

**I. EXECUTIVE SESSION**

**4:00 p.m.**

A regular meeting of the Board of Trustees of the Charleston County School District was held on Monday, December 9, 2013, in the Board Room at 75 Calhoun Street with the following members of the Board present: Mrs. Cindy Bohn Coats – Chair, Mr. Tom Ducker - Vice Chair, Mr. Craig Ascue, Rev. Chris Collins, Mr. Chris Fraser, Mr. Michael Miller, Mrs. Elizabeth Moffly, and Dr. Nancy J. McGinley, Superintendent and Executive Secretary. Mr. Todd Garrett was absent. Note: Mr. John Barter resigned from the Board on November 17, 2013.

Staff members Mr. Michael Bobby, Mr. Bill Briggman, Mr. John Emerson, Mrs. Michele English-Watson, Dr. Lisa Herring, Mrs. Audrey Lane, Mr. Louis Martin, Mr. John McCarron, Dr. Brenda Nelson, Mrs. Terri Nichols, Mr. Paul Padron, Mrs. Erica Taylor, Mrs. Latisha Vaughn-Brandon, and Dr. James Winbush were also in attendance.

The news media was duly notified of the meeting. Media representatives were present.

Mrs. Cindy Coats called the meeting to order.

Mr. Fraser moved, seconded by Mr. Ascue, to go into Executive Session to discuss the agenda items listed below. The motion was approved unanimously.

**1.1: Student Transfer Appeal - Revisited**

**1.2: Chicora Custodian House @ 1919 Success Street (10m) Surplus Property Transaction Process/Procedure – Mr. Michael Bobby – Chief Financial & Operations Officer**

**1.3: Legal Items**

- *Legal updates*
- *CCSMS Facilities Agreement*
- *Authority to retain counsel and pursue potential legal action.*

**1.4: District 10 Constituent Board Vacancy**

**1.5: Personnel Matter**

**1.6: Orange Grove Elementary Charter School Amendment**

**OPEN SESSION**

**5:15 p.m.**

**II. CALL TO ORDER, INVOCATION/MOMENT OF SILENCE, & PLEDGE of ALLEGIANCE**

CBC called to order, followed by the pledge.

**III. ADOPTION OF AGENDA**

Mr. Fraser moved, seconded by Mr. Miller, to adopt the December 9, 2013 Board agenda with the following amendments. The vote was 7-0.

- Agenda item 7.3 - The Financial Minutes of November 25, 2013 was pulled because of an error. The corrected minutes will be presented for approval on January 13, 2014.
- Agenda item 1.1 was changed to an action item.

**IV. SPECIAL RECOGNITIONS (15 minutes) – Mrs. Erica Taylor, Executive Director of Strategy & Communications**

**A. Schools with Food Drive – Mrs. Clara Heinsohn**

Ms. Karen McManus, a representative from the local Food Bank recognized representatives from (Academic Magnet HS, School of the Arts, Garrett Academy, James Island Charter HS, Military Magnet MS, Wando HS, West Ashley HS, and North Charleston HS) for their participation in the fifth annual Lowcountry Food Bank Student Food Drive.

Food Lion, SC Federal Bank and Channel Five were also thanked for their donations.

**B. Behind the Scenes Heroes Awards** – The Board recognized Ms. Amy Ryan (4th grade teacher) and Mr. Lee Morris (interpreter) for their acts of bravery and composure as they brought a school bus to a stop after the driver momentarily had a medical emergency during a field trip.

## V. SUPERINTENDENT'S REPORT – Dr. Nancy J. McGinley, Superintendent of Schools

Dr. McGinley shared the following:

- The two Pinckney Elementary School staff members were commended for their acts of bravery during a field trip.
- Wando HS was awarded \$25,000 by State Farm Insurance for the thousands of safe driver commitments made by students at Wando HS. Wando was one of 100 high schools nationwide selected and the only school in South Carolina chosen.
- The tenth annual Principal for a Day Recognition breakfast was held Friday. The purpose of the event is to help business leaders understand day to day operations of a school. This event creates sustainable business partnerships with CCSD schools.
- Dr. McGinley spoke of the progress with the BRIDGE project. After stating that the negative comments circulating about BRIDGE are not supported by facts, she encouraged everyone to visit the district's website to learn more about the BRIDGE project.

