure when he left. She said that when he returned, as an oversight, the director should have recommended to the Board to re-instate tenure.

- B. Discuss and Possible Action on a New Director's Contract.

Vice-Chairman Brown asked County Attorney, Roger Woolsey to explain the updates to the contract. Mr. Woolsey stated that updates came from looking at statues and case law and noted the following updates, working from Dr. Vicki Kirk's contract:

Paragraph # 4 – Insurance Benefits - Added "Director is entitled to such other additional benefits of employment as is provided to other certified employees."

Paragraph # 8 – Annual Leave - Language needed to state the number of annual days.

Paragraph # 10 – Expenses

Differs from Dr. Kirks because there was room for interpretation and we needed to state what was being provided and it was noted that the car allowing was for "in county travel".

Paragraph # 11 – Medical Examination –

Language was added “if so requested”.

Paragraph # 12 – Renewal of Employment Contract

Board will need to decide and not leave it with an automatic extension.

Paragraph # 18 – Tenure and Re-employment of Director

Mr. Woolsey noted that he could not find any legislation where the Board has the authority to promise anyone a position but could return to a similar position.

To view complete contract, *See May 21, 2015 Called Board Agenda, Item III-B Attachment, on our website at www.greenek12.org*

Vice-Chairman Brown noted two items on the contract that needed to be decided were the terms of the contract and compensation. He then opened the floor for discussion and recommendations.

Brian Wilhoit made the recommendation to begin with a two year contract with the ability after the first year to evaluate and extend the contract if the Board chose to do so.

On motion by Brian Wilhoit, seconded by Kathy Austin

Vote: (After Discussions) Motion and second Rescinded

Tom Cobble made the suggestion to begin with a three year contract with the ability after the first year to evaluate and extend the contract.

Vice-Chairman Brown said that he had called around and talked to other systems and Greeneville City had offered a three year contract and Unicoi County had offered their new director a four year contract. Mr. Brown said that he personally felt that it should be a three year contract and that he had spoken to Randall Bennett with TSBA who also recommended a three year contract which is a standard across the state and especially after Mr. McLain had received a 6-1 vote from the Board. Mr. McLain addressed the Board and requested that the Board consider a three year contract. He stated that he too was aware of the three and four year contracts offered in surrounding districts and in most employments most contracts offered were three year contracts to allow someone time to make a change and show what they are going to do. He added that he would feel more comfortable with the three year contract and would respect the Boards’ decision in whatever they decided.

Brian Wilhoit stated that after listening to Mr. McLain’s rationale that he would like to rescind his Motion and Kathy Austin also rescinded her second to the motion.

Mr. Wilhoit made the Motion for a three year contract, seconded by Kathy Austin

Vote: 6 – 0 Passed

Vice-Chairman Brown asked that the Board continue with contract discussions concerning compensation. Kathy Austin began the discussion by informing the Board of the compensation amounts for the last two directors noting that Dr. Joe Parkins left making \$98,000 which included travel and Dr. Vicki Kirk left making \$104,000 which included travel.

Tom Cobble made the Motion for the beginning salary to be \$104,000. With no second, the Motion Failed.

Brian Wilhoit asked for a complete breakdown on the salary, car allowance and benefits so he could see what the entire package would be. Vice-Chairman Brown said that the benefits would come out of that total and if the Board chose to begin where Dr. Kirk left off, which is what is in the budget, the total would be \$99,247 and then add the car allowance. Tom Cobble noted that from a business stand point we are the largest employer in Greene County and Mr. McLain is the CEO. Mr. Brown noted that surrounding districts were offering between \$102,000 and \$104,000 and that he was comfortable with leaving it where Dr. Kirk ended. County Attorney, Roger Woolsey added that Chuck Cagle had indicated that some systems had offered a three year contract with a fixed compensation amount and then the director would know what he would be making for three years and the Board could evaluate and decide on an increase. Mr. Woolsey suggested to take out the language that guarantees a raise after each year and this may take the pressure off both ways if the budget did not allow. Several Board members agreed and Mr. Brown added that the Board would still have the right to go ahead and give an increase if the money was in the budget but they would not be obligated by the contract.

After the above discussions Mr. Brown suggested to round the \$99,247 to \$100,000, plus the car allowance plus benefits with the language taken out of the contract “will increase the salary” under **Paragraph #3 - Compensation**.

On Motion by Michelle Holt, seconded by Brian Wilhoit

Vote: 5 – 1 (No – Cobble; Yes - Austin, Brown, Holt, Justis, Wilhoit)

Vice-Chairman Brown asked for any further discussions on the contract. Roger Woolsey asked for clarification on **Paragraph # 6 – Professional Liability** and wanted to see if the Board had a contract set up for coverage. He asked for the Board’s permission to put in something about coverage so the director does not thing that they have an individual policy. The Board agreed for him to change that language.

Mr. Woolsey also suggested that the Board consider changing the date of the director’s evaluation to early in the year to avoid the end of the school year.

The Board unanimously agreed that Mr. Woolsey change the evaluation date to March in the contract. Mr. Brown requested that Mr. Woolsey make all of the changes noted in this meeting and to have the revised contract ready for the full Board to vote on at the May 28, 2015, regular Board meeting.

On Motion by Brian Wilhoit, seconded by Michelle Holt and with no further business, the meeting adjourned at 6:07 p.m.