

I. EXECUTIVE SESSION

A regular meeting of the Board of Trustees of the Charleston County School District was held on Monday, June 24, 2013, in the Board Room at 75 Calhoun Street with the following members of the Board present: Mrs. Cindy Bohn Coats – Chair, Mr. Craig Ascue - Vice Chair, Mr. John Barter, Rev. Chris Collins, Mr. Tom Ducker, Mr. Chris Fraser, Mr. Todd Garrett, Mr. Michael Miller, Mrs. Elizabeth Moffly, and Dr. Nancy J. McGinley, Superintendent and Executive Secretary. Staff members Mr. Michael Bobby, Mr. John Emerson, Dr. Lisa Herring, Mrs. Audrey Lane, Mr. John McCarron, Dr. Brenda Nelson, Mrs. Erica Taylor, and Mr. Paul Padron were also in attendance.

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

At 4:00 p.m., Mrs. Coats called the meeting to order. Mr. Miller moved, seconded by Mr. Ascue, to go in Executive Session to discuss the following agenda items. The motion was approved by consensus.

1.1: Student Transfer

1.2: Out of County Transfer Appeal

1.3: Voluntary Transfer for Children of Employees – Mr. John F. Emerson – General Counsel

1.4: Appointment - Executive Director of Facilities Maintenance & Asset Management

1.5: Appointment – Chief Academic Officer

1.6: Appointment – Chief Information Officer

1.7: Personnel Matter – Mr. John F. Emerson, General Counsel

1.8: Teacher Incentive Fund Update from Procurement – Mrs. Audrey Lane

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

Mrs. Coats called the meeting to order at 5:22 p.m. Then Mrs. Coats called for a Moment of Silence followed by the Pledge of Allegiance.

III. ADOPTION OF AGENDA

Mr. Fraser moved, seconded by Mr. Ascue, to adopt the June 24, 2013 agenda with the following amendments. The vote was 9-0.

- Mr. Fraser moved, seconded by Mr. Garrett, to move agenda items 11.1A – Memminger IB Proposal and 11.1D – Second Reading of the 2013-14 Budget immediately after public comments.
- Mrs. Moffly moved, seconded by Mr. Garrett, to move executive session decisions for agenda items 1.5 – Appointment – Chief Academic Officer and 1.6 – Appointment - Chief Information Officer immediately after agenda item 12.1 – Salaries for Administrators.

IV. SPECIAL RECOGNITIONS – Mrs. Erica Taylor – Executive Director of Strategy & Communications

4.1: A. Robert B. Fludd, Ex. Director of the Liberty Hill Improvement Council

The Board recognized Mr. Robert Fludd and Mr. Hilton Coakley with the Liberty Hill Improvement Council for being outstanding partners at Hursey ES.

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

Dr. Nancy McGinley reported the following:

- Dr. McGinley commended principals, staff and business partners for the improved rating achievements at Hursey ES, Morningside MS and St. John's HS.
- Tonight's budget discussions will be to fortify schools and make cuts where necessary
- Today is the first day of the opening of the North Charleston registration center. The center will be open until Saturday, August 10th to allow parents to register students in one location instead of having to visit multiple schools.
- Congratulations Corbin Jackson, a 3rd grade student at Pinckney ES, for his submission of a recipe for brussel sprouts in the Michele Obama Fitness Awareness competition. As a result Corbin was invited to visit the White House.

