

Board of Education
April 12, 2022 5:00 PM
Central Services Board Room

BOARD MEMBERS:

1. Call to Order - Mr. Jim Inman
2. Moment of Silence/Pledge of Allegiance - Mr. Jim InmanJim Inman led moment of silence.
3. Roll Call
4. *Approval of Minutes
5. *Approval of Agenda
6. *141 Budget Amendments
7. *Director Of Schools Selection
8. Other Discussion
9. Adjournment
10. (*) Indicates Board Approval Required

Special Called Meeting
March 10, 2022 4:45 PM
Central Services Board Room

The Cumberland County Board of Education met in a special session on Thursday, March 10, 2022, in the Central Services Board Room, where the meeting was called to order by Chairman Inman at the approximate hour of 4:45 pm. Inman advised, I would like to thank everyone for being here.

PRESENT:

Safdie, Brock, King,
Inman, Parris, Hamby,
Hale, Boston

Earl Patton (Attorney)
Stephen Prudhomme (Media)
Julia Timson (CCEA Representative)

ABSENT:

Karge

1. Call to Order - Mr. Jim Inman (see above)
2. Moment of Silence/Pledge of Allegiance - Mr. Jim Inman - Inman led the board members in a Moment of Silence and the Pledge of Allegiance.
3. Roll Call (see above)
4. *Approval of Agenda - Brock moved and King seconded the motion to approve the agenda as presented.

VOICE VOTE:

Brock (mover-yes)
King (seconder-yes)
All Ayes

MOTION:

Motion Carried

5. *Director of Schools Search Process - Inman advised, the next item on the agenda is the Director of Schools Search Process and before we get into any discussion I want to make a motion. So everybody I hope you've got your calendars out and everybody's ready. I'm going to make a motion that we set up our interviews for April the 7th, 8th and 9th. To do two interviews on Thursday the 7th, two on Friday the 8th and three on Saturday the 9th and then have a Special Called Meeting on April the 12th for us to vote. Now all this motion does is it is taking care of setting up the dates of the interviews. We will continue making motions about how to conduct the interviews and so forth afterwards. I just wanted to put this out for a vote. Just for the meeting dates and the interviews. Safdie advised, I will second that. Inman advised, Mr. Safdie seconded it, discussion. Hamby asked, just a question. When we come back on April 12th to vote. Is that just to whittle it down to the top four? Inman replied, well in my mind I think what we can do is if we take a vote and one person gets the majority then we are done, but if nobody comes out with a majority then yes we can whittle it down to the top three or the top four. Whatever this board decides to do, but I wasn't making that part of the motion, because I figured we can

do that later, but yes. But like I said, I think that we could; if somebody comes out with you know 6 or 7 or 8 votes or 9 votes, then we would be finished. Any other discussion? No one responded. Inman advised, okay, based on the way our voting went last time I am going to do a Roll Call Vote. I believe it would be easier. A Roll Call Vote was taken.

ROLL CALL VOTE:
Inman (mover-yes)
Safdie (seconder-yes)
Safdie - Y, Parris - Y, Hale - Y
Brock - Y, King - N, Hamby - Y
Boston - N, Inman - Y

MOTION: **Motion Carried (6 - Yes, 2 - No, 1 - Absent)**

Inman advised, okay, now we've got the dates set and now we can begin discussing how we want to go about the interviews. In my mind, like I said we could do two on Thursday and in order to kind of keep people from having to travel so far during the week I would think we could probably do the two local candidates on Thursday and then the remaining candidates. We can draw their names out of a hat for their positions on Friday and Saturday. So what do you think? Safdie replied, I think that is a good idea. Brock advised, as long as they were notified of which day they got and then set a time. There is plenty of time between now and then. Hale advised, I agree. Inman asked, do we need to make a motion on that? I guess. Inman asked Brock, do you want to make a motion or do you want me to? I can. Brock replied, you do it. I am afraid to jinx anything. Inman advised, help me out. I make a motion that we interview the two local candidates on April the 7th. We will take the remaining candidates, we will put their names in a hat. Draw them out for positions and we will do the remaining interviews on Friday the 8th and Saturday the 9th. Safdie advised, I will second that. Patton asked, clarification. You had mentioned that we were going to do two on one day, three on another one. Which was the? Inman replied, two on Thursday, two on Friday, and then three on Saturday. Patton replied, I just wanted to make sure I understood. Inman advised, we have a motion and a second. Any discussion? No one responded, A Voice Vote was taken.

