

Board of Education
January 24, 2023 4:30 PM
Central Services Board Room

BOARD MEMBERS:

1. Call to Order - Ms. Teresa Boston
2. Moment of Silence and Pledge of Allegiance - Ms. Teresa Boston
3. Approval of Minutes
4. BOE Travel Budget
5. BOE Meals
6. Other Discussion
7. Adjournment

Budget Committee Meeting
November 1, 2022
Central Services Board Room

The Budget Committee met on Tuesday, November 1, 2022, in the Central Services Board Room where Ms. Teresa Boston called the meeting to order at the approximate hour of 5:28 p.m. She welcomed everyone to the meeting and appreciated everyone for attending and then turned the meeting over to Mr. Chris King since he was the last chair appointed to this committee.

PRESENT:

Mr. William Stepp, DOS

Mr. Chris King, District 6

Ms. Teresa Boston, District 8

Rebecca Hamby, District 7

Anita Hale, District 4

Mo Charnot, Media

Absent:

1. **Call to Order** – Mr. Chris King
2. **Moment of Silence/Pledge of Allegiance** – Mr. Chris King
3. **Nomination for Chairman of the Budget Committee**—Mr. King told everyone the floor was open for nominations. Hale moved to nominate Teresa Boston. There were no other nominees and King told Boston, by acclamation, she was the new Chair of the Budget Committee.
4. **Approval of Minutes** – Ms. Teresa Boston. King made a motion to approve all 3 sets of minutes. 5/24, 5/31 and 6/2. Hale made the second.

VOICE VOTE: King moved to approve.
 Hale (seconder-yes)

MOTION: Carried unanimously

5. Deputy Director Job Description

Boston: Prior to turning this over to Mr. Stepp, this was the Deputy Director we created at the last board meeting. It's a new position. Correct me if I'm wrong but this is a non-certified position and this is what I'm going to call a professional position. Mr. Stepp, if you would, kind of lead us through your thoughts on this position.

Stepp: This is a common position in school systems our size and larger to establish an oversight mechanism for all the different operations side. There are several departments, as you all had approved on the organizational chart, so this person would have to be someone very experienced in handling operations of a large organization-65\$ million-dollar budget is what we have. They can provide oversight of handling the operations of all the different departments. And also helping with the handling of the budgets of those departments and the oversight and overall evaluation effectiveness of those departments.

Boston: I'm going to go ahead and start some discussions. This is a non-certified position. We have a non-certified scale that is now in place. But this is also a professional position. I think the floor is open for discussion on where to start. Do you have any idea, Mr. Stepp, as to what this particular position would merit?

Stepp: I believe if you average this salary across the school systems in TN, it's somewhere between \$97,000 and \$99,000 is the average salary for that person. And that would be a person who's very well experienced in this area, as you seen in the job description. 10+ years' experience, wealth of knowledge

in each one of those areas and understanding of those operations and how to handle the oversight and business side of the chart. This would be equivalent to the Chief Academic Officer on the academic side of the chart. This would be the #2 on the operations. As I said before, I cannot delegate the responsibility of operations, I can only delegate the authority. And that would be the same exact situation that I am doing with Chief Academic Officer.

Boston: Currently we have the CAO position that is vacant.

Stepp: Correct, I have an acting CAO right now who is also doing the Pre-K-8 supervisor position. That is Dr. Farley and she's doing an excellent job.

Boston: That's what I understand. But you're not receiving any additional compensation for the doing the CAO job.

Farley acknowledged with a no head nod.

Boston: Ok.

Stepp: As you'll find here at Central Services, many people are wearing way more hats than their title says. There's a lot of extra duties that are performed at this level of leadership in this county.

Boston: Do you want to say it, or do you want me to? From what I understand, and this is not on the agenda, that Ms. Bray and Dr. Farley have really stepped up to the plate at doing many, many jobs and doing them well. That information is coming back to the board and ladies we do appreciate it. It's a thankless job sometimes but we do appreciate it. But what I was trying to get at-if we have the CAO funds in the budget right now that are not being used, is there any way that we could add, what are you thinking as far as salary is concerned? I'm open. The floor.