## VI. VISITORS, PUBLIC COMMUNICATIONS

1. Mr. John Clendaniel addressed the Board about the request to expand Orange Grove Charter Elementary School to include the middle level. He spoke about the school's accomplishments over the years and urged the Board to approve the request.
2. Mr. Julian Smith addressed the Board about the Cooper River Bridge Run. The event supporters are working with CCSD staff to improve the Kids Run event. Board members received a packet of information about the event and a letter from the three mayors requesting that students have time off from school to participate.
3. Ms. Christina Osborne with Wonderfest addressed the board about the Kids Run Wonderfest program.
4. Ms. Jill Rittenhouse, a wellness coordinator at Jennie Moore ES, addressed the Board about the Kids Run event and promoting healthy lifestyles. She urged the district to consider allowing students a half day away from school to participate in the run for the 2015 school year and future years.
5. Mr. Mohammed Idris addressed the Board about a race-related statement made by Mr. Howie Comen in the Chronicle newspaper.
6. Mr. Bill Standfield, CEO of Metanoia, addressed the Board about the Chicora House located at 1919 Success Street to convert it to a home for students in the neighborhood. If a profit is made, they will convert it back to the community. He urged the Board to consider the request.
7. Mr. Thomas Colleton, Chair of the District 1 Constituent Board, spoke about the water quality at Lincoln HS and St. James Santee since Hurricane Hugo that was recently corrected. Mr. Colleton also mentioned an issue with the culinary equipment for Lincoln. He said while the equipment was ordered, other things must be done before they are able to do the installation. He also spoke about the Rising Star Organization and CCSD's proposal to dissolve the program. Mr. Colleton urged the board to reconsider and allow The Rising Star program to remain open for working parents who need the program. Mr. Bobby was asked to further investigate the proposal to resolve the issues with Rising Star program.

## VII. APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS

### 7.1: Open Session Minutes of November 25, 2013

Mr. Fraser moved, seconded by Mr. Miller, to approve the Open Session minutes of November 25, 2013. The vote was 7-0.

### 7.2: Executive Session Action Items of December 9, 2013

The Board voted on the following executive session action items of December 9, 2013:

#### 1.1: Student Transfer Appeal - Revisited

The Board revisited a student transfer appeal that was brought before the Board earlier. Rev. Collins moved, seconded by Mr. Ascue, to approve the student transfer request. The vote was 7-0.

#### 1.2: Chicora Custodian House @ 1919 Success Street (10m) Surplus Property Transaction Process/Procedure – Mr. Michael Bobby – Chief Financial & Operations Officer

Mrs. Moffly moved, seconded by Mr. Miller, to approve an amended motion to enter negotiations with Metanoia to market the house at the appraised value and that the district gets the appraised value as is with the proceeds going back to Chicora ES. The vote was 6-1 (Coats opposed).

Also, Mrs. Coats said Metanoia will pay all of the district's legal costs for the transaction and if they have a secure positive cash flow after the sale of the house, it would be reinvested into their redevelopment for affordable housing.

#### 1.3: Legal Items

The Board received legal updates in Executive Session.

Mr. Fraser moved, seconded by Mr. Ducker, to authorize staff to retain counsel and authorize the District to pursue legal action if necessary. The vote was 7-0.

**1.4: District 10 Constituent Board Vacancy**

Mr. Fraser moved, seconded by Mr. Miller, to approve the recommendation to appoint Ms. Jane L. Daniels to the District 10 Constituent Board vacancy. The vote was 7-0.

**1.5: Personnel Matter**

The Board and the Superintendent discussed an employee issue in Executive Session. No action was taken.

**1.6: Orange Grove Elementary Charter School Amendment**

Mrs. Moffly moved, seconded by Rev. Collins, to amend the Orange Grove ES charter for the 2016-17 school year to allow the school to consider expanding to middle grades. The vote was 7-0.

The recommendation from staff asked the board to consider three things relative to the OGESC request:

1. No additional grades may be added to the current campus.
2. The school district has no responsibility to fund, build, furnish or maintain the campus of the middle school now or in the future.
3. That the plan for funding and maintaining the new campus is financially sound and will be sustained within the revenues that are illustrated in the projected and future budgets.

Mrs. Coats said she would like to see more engagement in the community.

Mr. Ascue requested approval with Orange Grove Charter ES going back before the Strategic Education Committee on Dec. 11<sup>th</sup> with the corrected date and budget information so they could have approval in January. Mr. Fraser asked for confirmation that they are talking about the 2016 school year. After discussion, Mr. Ascue withdrew his amendment.