VOICE VOTE:
Inman (mover-yes)
Safdie (seconder-yes)
All Ayes

MOTION: **Motion Carried**

Inman advised, okay so we will do our two local candidates on Thursday and like I said we can have Mrs. Bray put them in a jar. Bray replied, I have a jar right here. Inman continued, we can pull them out and set their times. Well speaking of times. What time do we want to start our interviews? Safdie advised, now that is a good question. Inman advised, well we could do; on Thursday and Friday we could do 4:30pm. Start the first one at 4:30pm or 4:35pm. That will give Mrs. Karge time to get here. Mrs. Boston, will that give you time to get here? Boston replied, I'm sorry. Inman advised, on Thursday and Friday if we started. Boston advised, I won't be here on Friday, but I can come on Thursday. Inman continued, okay at 4:35pm. Would that give you time to get here from work? Boston replied, if I am here, I am here. If not, you all start without me. Inman advised, I don't want to start without you. Boston replied, but you will have to. Inman continued, well we could make it later. Boston replied, that's fine. Inman advised, we could do it at 4:45pm like we did tonight. Boston advised, make it whatever time you need. Inman advised, well I am trying to work around yours and Mrs. Karge's schedule. Boston replied, that is fine. I can make it happen, if I need to. Inman advised, okay. We can do the first interview. Hale

asked, can I just make a suggestion? Well what time do the Central Office people get off. They get off at 4:00pm? Inman replied, 4:30pm. Hale continued, maybe we should maybe give them like a thirty minute leeway and get started at 5:00pm? Inman advised, that is fine with me. Hale asked, is that better? Inman advised, that is fine with me. What does everybody else think? Brock advised, since a couple of the people being interviewed work here, they might like to have a few minutes to prepare. Hale replied, right. That's why I was thinking 5:00pm instead of immediately after they get off work. Brock replied, I like that. Inman replied, that's fine. Is that alright with you? Barnes replied, I will be here anyway. Inman asked, Mrs. Becky, is that alright with you? Farley replied, I will be here as well. Inman advised, we will start our first interview at 5:00pm. Safdie advised, they are permitted to take a personal day or personal hours. Inman replied, that's true, but I would hate for them to have to. Brock advised, they might want to take that the next day to recover. Barnes advised, I have a District Testing Coordinator webinar before that. No personal day. Inman advised, we will do the first interview at 5:00pm. And then how long do we need to set for interviews? Earl, you've got to help me on this. How long our interviews lasted last time? I can't remember if we set it for an hour. Hamby advised, we did one an hour. Patton replied, I think you are right. I think it was in that ballpark. There were a lot of questions. Inman advised, well since you brought up questions. I gave everybody, actually Mrs. Diane passed out a couple of questions that I found on my computer. Patton asked, is it the same version that I sent to everybody? Inman replied, no. You should have it. Hamby advised, it's a little different. Inman continued, you should have a copy laying there; I hope. McCartney advised, he does. Inman advised, and it was just 14 questions and I am assuming you sent that to all of us or something, because look at the date on that. Hamby advised, he did send that and then we took that and we made our questions and he sent us the one where we revised and so he sent that in an email the other day. So it was a little bit different then this one. Inman advised, well if you look at the date, you know that was before I was on the board. Patton replied, yes sir. Inman continued, so I am assuming that you or somebody sent that to me and I just put it on my computer. Patton replied, I did have a set of questions that predated the ones that I sent to you all. The reason I sent the ones to you all that I did, it's just that they were more recent. They were probably derived from these. Inman advised, I know the ones that you sent us recently, like 9 pages worth of questions. Were those the ones that we chose from and narrowed it down to? Patton replied, I believe so. Inman advised, okay. Then we can do that again then. We can take the questions that Mr. Patton sent us and these questions and look at them and everybody can decide which questions you feel like is pertinent and then we can. Hamby advised, and then we were allowed to ask questions of our own. Inman replied, right and we were allowed to ask follow up also. Patton replied, you were, but I think I vetted those questions. Hamby advised, you did. Patton advised, if there are questions that you plan to ask. I would ask that you would send them to me ahead of time. Inman replied, yes, ya. I don't think anybody is gonna come up with any kind of hairbrained questions to put anybody on the spot or anything, but I would prefer that you review them beforehand. Boston asked, Earl, what exactly are you looking for in our questions? That we may or may not ask. Patton replied, discrimination. Boston replied, got it. Patton continued, that is what you worry about with interview questions. Just to make sure they're not unfairly biased in some way. Boston replied, got it. King asked, how many can we ask? Hamby advised, I think we were allowed, wasn't three each besides the. Patton replied, that maybe. Hamby continued, besides the list; I think. Boston advised, I don't know that we put a limit on it. Hamby advised, maybe it was we sent you three and you vetted those three. I don't know. Patton replied, yes ma'am. Boston advised, I don't think we put a limit on follow up questions. If we ask a question that prompted something else on our mind. I think we were allowed to ask those and we're certainly in a different time frame now and I would certainly take the privilege of asking questions. I will run them by you first, but there are some more detailed questions I am certainly interested in. Patton replied, good deal. Inman advised, okay so what we need to do then is everybody look at the questions that Mr. Patton sent us and the questions we handed out today and any other questions that you feel like you want to ask and we need to send those to Mr. Patton and have him vet those and then we will go from there. Patton