King: I think we're probably going to have to set a range. Competition, experience, knowledge. So, he needs some latitude as to where that's going to be.

Boston: Anything I say, I'm not there. If we set a range, it all depends on where we start cause it's going to be outside of the non-certified salary that we now have in place. If we go on the non-certified salary that we have in place at this point, we're talking about, with 10 years' experience, we're talking about in the 50's. I'm not certain that we can find what we're looking for in that range.

Hale: I don't us to set the salary too high and us not be able to....

Boston: To sustain.

Hale: We have to be able to continue to go up from there.

Boston: I agree.

Hale: I know this person has to have a degree of some sort, doesn't have to have a teaching degree necessarily cause that's what non-certified is. But I keep wondering where are we going to get the money for this position? How are we going to budget it?

Boston: My thoughts are until we know what TISA is going to do and we don't. We don't know what they are going to come back with. We have a prediction. We do have a one-time roll over into the general-purpose fund of \$465,000. We've already used about \$60,000 of that. The money would be there for this year. Reoccurring, can we sustain it?

Hale: I'd like to point out that we're not in the money-making business. We rely on taxpayers and what the commission gives us. We don't make money as a school system, I don't think.

Boston: We do not. Bucee's makes a little bit for us. We are a non-income producing system.

Hale: I understand Ms. King goes around and picks up scrap metal and we get a little something.

Stepp: My intent is to always be a good steward of the taxpayer's money. I am not trying to add positions to waste that hard earned tax money. What I am trying to do is add efficiency to our processes on the operations side that I predict will save more than this person's salary. Not saying anyone is not doing their jobs currently, but as we add levels of oversight, you also add levels of efficiency. That's my approach. I'm not trying to take more money from the taxpayers, I'm trying to become an even great steward than the taxpayer's money. So, with that being said, that's the exact same position with the Chief Academic Officer. What is the most efficient process for teaching and learning that we can be good stewards of the taxpayer's money and not have to continually spend money on processes that we might not have oversight over because we're thin in the leadership side. So, I will say this again, I always look at being a good steward of the taxpayer's money. In this job and my other job. That is a priority.

Boston: If you were to just throw something out there, we're not going to hold you to it, what would be the range that you would suggest to this committee?

Stepp: Well, going off the data that we currently have, \$99,000 is the average across the whole state of TN. Of course, that's over all socio-economic levels in all counties. Whether that's rural, or metropolitan, whether we're Chief Operating Officer or Deputy Director over operations. That is the average. I would think we would look, in our socio-economic levels somewhere around that range to look at, as far as the top end.

Boston: Mr. King do you have any thoughts?

King: I do. There's a couple of things. What he said is one. Sometimes you spend a little and you save a lot. I think this is one of those cases. I think in our budget, I did some work looking through our sheets, and when you look in the 105-supervisor line, if you add them up, we're at \$1,021,387 for this year's budget, roughly. That's an average of \$68,092 per supervisor. In the principal line we're at \$1,004,899 which averages \$83,742. I think when you talk about the balance of where money is, Principals and Supervisors, I think there's room in there plus this year and we've got 2 positions that are open. So that money that's not been spent to pay those people who aren't there stacks up. A year's worth.

Boston: Well, that's what I was kind of leading to the CAO. I think Mr. Stepp would certainly have the ability and the authority to post the CAO job next week. That would do away with that funding. But if we're holding our own, with Dr. Farley acting as the CAO until a little on down the line, and we get into budget season with TISA then I think we'll know a little bit better and little clearer where we stand financially. Also, the certified salary study I think will make a big impact on this next year's budget. I hope that it does anyway. I'm thinking out loud. What are your thoughts Ms. Hale?

Hale: What I said. I questioned this in board about hiring a deputy director and Mr. Stepp told me the reasons why and they were answered, and I can see where we need one but I'm just worried about salary starting so high. We don't even have a CFO right now and we're having problems getting that.

Boston: And we have a decent salary available to a CFO.