VI. VISITORS, PUBLIC COMMUNICATIONS

1. Ms. Elizabeth Gordon asked the board to investigate the \$20 million that was previously identified for an elementary school in the northern part of Mt. Pleasant since there is a need for additional seats for students in that area. She also asked the board about delaying of projects in Mt. Pleasant.
2. Ms. Courtenay Kozelski, a Special Ed Teacher at Memminger, addressed the Board in support of the IB program at Memminger.
3. Ms. Katie Houser, a teacher at Memminger, addressed the Board in support proposal for the IB program at Memminger.
4. Mr. Anthony James addressed the Board in support of the IB program at Memminger.
5. Ms. Caroline Radcliffe addressed the Board in supports the IB program at Memminger
6. Mr. Bruce James, a Charleston Area Justice Ministry representative, addressed the board in support of the early childhood expansion to add 300 slots for the 2013-14 school year.
7. Ms. Jennifer Backer, a teacher at Memminger, addressed the Board in support the IB program at Memminger.
8. Rev. Nelson Rivers III, the Charleston Area Justice Ministry vice chair, urged the board to support the 300 additional slots in Early Childhood Education.
9. Mr. Craig Goldberg, a Mt. Pleasant parent, addressed the growth in Mt. Pleasant and Sullivan's Island project being fast tracked when other Mt. Pleasant projects are delayed.
10. Mr. Ed Potter, a Park West Educational Fund representative, urged the board to consider reducing classroom size for better outcomes.
11. Mr. David Tomlinson, a Park West Educational Fund representative, urged the board to consider reducing class size and allocation at larger schools.
12. Mr. Richard Hayes reminded the board about a 2008 Palmer and Cay comment about a CCSD salary study. He said teachers that started four years ago has never been paid at level they should have been paid and teachers make more in nearby districts. The Post and Courier news article recommends a 3% increase for teachers. He urged the board to support the recommendation to increase teacher salaries.
13. Ms. Elizabeth Anne Boeing addressed the board regarding a transfer appeal to attend Wando HS.
14. Ms Allison Leggett – Thanked the Board for the five hour budget workshop. She urged the board to consider the allocation increase for larger schools like Wando HS.
15. Ms. Margret Higgins addressed the Board about the Memminger IB proposal, the vetting process and consideration given. She outlined reasons why the proposal should be considered.
16. Ms. Barbara Spell, a Sullivan Island resident, addressed the board about Mt. Pleasant rezoning. She said the board should build schools in overcrowded areas rather than areas where not needed such as SIES. She spoke of the district's cash flow problems that would be mentioned in the Post and Courier newspaper next month and possible delay of building programs.
17. Ms. Laura Melfi, a Memminger ES teacher, addressed the board in support the proposal for an IB program at Memminger ES. The board was urged to support the request.
18. Ms. Downing Childs and Mr. Fran Clasby, District 20 Constituent Board members, urged board to erase zoning lines between James Simons ES and Mitchell ES.
19. Ms. Kate Darby, the Wando HS School Improvement Council chair, encouraged the board to support lines 42 and 35 in the budget. She also urged the board to consider smaller class sizes and additional funding for large schools.
20. Ms. G. M. Dilling, a local architect, addressed the board to protest building a school on Sullivan's Island. She said using a school design on the front beach is an unfair for the environment.
21. Mr. David Cohen, a Dean at the College of Charleston, addressed the board in support of the Memminger IB program.

VII. APPROVAL OF MINUTES/EXECUTIVE SESSION AGENDA ITEMS

7.1: A. Open Session Minutes of June 10, 2013

Mr. Barter moved, seconded by Mr. Miller, to approve the open session minutes of June 10, 2013. The vote was 9-0.

7.2: Executive Session Action Items of June 24, 2013

The Board approved the executive session items of June 24, 2013 which follows:

1.1: Student Transfer

A. Appeals received June 3- June 17, 2013

Mr. Ascue, seconded by Mr. Garrett, to approve J, N, O, P, Q, S, T, X and Deny all others.

The vote was 8-0. Mrs. Moffly did not vote since she was out of the room.

1.2: Out of County Transfer Appeal

Mr. Ascue moved, seconded by Mr. Ducker, to deny a student transfer appeal. The vote was 7-1 (Collins opposed). Mrs. Moffly did not vote since she was out of the room.

1.3: Voluntary Transfer for Children of Employees – Mr. John F. Emerson – General Counsel

Mr. Fraser moved, seconded by Mr. Ducker, to approve Voluntary Transfer for Children of Employees. The vote was 8-0. Mrs. Moffly did not vote since she was out of the room.