Mr. Miller asked if the middle school would be located at a different site in a different zone. Then he asked which students the school will serve. Mr. Clendaniel said they would have to give students preference from the original attendance zone first. Attendance zones would not matter. The original zone would be their priority. Mrs. Coats asked about the 20:1 teacher/ student ratio. The principal said the school could cover it in their budget. Mrs. Coats reminded him that state funds would not cover the 20:1 student ratio in their budget. The principal said the charter school had the funds needed to handle make it happen.

Mr. Ascue asked about the new facility. Principal said, at this time, he was uncertain if they would lease, retrofit or build a facility. However, it would be determined after the board approved the recommendation for to expand to middle school.

Mr. Clendaniel responded to questions from Rev. Collins about public meetings held to share the recommendation. He said while it was listed on their public meeting agenda, there hasn't been a community meeting. However, he contacted the District Office about it and it is on their website and has been shared with the community. Rev. Collins asked when the school would open. The principal said 2015-16. Rev. Collins asked about their timeline. Principal said approval was needed to proceed with plans.

Mr. Ducker said the amended budget says FY 2017. The principal said the budget aligns with the school plan. However, if they can make it happen earlier, they will. Mr. Ducker asked where adjustments were made in the amended budget for the Middle school pullout. The principal said the adjustment was made with the lease pull out. Also, adjustments were made on the expense side, preparing for the worst, hoping for the best with a 2% increase per year per pupil. Mr. Ducker asked about the school's consultant. The principal said Ms. Kelly Mosier. Mrs. Coats said the document would have to be corrected to reflect the 2016-17 school year.

**7.3: Financial Minutes of November 25, 2013 - Pulled**

The Financial minutes of November 25, 2013 were pulled. Therefore, no action was taken.

**VIII. CAE UPDATE**

**8.1: A. Workers Compensation Data Trends – Ms. Dana Enck**

Ms. Dana Enck presented the following information on Workers Compensation Data Trends.

- The Audit and Finance Committee requested an analysis of workers' compensation data trends, combined with recommendation for future action.
- The objectives of the presentation were to:
  - Provide a 5 year snapshot of claim trends—financial, occupational and casual
  - Identify cost drivers, risk gaps and subsequent mitigations
  - Propose future strategies for targeting identified risk gaps, reducing the total cost of risk for the District.
- The total reports of injury have decreased in 5 years by both severity and total, thereby reducing the number of days lost from work.
- The total Workers' Compensation Program expenditures for FY09, FY12 and FY13 were provided.
- The expense costs, medical expenditures, settlement cost, and cost of lost time for FY-2009 - 2013 were highlighted.
- Actions resulting in reduced lost time were identified.
- The data on the number of workers' compensation claims by occupation and total incurred cost of claims by job classification was provided for five years.
- Injury types based on job classification were provided along with the financial impact based on the type of injury.
- Information on the most injured body parts was provided by job categories.
- Information on trainings provided, causes of accidents and what could be done to prevent it were also provided along with a strategy to contact injured employees.
- The total cost of risk for workers' compensation, mitigation programs in place, challenges with the Workers' Compensation Program, and goals for the Workers' Compensation program were highlighted.
- Most medical claimants are usually claimant friendly.
- The district is required to adhere to the recommendation of doctors.
- The system is built so that most injured employees don't really need to hire attorneys.
- It is important for job descriptions to be tailored to the job.
- The drug testing policy was approved last year.
- The installation of security cameras has been helpful in substantiating injuries.

Questions and Comments from the Board:

Rev. Collins asked about the Risk Management staff and the cost of operations. Ms. Enck said the office is allocated 2.5 points for staff. Her position is .5. Rev. Collins asked about costs to district for settlements. Ms. Enck said the insurance doesn't kick in until the district reaches \$700,000.

Mr. Ducker asked about the number of claims in comparison to the number of employees. Ms. Enck said the district is at 1%.

Mr. Ascue asked about goals. Ms. Enck shared details about alternate employment offers for injured employees.

**IX. MANAGEMENT REPORT(S)**

There were no management reports to come before the Board.

**X. COMMITTEE REPORT(S)**

**10.1: Audit & Finance Committee**

No actions were taken by the Strategic Education Committee. The next Audit and Finance meeting is Monday, January 6, 2014.

**A. Audit & Finance Committee Update**

There were no Audit & Finance Committee Updates to come before the Board.