Hale: I'm just wondering how we're going to sustain this salary every year, every year, every year.

Hamby: I'm not on the committee but I have a question. The CFO budget is already budgeted?

Boston: Yes.

Hamby: I agree with what MR. Stepp says, you put the money out there, you're going to save. I like his explanation of how he explained it to me, but I don't know where to start and where to cut it off.

Boston: I'm just going to throw this out there. The CAO money is in the budget and that's stacking up. We may at some point have to do a resolution to transfer from the general fund balance into that 105 line for this salary if we were to come to terms with an amount. It's going to be December before the entire board approves it. It's going to be January before we put anybody in place if we're lucky.

King: That gives us 5 months.

Boston: That gives us 5 months' worth of salary which I think at this point the CAO should be rapidly approaching that and then address it during budget season, is my thoughts. If I threw the number out there that we gave him a range. Because our non-certified salary, I think with 10 years' experience was like \$52,000. To get someone who would be able to walk in and hit the ground running, Mr. Stepp is recommending \$99,000. That's with scads of experience. What if we set the range from \$80,000 to \$95,000. Do you think you could get...

Stepp: This is an example. For the CFO position we discuss before to open that net for people to apply, we've had to change the title from that to a Finance Controller which is usually the second in command after a CFO in a business environment. My concern would be, if you want to get the best that can save us the most money, we want to be able to appropriately pay them according to the standard. And \$99,000 is the average and it's not even the high end of the standard in the state of Tennessee.

Boston: Well, I would think the high end would not be a starting point.

Hale: Yeah.

Stepp: I agree, that's why I mentioned \$99,000 as one of our parameters.

Boston: If that's an average, that's still not the starting point. I'm thinking he/she would have nowhere to go but up. That's my thoughts.

Hale: On our non-certified supervisor type scale, even at 25 years we start at \$70,000.

King: (He is speaking of the amended salary scale schedule, but wording is inaudible on recording).

Boston: I think we accepted this and sent this particular non-certified salary scale, correct me if I'm wrong, to the county commission that was approved. There were a few positions when Mr. Stepp came

in that he was in need of that we went and approved what we had budgeted that was outside of that non-certified. So, they were on, you might say a case-by-case basis. One was transportation and the other was the CFO. We were afraid you're not going to get anyone, with the caliber that you need....

Stepp: I like your description where you said this is a professional uncertified. Not saying people aren't professional but it's a different level of uncertified. These are people with credentials that a lot of others would not have.

Boston: This is almost like a specialized area. I personally have never worked with a deputy director. I don't have a concept of what they do. I do school districts that do have them, and they operate very smoothly. This is all new to us.

Stepp: A lot of times these people are also experts in budgets. Just wanted to throw that out there. As budgetary advisors, they will be experts because they've already worked at it.

Boston: And they would be supervisor over finance, correct?

Stepp: Correct, over the whole operations side. This is kind of like an advisor to the board that can really help out creating budgets, creating operations, approving projects, project management of actual million-dollar projects that we are currently undergoing to starting here soon. There's a lot to this position.

King: There's a very wide range in functions here that require a lot of skill sets that are hard to find. Those people are in demand everywhere.

Boston: This person would more than likely be coming from the private sector.

Stepp: Correct.

Boston: There's no way we can compete with the private sector. I don't care who we are, how we are. We can attempt but we don't have that kind of money.

Stepp: Mine's not a competition with a private sector.

Boston: We just can't do it.

King: They could come from another system.

Boston: But they could come from another system.

King: Or within this system. Might be somebody, I don't know.

Boston: And it's not our call to make. I'll entertain a motion. Throw some numbers out there. We can discuss it further. Or I'll be more than happy to make a motion that we start at \$80,000, which is kind of in the middle and approve up to \$95,000. That's a \$15,000 variance. To see if we could get someone. Now, with that being said, if we don't have any applicants at that range, it doesn't mean that Mr. Stepp can't come back and say look folks, let's try this again.