replied, sure. Inman continued, and you can kind of come up with the best questions I guess. Patton advised, I can put them in order. Just like I did with that last list I sent. I think you could tell that I; there were initials. So I think that each board member that had asked that specific question was indicated in the margins there. So we can figure that out. Inman advised, okay. King asked, what date do we need to send those? Patton asked, can everybody send them by March 31st? Give me a week to put it together. I think if I had that much time I'd feel confident that I could. Inman asked, would you prefer to have them on the 24th? That would give you two weeks. Patton replied, yes. Inman advised, well that's two weeks. The 24th is two weeks from today. Patton replied, the more time the better. If you think the 24th is reasonable, then I would be happy to take that amount of time. Inman asked, what does everybody think about the 24th? Boston advised, I will get them to him as quickly as I can, but I am going to have to do a little fine tuning. Patton replied, I understand. Inman asked, will the 24th give you plenty of time? Boston replied, I will make every effort. Inman replied, okay. What about everybody else? Hale replied, looks good. Inman continued, we need to have them to him by the 24th by 5:00pm. Patton advised, that's fine. Inman advised, close of business on. Patton replied, 5:00pm is fine. Inman advised, okay, on the 24th. I've got to make me a note. Hale advised, refresh my memory. Are these questions taken from the ones he's given us or ones that we want to ask? Inman replied, you can or you can add to them. Just the ones that you want to ask. That you want asked. Not necessarily that you will actually get to ask that question. Somebody up here will ask those questions once we put them on the list, but yes any other questions that you want to ask. Brock advised, those questions that Earl presented, they have been vetted. You wouldn't worry about those. Hale replied, I think whenever I read the email and I opened it up, it had initials by who actually sent that question or asked that question. I saw AH there a lot. Boston advised, that still would not eliminate; there again if we are asking a question and they mention something and a prompt to question. That wouldn't eliminate that? I mean we don't; we would be able to ask. Patton replied, follow-up. Boston continued, follow-up independent questions. Patton replied, yes. That shouldn't be an issue. Boston advised, as long as discriminatory remarks are not made or references made. We should be okay. Patton replied, I think so. Inman asked, any further discussion on the questions? No one responded. Inman advised, we will have those turned into you by March 24th by 5:00pm. Patton asked, is the intention of the board to have these questions available to candidates at another time? Inman advised, we did last time. So I would think so. Yes, we need to. Patton asked, can I have some direction from the board to when they should be provided to the candidates? Boston advised, if you get them on the 24th and you get them to them by Friday, April the 1st. That gives them a week and the questions that we have at this point are not that difficult. They're pretty well standard questions. Inman asked, does that sound fair to everybody? Hamby advised, I have another question. I am changing subject again. On the timeframe, are we doing the same times on the 8th and the 9th also? Starting them at 5:00pm. Boston advised, we wouldn't on the 9th. Hamby replied, not on the 9th, but the 8th. Inman advised, on the 8th we will starting at 5:00pm and then do the second one at 6:00pm and then on the 9th I was waiting on that. We can decide on that. When would everyone want to get started? We could do it in the afternoon. We could do it in the evening or we could do it in the morning. Brock replied, morning. Inman advised, Mrs. Shirley I want to make sure you get to take care of your business on Saturday. Parris replied, morning. Inman asked, you can do it in the morning? Brock advised, 9:00am. Parris asked, we will have three? Hale replied, three on Saturday. Parris replied, it really don't matter. It takes up the day. Inman advised, we can start the first one at 9:00am. Have the second one at 10:00am or 10:15am, whenever. The third one, at 11:00am or 11:30am. Brock advised, schedule a break in between. Hamby advised, ya, a 15 minute break in between please. Inman replied, okay we can do that. King advised, 9:00am, 10:15am and 11:30am. Inman replied, 9:00am, 10:15am and 11:30am. So Saturday we will do 9:00am, 10:15am and 11:30am. Safdie advised, Jimmy I have a question about what will be the backup plan or how, what will be the plan if we ask questions that run over the hour that we've given? What will be the plan of action? Do we continue asking questions and then just inform the candidates that we will be done when we are done? Inman replied, I would think so. Of course unfortunately and