1.4: Appointment - Executive Director of Facilities Maintenance & Asset Management

Mr. Fraser moved, seconded by Mr. Ducker, to approve the recommendation to appoint Mr. Ronald Kramps to the position of Executive Director of Facilities Maintenance & Asset Management. The vote was 8-0. Mrs. Moffly did not vote since she was out of the room.

1.5: Appointment – Chief Academic Officer

Rev. Collins moved, seconded by Mr. Ascue, to approve the recommendation to appoint Dr. Lisa Herring to the position of Chief Academic Officer. The vote was 9-0.

1.6: Appointment – Chief Information Officer

Mr. Barter moved, seconded by Mr. Fraser, to approve the recommendation to appoint Mr. John McCarron to the position of Chief Information Officer, with salary modification discussed in Executive Session. The vote was 9-0.

1.7: Personnel Matter – Mr. John F. Emerson, General Counsel

Mr. Ducker moved the board hear the appeal. However, no one seconded the motion. Then, Mr. Barter moved, seconded by Mr. Fraser to deny a request for a teach appeal hearing and uphold the superintendent's recommendation. The vote was 7-1 (Mr. Ducker opposed). Mrs. Moffly did not vote on this item since she was out of the room at the time of this vote.

1.8: Teacher Incentive Fund Update from Procurement – Mrs. Audrey Lane

Rev. Collins moved, seconded by Mr. Ascue, to approve the recommendation to award a contract for services related to the TIF grant--marketing and communications services (P1313) to Bartelle for Kids - \$482,172; online professional development program (P1315) to School Improvement Network - \$440,650; and performance based compensation system (P1316) to Battle for Kids - \$849,600. The total amount is \$1,772,422.00. The funding source is TIF grant funds. The vote was 8-0. Mrs. Moffly did not vote on this item since she was out of the room at the time of this vote.

7.3: A. Financial Minutes of June 10, 2013

Mr. Miller moved, seconded by Mr. Barter, to approve the financial minutes of June 10, 2013. The vote was 8-0. Mrs. Moffly did not vote on this item since she was out of the room at the time of this vote.

Mr. Ascue asked if funds were moved for the parking lot. Mrs. Coats said it would not change the minutes. Mr. Barter said the contract has not been awarded and was placed on hold to have discussions with the City about use of their parking lots. Mr. Bobby said he met with the City staff earlier today about parking issue and felt it could be at no cost. However,

he said the money should be left in the contingency.

VIII. CAE UPDATE

IX. MANAGEMENT REPORT(S)

X. COMMITTEE REPORT(S)

10.1: Audit & Finance Committee – Mr. John Barter

10.2: Policy Committee – Mr. Chris Fraser

A. Second Reading – Policy IKF – Graduation Requirements – Mr. John F. Emerson- General Counsel

Mr. Miller said the school should make decisions related to student participation in graduation ceremony even if the student does not pass HSAP, not the district. After Mrs. Coats shared CCSD's graduation requirements with Mr. Miller, Dr. McGinley said graduation requirements were set by the state. It is an annual battle when schools have different standards and one allow a student to march and another doesn't. CCSD students know the graduation requirements because they have been counseled on this topic. Also, students that fail are allowed to participate in a diploma ceremony during the summer. Graduation is an accomplishment for those that earn a diploma.

Mrs. Moffly said there has been some discussion about eliminating HSAP as a requirement for graduation. Mr. Fraser said the CCSD policy could be revised if it is done. Mrs. Coats suggested sending the policy back to the committee for further revisions if there is support for Mr. Miller's recommendation. However, Mr. Fraser suggested the board vote motion on table.

Mr. Fraser moved, seconded by Mr. Barter, to approve the recommendation to approve the second reading of Policy IKF – Graduation Requirements. The vote was 7-2 (Miller and Moffly opposed).