Stepp: With it being so highly specialized, we have to be careful who's in that position. We want to make sure it's a person that can handle those many specialty expertise. Same as CFO. We want to make sure we get someone skilled enough with the background enough of handling finance in the county that we don't end up hurting ourselves with something they just haven't experienced or aren't aware of happening. It's why I've talked and tried to work with the board as far as the importance of certain specialized uncertified positions. As we pay more, we're saving money because they're experienced, and they know the ins and outs and they will help us be good stewards of the taxpayer's money. They will help us also become experts in that area. They are there to advise and help all of us with the overall operations of the county or if it's just finance, the finance area of the county or if it's just HR, rely on Ms. Bray to make sure I don't go to jail for messing up in HR. Because I'm not a specialist in HR. These are just some highly trained, highly qualified people.

Hamby: Could we do the range of \$90,000 to \$97,000?

Boston: I think if we do a range from \$80,000 to \$95,000, that gives him enough flexibility to...I'm not opposed to Mr. Stepp coming back and saying these are the applicants I've had, I'd really like to offer them a position but...here's the skillsets they have, but I'm going to need more money. I'm not opposed to that. But I also don't want to price ourselves to where we can't maintain what we've got either.

Hale: That's what I worry about. If we go with the top...I see this as a supervisor...a supervisor supervising other supervisors. And I still have a problem with that.

Boston: It is.

Hale: We have a supervisor, and we have all these other supervising positions under the supervisor. And they all make a top salary.

Stepp: This position is kind of the lateral equivalent of the Chief Academic Officer who oversees

departments, not just supervisors. So, each department has a lead and then I have a number 2 over academics that helps manage those departments and then I would have another 2 over operations that would help handle those diverse departments.

Boston: Most of your operations is going to be non-certified.

Stepp: Correct. So, it's nothing the board hasn't seen before it's just not on the academic's side of the chart, it's on the operations side of the chart. It creates a balance.

Boston: It's on the non-certified. I would also like to, once the certified salary study comes back, and we get to review it and discuss it, I would also think that our non-certified supervisor would need...we didn't vote to adopt that. That would also need to be revisited at the time. There again, I have x amount of dollars to spend, and Mr. Stepp has come into this position, which is challenging at its best, and he's beginning to mold and push us forward. We can see change and we can see growth. And growth is painful.

King: Sometimes.

Boston: Considering those factors, I'll make a motion we do \$80-95,000 with the option that Mr. Stepp, if he finds someone that he's thrilled and thinks it would be well suited for this system, could come back to us and make an amendment on that.

King: Second. When I looked at the budget lines of that are filled and not filled and added it up, I came up with adjustments that total \$132,487 in the 105 lines of extra money that we have just this year.

Boston: I think at this level, at this point, we are fine. I'm talking about sustainability. I think for this year we certainly can pull it off and be fine with that. With that being said, it's the sustainability but if we get this person in place and we see the results, we can revisit it anytime. And I'm certainly not opposed to that.

King: I feel like we're going to be able to sustain it but we can look at it when we budget the next year. We kind of have to think about it this way too-would you come in at a 6-month deal. Nobody would. We kind of have to say we're going to sustain it for a while.

Boston: I think I mentioned that on a position like this you can't offer somebody except a permanent contract.

King: Right.

Boston: Once the position is filled and we've created the position, I think we have to sustain it but at what cost? Where do we take from to sustain that position? If Mr. Stepp is correct and this is a person that comes in and we spend money to make money is what we will be doing. And we will see the results of that.

King: I think that's true. Particularly when looking at these items here.

Stepp: As you look at this, I think it's pretty common knowledge as we receive more federal monies and state monies, the amount of oversight and compliance doubles and triples. I think I showed in the last board meeting the amount of compliance just for the state monitoring of federal funds. That was months of monitoring, of uploading documents that our guys, my team spent countless hours on. Not including the 8 or so people that showed up-we met then they split up and went to schools, went to offices and dug through everything. The accountability is off the charts at this point in 2022. This is not several decades before where we could just do stuff and just be what it is. The jobs and the roles have changed. The accountability and compliance is way more than anything we've ever seen. Especially when you start adding ESSER money, you have all this special education money, food services-their federal money. The compliance is just off the charts at this point. And you just got a sample of it in that last board meeting when I just showed you the compliance just for federal. That was just for federal. That didn't have anything to do with our compliance and accountability that we have to prove to our taxpayers.