fortunately our two local candidates will kind of be our gauge on about how long it will take and so we may have to adjust. I don't want to rush anybody. Whether it be the candidate or any of our board members. I don't want to rush anybody. If it takes a few minutes longer I think we should take that time and be fair to each and every candidate. Safdie advised, I seem to remember that happening on one of our interviews prior to this board. Where we asked questions and it lasted almost a half an hour longer and the other candidate was in the waiting area and we kept them notified. King asked, can we limit their answers to three minutes or something like that? Hale replied, I'd hate to do that. Inman replied, we can if the board wants to, but I'm like Mrs. Hale I'd hate to; I don't want to give them a soapbox to let them talk for an hour either. King advised, I just know in the past we had long winded people. They take five words where one would do. Brock asked, if we build in an opportunity or a time for the candidates to give a final summary at the end. Then we might take care of some of that. Hamby advised, which is what we did when we interviewed before. We let them have a closing. Inman advised, closing statement. Hamby continued, closing argument. Inman advised, I would think we would need to do that again and give them five or ten minutes at the end to give their closing statement. Okay, so we've got all of that worked out. Another item that Mrs. Boston, brought up. She wanted to include our principals and supervisors. My suggestion and this is just a suggestion. It's not a motion. My suggestion is that we tell all of our principals and Mrs. Timson and the supervisors over here. If they want to participate, they need to be here for the interviews and they can keep notes. Do whatever they want to and then if they are here for all three days and if they are here for all of the interviews then they can just write down on a piece of paper their recommendation. They can give that to us or they can give it to Mr. Patton and then he can disperse them to us and we can take that into consideration in our votes on the 12th. Like I said, that is just a suggestion. According to board policy we are the only ones that can ask questions, but I would like to have some of their input as well if they want to. But if they are not here for all three days then I don't think we can weigh their thought process. But they would have to be here for all three days. See all of the interviews and then like I said they could make a recommendation to whom they think would be the best candidate and then we can take it home with us and you can factor that in with your decision if you so need to. Any discussion on that? Safdie advised, you know I think that getting that type of participation is good, it's reasonable. Brock advised, to remove any possibility to bias, it probably needs to go to Earl. Inman advised, that is fine with me. Brock advised, basically all you need is the decisions. All he would be doing is summarizing their feelings. I mean what are they going to be turning into him? We don't want anybody turn him in a book. Inman advised, all I would want them to turn in is just a name. Brock advised, which is simple enough. Inman advised, they can keep their scoring sheets or whatever they want to do. They can do it anyway they want to, but then they just make a recommendation on who they feel like would be the best candidate. Turn it in to Earl and then he can give us that information before we leave on Saturday so we've got that information and we can look at it until the 12th. Like I said we can all factor that in if we want to or we can make our own decision based on our own observation. Brock advised the ranking of the top two. Boston asked, are they going to put their names on them or is it going to be anonymous? Brock advised, I like anonymous. They would be more likely to. Boston advised, it doesn't matter to me. The only thing is I don't want just a name. I want a brief synopsis of why they feel that way. I mean I'm going to turn in and I listened to Diane's interview and I also listened to one of the other candidates and I am just going to give you a name. No, tell me why you believe that. I don't want a book, but if you listen to it and I also believe that you're going to have a hard time getting principals who have worked all day in a building here, Thursday, Friday and Saturday. If they come Saturday and they come Thursday I think we should still be able to consider those and give that weight, because they listened to the candidates that we did and if they are only giving us a name. Hamby advised, and it is public. Boston continued, it is public. Hamby continued, public interviews right? Inman replied, yes. Hamby advised, then they could actually listen to them without being here. Boston advised, I don't think we are going to, are we broadcasting it? Hamby advised, no we are not, nevermind. Inman advised, I wouldn't mind having it. Earl, of course we

broadcasted them last time, because we were in quarantine. So I would assume that we could, if not doing it live we could at least put the interviews on our website. So the public could access. Here's who we need to talk to. Farley advised, I recorded them last time and then the day after all the interviews were over, I posted them. Boston advised, we didn't do it during the time. Farley continued, for everyone to see. It just keeps from the next candidate listening to somebody. Hamby advised, which is fine because it still gives them time to look at and listen to it before the 12th. Farley advised, it is kind of like we did those meetings in COVID. We would stream them and then I would repost them. Inman replied, okay. Boston advised, considering the fact if we have an administrator and it doesn't necessarily have to be a principal. It could be a supervisor, administrator, whatever the case may be. If they are going to take their time and sit in on the interviews I think we should give their recommendation some weight. No matter if they are here all three days or not. Inman advised, my problem with them not being here for all three days is if they don't watch all of the candidates. How are they going to give us the best, how are they going to tell us the best if they have not heard all of them? Boston replied, they can; hey look I sat in on these interviews. Out of the interviews I sat in on this is what I would recommend. This is what I think would be the best interest of our district. Turn it in and then we have that to weigh at least. Brock asked, if they said which interviews they actually saw? Boston replied, actually, right. Safdie asked, would you print out a? Boston replied, form. Safdie continued, not a form but a guideline saying if you only viewed two interviews, please state who you interviewed. Why you prefer one? Boston replied, I think that is fair. Safdie advised, I don't have any objections to that. Inman advised, I don't have any objections to that either. Hamby advised, I am fine with that. Patton advised, I just want clarification, because my understand is that these suggestions are going to come to me and through me to the board. Inman replied, yes. Patton replied, so and I heard you, the thought about these being anonymous. Is it the boards wish that I compile a, I guess a. Anybody that sends me a recommendation, that I provide the board with a position. I guess I need to know what you want from me in terms of what I send to you. Safdie advised, what we need to do is. Patton continued, it's a principal, they set through all three interviews, and here's who I recommend? Boston advised, and here's why? Patton replied, and here's why. Safdie advised, we want to protect; if a local candidate was selected and they somehow got a hold of an individual's preference and it wasn't them. It puts that person who is doing the evaluation in an awkward situation. Patton replied, yes sir. Safdie continued, that is what we want to prevent. Hamby advised, you can put position, like you said and not name. Patton replied, I think I can do that. Brock advised, anonymous to us, but not to you. Patton replied, right. Boston advised, we don't care if you know or not. Patton replied, okay. Safdie advised, that sounds good. Inman advised, I don't have a problem with that. Hamby asked, does that need to be put in the form of a motion and voted on or is that just something we agree on? Safdie replied, it's procedure. Hamby replied, procedure. I am good with that. Boston asked, can we send out an email to? Hamby stated, all the principals and administrators. Boston continued, I mean it's an open meeting. Inman advised, well we need to give them some kind of direction though. I think we should send out an email. Dr. Maxwell, could you send out an email to the? We want it to go to Mrs. Julia Timson. Boston advised, I think it has to go out to all of the staff. Inman replied, well no we are not going to open it up to everybody. We are just going to open it up to the principals and the supervisors over here. Boston advised, if you send it out to the principals, supervisors and I have a teacher that wants to attend that is very vested and has an interest in this. They can come. They just can't give an opinion. Is that what you are saying? Inman replied, no. They can call us or they can email us like they've been doing anytime they want to. That is open to all of our constituents and everybody. Boston asked, they just will not be filling out this form to send in to Earl. Inman replied, correct. I think we need to limit it to the principals and supervisors over here at Central Office. Brock advised they could send it to Julia. How many teachers are there? Safdie advised, I feel strongly that I am willing to compromise. I really feel that we should have participation from County Commissioners in some form and the way we could do that is by asking Allen Foster to select two or three at his discretion to participate along with the principals. So that they can give their opinion. We have a great