**10.2: Policy Committee – Mr. Chris Fraser**

**A. Policy Committee Update**

The Board received information from the Policy Committee and provided input on the following:

- Items that are currently before the committee that have not been brought forward to the Board;
- Future topics the committee plans to bring forward; and
- What is needed to move the item forward?

Mr. Fraser said the next Policy Committee meeting is December 11, 2013. CCSD Staff members are in an ongoing project of reviewing existing policy and proposing changes to the Policy and Personnel

Committee. A summary of the contents of each section of existing policy manual and a summary of the contents of existing policies was provided. The comprehensive collection of School Board Governance and Operations policies (section B) and the Personnel Policies (section G) were excluded.

- A. Foundations and Basic Commitments
- B. School Board Governance and Operations
- C. General School Administration
- D. Fiscal Management
- E. Support Services
- F. Facilities Planning and Development
- G. Personnel
- H. Instruction
- I. Students
- J. School-Community-Home Relations
- K. Education Agency Relations

Mrs. Coats asked if all policies with recent revisions were accurate on the website and who is in charge of seeing that this is done.

**B. Accommodation for Nursing Mothers**

Mr. Fraser moved, seconded by Mr. Ascue, to approve the first reading of the Accommodation for Nursing Mothers policy. The vote was 7-0.

Mrs. Coats asked if the new version eliminated the district purchasing or providing equipment for the nursing mothers and refrigerators.-

**C. JFABC - Student Transfers**

Mr. Fraser moved, seconded by Mr. Ascue, to approve the first reading of policy JFABC – Student Transfers. The vote was 7-0.

**D. JFAB - Non-Resident Students**

Mr. Fraser moved, seconded by Mr. Ascue, to approve the first reading of policy JFAB – Non Resident Students. The vote was 7-0.

Mrs. Coats asked if this version removes the language regarding children of employees and states that children of employees are covered in JFAB.

**E. Policy DD – Funding Proposals, Grants and Special Projects**

Mr. Fraser moved, seconded by Mr. Ascue, to approve the first reading of policy DD – Funding Proposals, Grants, and Special Projects. The vote was 7-0.

Mrs. Coats asked for a clearly defined process for reporting of grants for management purposes. She said the policy should reflect the frequency and estimated time frame for board members to receive grant information. That would reflect the responsibility and accountability for reporting to the superintendent. Mr. Fraser said it would be done annually. Also, he said the board doesn't want to know about all grants. However, for a million dollar grant, the board would have to give staff permission before it's applied for.

**F. New Policy – Transfer of Children of Employees**

Mr. Fraser moved, seconded by Mr. Ascue, to approve the first reading of the new policy, Transfers of Children of Employees. The vote was 7-0.

Rev. Collins asked about the policy. Mr. Fraser said there is a policy for those students that live in the district and one for non-residents.

Mrs. Moffly asked about transfer requests for children of employees. Mr. Fraser said they would be considered where space is available.

**G. BDG – Staff Attorney/Outside Legal Services**

Mr. Fraser moved, seconded by Mr. Ascue, to approve the second reading of policy BDG – Staff Attorney/Outside Legal Services. The vote was 7-0.

Rev. Collins asked about costs associated with the Legal Office. Mr. Fraser said it was brought to the board earlier with the number of attorneys hired by General Counsel. He said an annual report will also be provided by General Counsel. Rev. Collins asked if there was a way to monitor funds earlier.

Mr. Fraser said the Board policy was done to address concerns. Also, he said most of the amount spent is paid by insurance.

**10.3: Strategic Education Committee – Mr. Michael Miller**

No actions were taken by the Strategic Education Committee.

**A. Strategic Education Committee Update**

The Board received information from the Strategic Committee and provided input on the following:

- Items that are currently before the committee that have not been brought forward to the Board;
- Future topics the committee plans to bring forward; and
- What is needed to move the item forward?

Mr. Miller said the next meeting is Dec. 17, 2013. Also he shared topics that would be discussed at a future committee meeting:

- HAC – Health Sex Curriculum
- Wellness policy
- Initiatives in Student Achievement and how to deal with data for the 2013-13 school year
- Renaissance Interventions
- CPN School Report and Assessment
- Common Core Training
- Reading Academies Data
- Rural School Project
- AP Classes at Wando
- At Risk Schools and where they were 7 years ago and current status
- School and Community Planning Team
- Mr. Miller said there were other topics such as the school and community task force requested by Rev. Collins.