Boston: And ourselves.

Stepp: Yes, ourselves as a team. The level and the accountability and then you look at the amount of people working on my team up here, it doesn't match up. We're working extra hard. I know several people work on weekends. We can show how much we're working. So, the argument that we have too many people up here-I think I can show the compliance and the level of accountability that justifies all of these positions and their salaries.

Boston: I think I can...we're all board members, we're all adults here. There have always been the salaries are so high at Central Office, they get paid all the big bucks and the teachers get none or the

teachers are moderate. But I want everyone to know that we're trying to rectify that. We have taken a step that I've been wanting to take for 4 years. We have taken that step. Once we get that recommendation back, we'll be able to better pay our teachers more. They deserve more. I would love it.

Stepp: I think something that comes from that type of research and having specialists like Lean Frog come in, is it also creates a structure. The stronger structure than what we currently had, which goes back to us being good stewards of taxpayer's money by creating sustainability. Once you have the structured system in place, more efficient than what we have now, the teachers can possibly get that equal pay to our counterparts in other counties. But we also create a structure so that we can maintain and sustain.

Boston: Chris what did you say we had as an overage in line 105?

King: Just to this point, \$132,047.

Boston: Just to date?

King: Yes, just in the 105 line.

Boston: That does not mean anything that would be accumulating until we got this person in place?

King: Well, I'm sorry, to date would be to December.

Boston: Ok, so the rest of this semester you might say.

King: Cause if we did something tonight, it would be January when they started. They would probably have to leave their position somewhere. There's some time things that go in there.

Boston: Before we take a vote, Mr. Stepp is this something that you are comfortable with?

Stepp: Yes.

Boston: You could work with, knowing that you have the option, if you find that...

Stepp: I work at the board's leisure. If this is the parameters I have, I will do my best to fulfill that position.

Boston: But let's say that Richard Gere walks in and he's perfect for the job. He's saying yes, I would love to come to work for Cumberland County, but I can't do it for \$95,000. I've got 17 years of experience. Knowing that you could come back to us and say I need more money.

Stepp: I think up to this point I've been proactively transparent, so I'm not shy about coming back and asking and I'm not going to do anything, like I said, that's going to go against my own value system of being a good steward of the taxpayer's money. I will never go outside those bounds, and I would never put the board in that position.

Boston: And I'm comfortable. I just want to make sure you understand that if we vote that these are your parameters for right now, they are not necessarily in concrete.

Stepp: I understand.

Boston: Is that ok?

Stepp: Yes ma'am.

Hale: I think then we have a starting point, an easier starting point and then we can go up from there. Instead of having a high starting point and somebody wanting more than that. We have some negotiating availability.

Boston: I'm going to do a roll because it involves money. I don't know that I necessarily have to in a budget meeting, but I'm going to. Any further discussion and is everybody comfortable with the motion?

King: I think so, I would just like to say one other thing. We've got a big plane here. We've got a good pilot and good co-pilot; we need a flight engineer to go along with this.

Boston: I agree. Boston then took a roll call vote with King, Hale and herself voting yes and moving to take to the full board on December 1.

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

MOTION: Carried unanimously

6. 9-12 Supervisor Job Description.

Boston: If I might lead off, that is already in the budget, I don't know that we have to discuss it. Am I correct?

Stepp: Correct.

Boston: That is not a new position. That is going to stay where it is based upon education, years of service, job description. Is there really anything that we need to vote on, on that one?

King: I think the only thing new is that we're splitting one position back into 2 original ones.

Boston: We are. But the salary stays the same....

Stepp: The schedule does not change.

Boston: Based upon, cause it's a certified salary position.

Stepp: Yes ma'am.

Boston: We can't really do anything with that. Do we need a motion just to approve the funding for that as it stays the same and that's on a certified salary scale?

King: I think that just makes it clear.

Boston: Ok.