relationship with the County Commissioner now. Boston advised, we also have that Education Board. Wendell Wilson would be the perfect person to do that. We have an Education Committee on the County Commission. Safdie asked, so what are you proposing? Boston replied, that if we sent the chairman, which I think is Wendell Wilson. If we sent him an email and said this is what we are doing. We invite you. Safdie advised, that would satisfy me. Boston continued, and I think that would be excellent. I am not sure how many members are on that Education Board. Inman advised, there should be nine. There should be one for each district. Boston continued, and then. Safdie advised, he can select. It is up to him to organize. Boston replied, right among himself. Brock asked, but Earl wouldn't have to handle this too? Safdie and Boston replied, no. Brock continued, let's not burden him anymore than. Patton advised, if we are dealing with principals, administrators, and members of the Education Committee of the County Commission; I am fine with that. Brock asked, so you can handle 25? Patton replied, sure. Brock continued, I think that is close to the number we would reach. Inman advised, I think that is a great idea, Mr. Safdie. Safdie replied, I appreciate that support. Inman advised, I think that is a great idea to start with Mr. Wilson. Hamby advised, we want to make sure everyone is included. Our whole county in some compassitee. It's public, send your emails to us people. Inman advised, oh they have been. Boston advised, this is a different time and I think in the last couple of years education has had a lot of attention and the stakes are a little higher and we've got to get this right. I think there is a lot of people interested in the actions of this board than there were two years ago. I think the more we welcome that interest and accept that interest then maybe we will do a good job. Inman advised, well I don't know. I think you are right. I think we are under more of a microscope than we had been in the past, but I don't know if people are taking more of an interest than they did last time, because last time I got plenty of emails and plenty of phone calls. Just like I am having right now. But you are correct. Boston advised, I think we are, I think education as a whole. Whether it is local level, state level, district level or whatever. Education as a whole has moved up to spaces in the board game and they are looking. They are watching and I think the more people that we include the better off we are. They know our phone numbers and they know our email addresses. Inman advised, yes they do. King advised, they know us in the grocery store. Inman advised, we've got the dates. We've got the times. We've got the people whose going to be involved. Is there anything else that we need to fine tune? Boston asked, what are we wearing that day? Does it matter? Inman replied, no. Safdie asked, Dr. Maxwell will have appropriate refreshments for our candidates? Maxwell replied, I will ensure that. Mrs. Diane will help me and we will take care of them. Hale asked, refresh my memory. How many questions are we supposed to send Earl? Did we set a limit? Inman replied, I don't think we did. Just the questions that you feel like that you personally would like to have answered. Hamby advised, and he will vet them and also make sure they are not duplicated by each of us. That is what he did last time. Hale advised, but I think we had a limit on which, what we sent. I don't remember. Boston advised, we didn't have a limit. Inman advised, I don't remember a limit. Boston advised, he just made sure that we didn't all ask the same question, not to ask the same question or similar questions that you are going to get the same answer. Inman advised, if I remember correctly and it is hard for me to do. It's been that long ago. We sent all of our questions to Earl and he compiled a list and that way we only had one, because several of us will have the same question and then we divided up amongst ourselves who was going to ask what question. Boston advised, we just went by districts. We had assigned by that point, because we were still social distancing. We had tables sit down and some in every other seat up here and then we just went by district asking the questions from our lists. Inman asked, we had the list and we just started over here, but they asked question number 1, the next one asked number 2 and so forth. And we need to have the same board member asking the same question to each candidate. I remember we did that. Patton advised, it is basically up to me to prepare a script for this board. That is what I will do. Just so we are consistent. Inman asked, does anybody have any other discussion on the Directors Search? Bray asked, are you going to want me to notify the candidates after you draw for when they have been selected to come? Send out an email. Inman replied, yes. Bray asked, are you going to draw tonight? Inman advised, we can. We can go ahead and get it over

with. Boston advised, why don't we let Earl draw. Inman replied, yes Earl can draw the numbers. Mr. Patton drew each candidate out of the jar to determine what day and time for each candidate to appear before the board for their interview. Then a coin toss was chosen for Dr. Farley and Mrs. Barnes to determine their time selections for Thursday night.