Mrs. Moffly asked about the status of electives and mandating them. Mr. Ducker said it was referred to the Policy Committee to address. Mrs. Moffly said she wanted the Strategic Committee to address transferring of Honors Credits from Middle School to High Schools. Mr. Miller asked if she meant transferring credits to private school or public schools. Mrs. Moffly said both.

**10.4: Tax Increment Financing Committee – Mr. Tom Ducker**

**A. Noisette TIF – Mr. Michael Bobby - Chief Financial & Operations Officer**

Mr. Ducker moved, seconded by Mr. Ascue, to approve the Noisette Community Redevelopment Project Area – Noisette Tax Increment Financing (TIF), per the request of the City of North Charleston. The request is also outlined in a September 25, 2013 letter from Mayor R. Keith Summey. The letter was accepted by CCSD with the following modification. The vote was 4-3 (Collins, Miller, and Moffly opposed).

*The proposed transfer of not less than 10% of the CCSD portion of incremental tax revenue as collected every year, beginning tax year 2014 through the term of the redevelopment plan be **changed** to not less than 12.5%. All other terms and conditions as identified in the redevelopment plan and as outlined in the letter will be supported and accepted as stated.*

Mr. Ducker said the issue is the City of North Charleston has asked the county and school district to expand a tax district to finance redevelopments in parts of the city. They want to expand the life of the TIF from 2018 to 2028 hoping that it would provide an increase in revenue. The situation now is the city owes approximately \$900,000 a year on debt payment on their existing TIF. It is known as the Noisette TIF and it only generates \$700,000 so the city is running a deficit. The expansion plan would add the Garco Mill site which is being developed by the Beach Company. The Naval Hospital and former Ship Watch Square will be a private development. To ease the revenue implication, they proposed to allow the district to keep 10% of the revenue that was received if the TIF district did not exist. That was renegotiated with the city and increased to 12.5%.

**XI. POTENTIAL CONSENT AGENDA ITEMS**

**11.1: A. CCSD Agreed Upon Procedures One Cent Sales Tax Building Program – Mr. Michael Bobby – Chief Financial & Operations Officer**

Mr. Fraser moved, seconded by Mr. Miller, to authorize staff to begin determining the scope of work and bring a proposal for a contract along with opinion from the attorney about the use of the one cent tax and three proposals for companies that could perform the work. The vote was 7-0.

Mr. Ducker requested a list of firms that could do the work. Mrs. Coats asked if he wanted multiple bids. Mr. Ducker agreed. This was also added to the motion.

Mr. Bret Johnson gave a brief overview of the recommendation on behalf of the CEEFC committee. He said to date there has been over \$130 million of sales tax distributed toward the referendum project. There were five projects that are either complete or will be completed by the end of January. There are six more in active construction today. There are internal control policies to cover the disbursement of these funds in the building program.

Mr. Johnson shared a recommendation from CEEFC. In the previous building program, an audit was done to ensure that the contract selection and disbursement of funds was done in accordance with policy. The Committee doesn't really have the ability to audit that so they recommend that an external audit be performed by an independent accountant to review some of the projects.

Mrs. Moffly asked if the one cent sales tax could be used to do the audit. Mr. Fraser said he felt sure it could. Mr. Bobby confirmed that it could be used. Mrs. Moffly said the audit wasn't listed on the referendum. Mr. Bobby said legal expenses and other kinds of transactions were included in the soft costs in all of the projects. However, he could get a legal opinion from general counsel.

Then Mrs. Moffly suggested sending it to the Audit & Finance Committee. She also suggested that some schools weren't attractive. Mr. Miller said that was Mrs. Moffly's opinion.

Mrs. Moffly requested the cost and opinion instead of the agreed upon opinion. Mr. Johnson said the committee requested the agreed upon opinion because they accepted the scope. With audits, the company sets the scope. However, Mrs. Moffly said the state board wouldn't accept an agreed upon opinion.

Mrs. Coats questioned the value in paying more than what is needed. Then she asked if the motion could include a not to exceed amount. Mr. Bobby said they would get prices regarding the agreed upon procedures because what they asked for is going to be reflected in the price. So, until it the scope is determined, the price cannot be locked in.