King: Move to approve both of those, as they are.

Hale: Second.

Boston: Now you're including CTE with that as well?

King: Yes ma'am.

Boston: Could we keep that separate so we can have a little bit of discussion on CTE?

King: Sure.

Boston: Your motion is that we approve the 9-12 Supervisor Job Description as the certified salary scale?

King: Yes.

Boston: It is what it is depending upon their years of service, education, etc. All those things that apply. Ok. We have a motion and a second. Any discussion? Boston then took a roll call vote with King, Hale and Boston voting yes.

VOICE VOTE: King (mover-yes)
Hale (seconder-yes)
All Ayes

MOTION: Carried unanimously

7. CTE Job Description

Boston: Going back to the CTE job description for clarification purposes, I'm going to refer to this as the new position. 9-12 is the current position and the CTE would be the new positioning. That would be the one we would be funding. Correct?

Stepp: Correct.

Boston: Any thoughts or any motions?

King: Just that both of these positions, 9-12 and CTE have been around forever. When I came here, I came as the CTE Director/Assistant Principal. We have 12 teachers and now we've got 46, 47, 48. It's grown quite a bit, just in its own.

Boston: I think with that being a certified, we really don't have a lot of control over the salary. That is based upon education, years of service, experience, what they bring to the table.

Stepp: Well, the accountability and the college career technical education area has now grown exponentially by the Governor Lee expectations currently. The State of Tennessee also has another round the innovative school model grant, which is millions of dollars per high school, \$500,000 per middle school, so we're looking at several, once again as we are allocated federal money, the accountability and the compliance goes way up. These positions need to be separated cause the CTE job is going to be huge. Especially with the innovative model and policies that the board has already approved for us to continue

moving toward many more opportunities for students outside of just the core and dual enrollment.

Boston: I do not have a problem at all separating those. I think that's a lot of work for one person to oversee 9-12 and CTE. CTE has grown so much. As far as setting the salary, I don't think we have a lot of options. I would just make the motion that we approve this job position and give Mr. Stepp the authority to hire that position based upon our certified salary that is currently in place.

Hale: Second.

Boston took a roll call vote with King, Hale and Boston all voting yes.

Boston: We're going to fill the crunch until we get everything in place. I think that's a very wise move to separate those 2 positions.

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

MOTION: Carried unanimously

Stepp: Madam Chair? I have a follow-up to a compliance issue from the board meeting the other night where we talked about ESSER funds and the Federal Programs Director. I want to give you guys a description of that compliance that I highlighted. I wanted to write it out and describe to you what the compliance issue was and what we're non-compliant for. Currently helping is manage the ESSER money has fell on to Dr. Whittenbarger who is the Federal Programs Director. That money is paid out of consolidated admin. That is not allowable by Federal regulations to have a person paid out of consolidated admin to run the ESSER. That second paragraph-we did some research on what other counties are doing and they are doing everything from paying a full-time salaried system wide position for someone to run their ESSER money, to small stipend to cover that. According to the person that was doing our monitoring, if we allowed a stipend of sorts to Dr. Whittenbarger, that would save us a full time salary, but that would put us in compliance with the state and federal regulations for managing the ESSER funds. This would be something, unless we add a brand-new position, we would have to stipend whoever is running those ESSER money. Dr. Whittenbarger is doing a wonderful job, but looking at what the other counties do, they stipend for 3 or 4 people at \$10,000 or they pull all the way up to a full salary for a supervisor salary. I would recommend that we look at a possible stipend where Dr. Whittenbarger works outside of his scope and sequence of federal programs. He would have to keep a time sheet and the accountability would be there that he meets that certain percentage of time that he manages ESSER monies. Once again, this would save a full salary position. To come into compliance.

King: We've got to get into compliance somehow. That's our way to do it right there.

Boston: And the money would come out of the ESSER funds?

Stepp: Correct. Part of the ESSER regulations was once you receive ESSER money, you create that person, whether you do a full salary position, which is like some school systems, or you give stipends to 3 or 4 people just to meet that federal regulation for ESSER money.