Thursday, April 7th:	5:00pm	Dr. Rebecca Farley
	6:15pm	Stephanie Barnes
Friday, April 8th:	5:00pm	Justin Barden
	6:15pm	Vince Owens
Saturday, April 9th:	9:00am	Dr. Joseph Miller
	10:15am	William Stepp
	11:30am	Dr. Michelle Barnett

Inman advised, I believe we've got just about everything. Can anybody think of anything else we need to discuss? Is there any further discussion on the Director of Schools Search Process? King advised, Mr. Chair just to be sure. On Thursday at 5:00pm, Dr. Farley. Thursday at 6:00pm, can we make that at 6:15pm. Inman replied, yes. King asked, same on Friday? Inman replied, yes. We will do that. Did you get that Mrs. Bray? Bray replied, I got it. Inman asked, is there any further discussion on the Director of Schools Search? No one responded.

6. Other Discussion - Inman asked, does anybody have anything else to discuss? Safdie advised, I just want to tell you that working with you all has been phenomenal. You went through a very, very detailed discussion and today we resolved all of the issues that we discussed last week. Boston replied, in 35 minutes. Safdie continued, in 35 minutes. It was worth it to me.

7. Adjournment - Boston made and Hamby seconded a motion to adjourn at 5:36pm.

VOICE VOTE:	Boston (mover-yes)
	Hamby (seconder-yes)
	All Ayes

MOTION:	Motion Carried
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8. (*) Indicates Board Approval Required

Dr. Ina Maxwell
Director of Schools

Mr. Jim Inman
Chairman of the Board

I, Tabitha Webb, do hereby certify that I reported the foregoing minutes and that I delivered said minutes to the office of the Director of Schools on April 8, 2022.

Tabitha Webb
Board of Education Recorder

April 12, 2022 at 5:00 PM - Special Called Board of Education

1. Call to Order - Mr. Jim Inman

Agenda Item Type: Procedural Item

2. Moment of Silence/Pledge of Allegiance - Mr. Jim Inman

Agenda Item Type: Procedural Item

3. Roll Call

Agenda Item Type: Action Item

4. *Approval of Minutes

Agenda Item Type: Action Item

Attachments: (1)

- [3-10-22 Special Called](#)

5. *Approval of Agenda

Agenda Item Type: Action Item

Attachments: (1)

- [Special Called Agenda](#)

6. *141 Budget Amendments

Agenda Item Type: Action Item

Attachments: (3)

- [Transition Academy Budget Amendment](#)
- [21-22 GPS Year End Clean-up Budget Amendment](#)
- [2022 Summer Learning Camps Budget Amendment](#)

7. *Director Of Schools Selection

Agenda Item Type: Action Item

8. Other Discussion

Agenda Item Type: Action Item

9. Adjournment

Agenda Item Type: Procedural Item

10. (*) Indicates Board Approval Required

Agenda Item Type: Information Item

Amendment # _____
Cumberland County, Tennessee
General Purpose School Fund

WHEREAS, the Transition Academy building project needs additional funds allocated to complete the project and the space is needed to be completed for the 22-23 school year,

AND, retiree insurance benefits for the Board of Education are expected to come in well under budget.

THEREFORE, be it resolved, by the Cumberland County Board of Education meeting on this 12th day of April, 2022, and by the Cumberland County Commission meeting on this ____ day of _____, 2022, that the following budget amendment be adopted:

Transition Academy Completion

Decrease Expenditures:

141.72250.470	Technology – Cabling	\$10,000.00
141.72250.722	Technology – Instructional Equipment	\$50,000.00
141.72310.207	Board of Education – Medical Insurance	\$20,000.00
	Total Decrease:	\$80,000.00

Increase Expenditures:

141.76100.706	Capital Outlay – Building Construction	\$80,000.00
	Total Increase:	\$80,000.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes:_____Nays:_____Abstain:_____

Sponsor:

County Commissioner

Approval:

County Mayor

Attest:

County Clerk

Budget Committee Vote:

Ayes:___ Nays:___ Abstain:___

GENERAL PURPOSE SCHOOL FUND
BUDGET AMENDMENT

Whereas, year-end reallocations are required to balance specific lines of the budget,

Whereas, all lines of the budget are requested to end the year with positive balances,

THEREFORE, be it resolved, that the following budget amendment be adopted by the Cumberland County Board of Education meeting on this 12th day of April, 2022, and by the Cumberland County Commission meeting on this ____ day of _____, 2022, that:

Fiscal Year 21-22 Budget Clean-Up

Retirement

Decrease Expenditures:

141.71100.204	Regular Instruction - State Retirement	\$ 30,000.00
141.71200.204	SPED Instruction - State Retirement	\$ 4,500.00
141.71300.204	CTE Instruction - State Retirement	\$ 2,000.00
	Other Student Support - Guidance	
141.72130.123	Personnel	\$ 4,000.00
141.72410.204	Office of the Principal - State Retirement	\$ 300.00
	Total Decrease:	\$ 40,800.00