**B. New Jennie Moore ES – Building & Finishes Package – Mr. Bill Lewis – Chief Operating Officer**

Mr. Miller moved, seconded by Mr. Fraser, to approve a recommendation authorizing staff to enter into a contract with the lowest responsible responsive bidder for the New Jennie Moore Elementary School Building & Finishes Package at a Not to Exceed amount of \$26,900,000.00. The funding source is the One Cent Sales Tax revenues. The vote was 7-0.

Rev. Collins asked about advertisements and if this agenda item and the next - 11.1C were advertised in the Chronicle newspaper. Mr. Lewis said he would check.

**C. New Laing MS – Building & Finishes Package – Mr. Bill Lewis – Chief Operating Officer**

Mr. Fraser moved, second by Mr. Miller, to approve a recommendation authorizing staff to enter into a contract with the lowest responsible responsive bidder for the New Laing Middle School Building and Finishes Package at a Not to Exceed amount of \$29,900,000.00. The funding source is the Once Cent Sales Tax revenues. The vote was 7-0.

Mrs. Coats asked if the project was still on time and within budget, what is the projected opening and projected total budget including funds expended to date.

**D. P1404 Data Analytics Software – Mr. Michael Bobby – Chief Financial & Operations Officer**

Mr. Fraser moved, seconded by Mr. Miller, to approve a recommendation to award a Request for Proposal for P1404 Data Analytics Software. This project will be funded by Fixed Cost of Ownership funds in the amount of \$100,000.00 for year one (\$75,000 for Data Analytics Software and \$25,000 for hardware acquisition and operating system licensing). The vote was 7-0.

**E. Revision of P-Card Manual – Mr. Michael Bobby – Chief Financial & Operations Officer**

Mr. Fraser moved, seconded by Mr. Ascue, to approve a recommendation to accept revisions to the Procurement Card Manual, at no cost to the district. The vote was 7-0.

**F. Race to the Top – District Grant Budget Approvals – Dr. Lisa Herring – Chief Academic Officer**

Mr. Ascue moved, seconded by Mr. Miller, to approve a recommendation to approve budget items (listed below) in support of the Race to the Top District grant. The total amount is \$2,011,324.22 for items listed below. All items will be funded through the TRR-D grant. The vote was 6-1 (Moffly opposed).

- iPads, cases, and support services - \$1,916,631
- Instructional Applications for iPads - \$64,700
- iPad Charging Station - \$29,993.22

**G. District's Procurement Review Panel – Mr. Michael Bobby & Mr. Wayne Wilcher**

Mrs. Moffly moved, seconded by Mr. Ascue, to appoint Rev. Collins to serve as the chair on the District's Procurement Review Panel. The vote was 4-3 (Coats, Ducker and Fraser opposed).

After Mrs. Coats announced Legislation Delegation's appointment of Mr. Tripp Wiles to fill the vacant seat on the CCSD Board, she moved, seconded by Mr. Ducker, to appoint the newly appointed Board member, Mr. Tripp Wiles to chair the District's Procurement Review Panel. However, since the initial motion was approved, the Board did not vote on this motion.

**H. Salary Study Recommendation – Mr. Bill Briggman**

Mr. Ducker moved, seconded by Mr. Fraser, to accept the results of the Classification and Compensation Study. The vote was 7-0.

Mr. Mike Vordoorne made his final presentation of the salary study. He covered the background of the study, summary, and recommendations. Then he shared information about the proposed salary structure.

Mrs. Coats requested job titles for all employees. Mr. Briggman said he would provide that information to the Board.

Mrs. Moffly requested clarification on minimum and maximum amounts on the salary scale. Mr. Verdoorne explained the various levels for teachers. Then he shared salary information for Administrative Assistants.

Mr. Fraser said the Board wasn't ready to make a recommendation at this time. The Policy Committee discussed the results of the study. However, there is no recommendation for implementation at this time.

Mrs. Coats said accepting this salary study does not bind the board to enact any suggestions. She said it meant the Board would accept the salary study as information and use it if it is the desire of the Board to review any salaries at any time in the future.

Mrs. Coats said the initial report did not include all CCSD employees but the supplement information covers at least 99% of the district's employees. How employees are paid says a lot about how much they are valued. A Board Compensation Study is needed because board members work hard and their compensation has not been reviewed in 40 years. Rev. Collins expressed his support for the Board Compensation Study.

Rev. Collins requested details for the salary scale. Mrs. Coats said she would share the salary study information Board members received at a Board workshop held earlier.

At 7:30pm Mrs. Moffly moved, seconded by Mr. Ascue to adjourn the meeting.