Boston: We did not, as a full board, set anything the other night, did we?

Stepp: We did not. I was pointing out the compliance issue that I would have to bring forth with the budget committee.

Boston: Mr. Parliamentarian can we add this to the agenda to discuss this evening since we're all here?

King: I think it comes under other discussion.

8. Other Discussion

Boston: Other discussion and since it came from the board. I'll make a motion that we discuss and consider the stipend which to manage the ESSER funds.

King: Second.

Boston: All in favor?

King and Hale: Aye.

Boston: Ok let's open the floor. Do we have any idea how much money we have to use for the stipend.

Stepp: Oh, there's enough there right now to pay a full salaried position but I would not recommend that. I would recommend going for a stipend that is way smaller than a salaried position. That's what they recommended. You can be in compliance by just paying a stipend.

Boston: For 2 years?

Stepp: Yes. As you can see, some counties are paying 3-4 individuals \$10,000 and that's a smaller county than us. Some have paid full salary position. It's really a wide range.

Boston: But we don't have a....

Stepp: Recommendation?

Boston: Yes.

Stepp: I guess working out the math and going to about 10% of the total salary job is what is needed at this point for ESSER, we are looking at a range between \$8500 to \$12-15,000 for a yearly supplement for one person to keep us in compliance. That's for a \$10+ million-dollar budget.

Hamby: And he's able to do that by himself, right?

Stepp: Correct. Well, I work with him all the time, so does Ms. Bray and other operations people. We have to have multiple eyes on it. He is the one that's keeping the books for us. On ESSER.

Hamby: So, it will just be one stipend.

Stepp: It will be one stipend this year and one stipend next year.

Hale: So, it's not hourly?

Stepp: Yeah, it would be broken down hourly so he would have to turn in time sheets to me that we would turn in to our compliance managers to make sure. They'll want to keep up with it. That's how we got dinged-they saw we were non-compliant.

Boston: Would you have a recommendation?

Stepp: Yeah, any of that range between \$8,500 and \$15,000 would be very affordable for us with a 10+ million-dollar budget.

Boston: It's not something that's reoccurring.

Stepp: It's one time this year and one-time next year. That would be it.

Boston: Any thoughts ladies and gentlemen? I will say this-the 2 times that I have contacted Mr. Whittenbarger regarding the ESSER, he is on top of it. I might say he is all over it. He was very quick to give me my response, he knew exactly where to find the answer. He's doing a fabulous job. I would entertain ideas on what's y'all's thoughts are on a stipend.

Stepp: This is federal money; it's not coming out of the GP or any other.

Boston: Right, it's not reoccurring.

Stepp: This is federal.

Hale: Give him a stipend but how much is it worth?

Hamby: Between \$8,500 and \$15,000.

Stepp: Some counties it's worth \$9,500 and that's smaller than us.

Boston: Any thoughts ladies and gentlemen? If not, then I'm going to throw a number out there cause it makes it even. If we did \$12,500 per year that makes it an even \$25,000. I don't know that I would manage ESSER for \$25,000.

King: Is that a motion?

Boston: Yes, as a matter a fact, it is. I will make a motion that we allow \$12,500 per year for the manager, or Dr. Whittenbarger's administration of the ESSER funds for 2 consecutive years.

King: Second.

Boston: Any further discussion? Mr. Stepp?

Stepp: I think that's fair. I see White County pays a retired supervisor \$13,500 for it. That's in the range.

Hale: And he knows that he would not receive this after the 2 years?

Stepp: Correct, it's just through federal money.

Boston: When ESSER goes, a lot goes. Any further discussion?

Boston then took a roll call vote with King, Hale and Boston voting yes.

Boston: We will take that to the full board as well. Anything further?

King: Move to adjourn.

Boston: Second. This meeting is adjourned.

9. Adjournment

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

MOTION: Carried unanimously.

The meeting was adjourned at approximately 6:22 pm.

Mr. William Stepp, Director of Schools

Ms. Teresa Boston
Chairman of the Budget Committee

Diane McCartney
Executive Assistant for the Director of Schools and BOE