Increase Expenditures:

141.71100.217	Regular Instruction - Hybrid Retirement	\$ 26,000.00
	Student Body Program - Hybrid	
141.71400.217	Retirement	\$ 4,000.00
141.71200.217	SPED Instruction - Hybrid Retirement	\$ 4,500.00
141.71300.217	CTE Instruction - Hybrid Retirement	\$ 2,000.00
141.72130.204	Other Student Support - State Retirement	\$ 2,000.00
	Other Student Support - Hybrid	
141.72130.217	Retirement	\$ 2,000.00
141.72410.217	Office of the Principal - Hybrid Retirement	\$ 300.00
	Total Increase:	\$ 40,800.00

Insurance

Decrease Expenditures:

141.71100.207	Regular Instruction - Medical Insurance	\$ 83,272.00
141.71200.204	SPED Instruction - State Retirement	\$ 500.00
141.72120.131	Health Services - Medical Personnel	\$ 3,750.00
141.72210.207	Regular Support - Medical Insurance	\$ 150.00
141.72710.207	Transportation - Medical Insurance	\$ 15,120.00
	Total Decrease:	\$ 102,792.00

Increase Expenditures:

141.71150.207	Alternative School - Medical Insurance	\$ 6,000.00
141.71200.207	SPED Instruction - Medical Insurance	\$ 59,000.00
141.72110.207	Attendance - Medical Insurance	\$ 6,000.00
141.72250.207	Technology - Medical Insurance	\$ 8,500.00
141.72320.206	Office of Superintendent - Life Insurance	\$ 12.00
	Office of Superintendent - Medical	
141.72320.207	Insurance	\$ 3,700.00
	Office of Superintendent - Dental	
141.72320.208	Insurance	\$ 60.00

141.71200.208	SPED Instruction - Dental Insurance	\$ 500.00
141.72120.207	Health Services - Medical Insurance	\$ 3,500.00
141.72120.208	Health Services - Dental Insurance	\$ 250.00
141.72210.208	Regular Support - Dental Insurance	\$ 150.00
141.73400.207	Preschool - Medical Insurance	\$ 15,000.00
141.73400.208	Preschool - Dental Insurance	\$ 120.00
	Total Increase:	\$ 102,792.00

Regular Instruction

Decrease Expenditures:

141.71100.116	Regular Instruction - Teachers	\$ 11,850.00
	Regular Instruction - Educational Assistants	
141.71100.163		\$ 12,585.00
	Total Decrease:	\$ 24,435.00

Increase Expenditures:

141.71100.117	Regular Instruction - Career Ladder	\$ 4,850.00
141.71100.198	Regular Instruction - Non-Cert Subs	\$ 7,000.00
141.73400.163	Preschool - Educational Assistants	\$ 5,200.00
141.73400.198	Preschool - Non-Cert Subs	\$ 6,000.00
141.73400.201	Preschool - Social Security	\$ 814.00
141.73400.204	Preschool - State Retirement	\$ 571.00
	Total Increase:	\$ 24,435.00

SPED Instruction

Decrease Expenditures:

141.71200.116	SPED Instruction - Teachers	\$ 10,000.00
141.71200.195	SPED Instruction - Certified Subs	\$ 2,000.00
	Total Decrease:	\$ 12,000.00

Increase Expenditures:

141.71200.163	SPED Instruction - Educational Assistants	\$ 10,000.00
141.71200.198	SPED Instruction - Non-Cert Subs	\$ 2,000.00
	Total Increase:	\$ 12,000.00

SPED Support

Decrease Expenditures:

141.72220.189	SPED Support - Other Salaries and Wages	\$ 26,325.00
	Total Decrease:	\$ 26,325.00

Increase Expenditures:

141.72220.105	SPED Support - Supervisor	\$ 350.00
141.72220.124	SPED Support - Psychological Personnel	\$ 23,000.00
141.72220.161	SPED Support - Secretary	\$ 975.00
141.72220.204	SPED Support - State Retirement	\$ 2,000.00
	Total Increase:	\$ 26,325.00

CTE Program

Decrease Expenditures:

141.71300.204	CTE Instruction - State Retirement	\$ 6,540.00
	Total Decrease:	\$ 6,540.00

Increase Expenditures:

141.72230.189	CTE Program - Other Salaries and Wages	\$ 3,800.00
141.72230.207	CTE Program - Medical Insurance	\$ 2,600.00
141.72230.208	CTE Program - Dental Insurance	\$ 45.00
141.72230.217	CTE Program - Hybrid Retirement	\$ 95.00
	Total Increase:	\$ 6,540.00

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools Ayes: __ Nays: __ Abstain: _____

Sponsor:

County Commissioner

Approval:

County Mayor

Attest:

County Clerk

Budget Committee Vote: Ayes: __ Nays: __ Abstain: _____

GENERAL PURPOSE SCHOOL FUND
BUDGET AMENDMENT

Whereas, the State of Tennessee has awarded funding for summer learning programs for students grade 1st-5th (Summer Learning Camp), 6th-7th (Bridge Camp), Science, Technology, Reading, Engineering and Math (STREAM Camp) and Summer Learning Transportation, and the award is on a reimbursement basis through the General Purpose School fund,

THEREFORE, be it resolved, that the following budget amendment be adopted by the Cumberland County Board of Education meeting on this 12 day of April, 2022, and by the Cumberland County Commission meeting on this ____ day of _____, 2022, that:

Summer Learning Programs 2022

Increased Revenue:

141	46590			Other State Education Funds		\$ 980,463.78
Total Increase in Revenue:						\$ 980,463.78

Summer Learning Camp

Increase Expenditures:

Fund	Account Number	Line Item Number	Cost Center	Account Number Description	Line Item Number Description	Cost
141	71100	116	SMLRN	Regular Instruction Program	Teachers	\$ 284,750.00
141	71100	163	SMLRN	Regular Instruction Program	Educational Assistants	\$ 70,560.00
141	71100	189	SMLRN	Regular Instruction Program	Other Salaries Wages	\$ 9,600.00
141	71100	201	SMLRN	Regular Instruction Program	Social Security	\$ 27,915.62
141	71100	204	SMLRN	Regular Instruction Program	State Retirement	\$ 34,198.85
141	71100	499	SMLRN	Regular Instruction Program	Other Supplies and Materials	\$ 477.22
141	72120	105	SMLRN	Health Services	Supervisor / Director	\$ 1,792.00
141	72120	131	SMLRN	Health Services	Nurses	\$ 18,816.00
141	72120	201	SMLRN	Health Services	Social Security	\$ 1,576.51
141	72120	204	SMLRN	Health Services	State Retirement	\$ 1,219.46
141	72410	104	SMLRN	Office of the Principal	Principal(s)	\$ 24,000.00
141	72410	161	SMLRN	Office of the Principal	Secretary	\$ 13,440.00
141	72410	201	SMLRN	Office of the Principal	Social Security	\$ 2,864.16
141	72410	204	SMLRN	Office of the Principal	State Retirement	\$ 3,211.20
141	72610	166	SMLRN	Operation of Plant	Custodial Personnel	\$ 8,064.00
141	72610	201	SMLRN	Operation of Plant	Social Security	\$ 616.90
141	72610	204	SMLRN	Operation of Plant	State Retirement	\$ 443.52

Total Increase in Expenditures: \$ 503,545.43

Bridge Camp

Increase Expenditures:

Fund	Account Number	Line Item Number	Cost Center	Account Number Description	Line Item Number Description	Cost
141	71100	116	BRDG	Regular Instruction Program	Teachers	\$ 106,250.00

141	71100	163	BRDG	Regular Instruction Program	Educational Assistants	\$ 38,640.00
141	71100	201	BRDG	Regular Instruction Program	Social Security	\$ 11,084.09
141	71100	204	BRDG	Regular Instruction Program	State Retirement	\$ 13,068.95
141	71100	499	BRDG	Regular Instruction Program	Other Supplies and Materials	\$ 1,655.07
141	72410	104	BRDG	Office of the Principal	Principal(s)	\$ 24,000.00
141	72410	201	BRDG	Office of the Principal	Social Security	\$ 1,836.00
141	72410	204	BRDG	Office of the Principal	State Retirement	\$ 2,472.00

Total Increase in Expenditures: \$ 199,006.11

STREAM Camp

Increase Expenditures:

Fund	Account Number	Line Item Number	Cost Center	Account Number Description	Line Item Number Description	Cost
141	71100	116	STRM	Regular Instruction Program	Teachers	\$ 34,000.00
141	71100	189	STRM	Regular Instruction Program	Other Salaries and Wages	\$ 5,300.00
141	71100	201	STRM	Regular Instruction Program	Social Security	\$ 3,006.45
141	71100	204	STRM	Regular Instruction Program	State Retirement	\$ 4,047.90
141	71100	429	STRM	Regular Instruction Program	Instructional Supplies Materials	\$ 25,000.00
141	71100	499	STRM	Regular Instruction Program	Other Supplies and Materials	\$ 40,515.77
141	72610	410	STRM	Operation of Plant	Custodial Supplies	\$ 32,000.00

Total Increase in Expenditures: \$ 143,870.12

Summer Learning Transportation

Increase Expenditures:

Fund	Account Number	Line Item Number	Cost Center	Account Number Description	Line Item Number Description	Cost
141	72710	146	BUS	Transportation	Bus Drivers	\$ 25,920.00
141	72710	201	BUS	Transportation	Social Security	\$ 1,982.88
141	72710	204	BUS	Transportation	State Retirement	\$ 1,425.60
141	72710	425	BUS	Transportation	Gasoline	\$ 104,713.64

Total Increase in Expenditures \$ 134,042.12

Total of all four pieces Increase in Expenditures: \$ 980,463.77

SPONSORED BY:

BOE Member

APPROVED BY:

Chairman of the Board

ATTEST:

Director of Schools

Ayes:___ Nays:___ Abstain:_____

Sponsor:

County Commissioner

Approval:

County Mayor

Attest:

County Clerk

Budget Committee Vote:

Ayes:___ Nays:___ Abstain:_____