B. Second Reading – Policy GCQFA – Suspension without Pay for Professional Staff – Mr. John F. Emerson – General Counsel

Mr. Fraser moved, seconded by Mr. Ascue, to approve the second reading of Policy GCQFA – Suspension without Pay of Professional Staff. The vote was 9-0.

C. Second Reading – Policy GCQF – Discipline, Suspension, and Dismissal of Professional Staff – Mr. John F. Emerson - General Counsel

Mr. Fraser moved, seconded by Mr. Ascue, to approve the second reading of Policy GCQF – Discipline, Suspension, and Dismissal of Professional Staff. The vote was 9-0.

10.3: Strategic Education Committee – Mr. Michael Miller

A. Strategic Education Committee Update

XI. POTENTIAL CONSENT AGENDA ITEMS

11.1: A. Memminger International Baccalaureate Proposal

Mr. Miller led the Board discussion of IB proposal at Memminger. Then he shared a recommendation from the Strategic Education Committee.

Mr. Miller moved, seconded by Mr. Ascue, to approve the recommendation to implement IB at Memminger for 2013-14 school year to be monitored for three years under the direction of Dr. Turner with additional support from an assistant principal/lead teacher and cultural courses infused within the IB program. Additionally, there will be no admission requirements and current students will be grandfathered in.

Also, Dr. Turner was asked to make a report to the Strategic Education Committee twice a year for the next three years information on how to measure the IB program's performance.

- Mr. Garrett said the IB program is a philosophy for the school. Memminger is a failing

at-risk school with approximately 108 neighborhood students enrolled. Mr. Garrett urged board members to support the recommendation that is also supported by teachers, parents and community members (to include District 20 Constituent board members). Current students enrolled would benefit from the IB program and it will help the future of Memminger.

- Rev. Collins urged the Board to amend the motion to add in two assistant teachers to assist in the implementation of the IB program in the areas of reading and math. No one seconded the motion.
- Mr. Barter outlined the reasons why there is good support in the district for the IB program. Then he said he would approve the IB motion outright, stating that he didn't believe it needed the three-year trial. Also, he said if Memminger was required to make a report twice a year, he'd like to see a district report twice a year and have the district inform the board as to how the school is doing and why it is doing well or not doing well. As far as adding teachers and assistant principals, Mr. Barter said that he didn't have the data to make that determination.
- Mr. Ducker said he was an opponent of the IB program. However after taking in consideration the commitments and impact of moving into a new school, individualized learning and the fact that 50% of the faculty is new, he recommended delaying the implementation of the IB program at Memminger for one year. However, in addition to the IB program, Memminger needs administrative resources to be successful. Mrs. Coats provided a list of schools that do not have assistant principals and shared the cost to place AP at other schools that do not have it.
- Mr. Fraser said the individuals that would make it work have already spoken and an assistant principal would be added by virtue, if the student population increases. He expressed support for Mr. Barter's recommendation.
- Rev. Collins asked what would happen to at risk students and expressed concerns about moving underperforming students to a satisfactory level without additional support. He suggested additional allocations for an assistant principal, lead teacher and teacher assistants ensure success of students in the IB Program. Mr. Barter expressed support for resources needed to make the Memminger IB program successful. Mr. Fraser said the board would have a better understanding of resources required after the consultants are brought in.
- After discussion of the two recommendations. Mr. Miller said the conversation about the need for an assistant principal generated from Dr. Turner's communication to the board on the necessary professionals needed to make the school successful even if IB was not being considered. Mr. Miller spoke about reasons why Memminger ES has not performed well in the past. After asking the key to making the IB program at Memminger successful he stated why the positions were added to the motion.
- After Mr. Ascue spoke about the infusion of the cultural Mrs. Coats asked staff what would happen next year if the IB program is approved for 2013-14. Dr. Turner said there is a three-year process to become an IB school. Changes would not be immediate. Approval of the recommendation would allow Memminger to enter the approval stage and begin professional development for teachers and bring in consultants to look at resources needed.
- Dr. McGinley asked the board to allow her time to meet with both the principal and others to determine what resources may be needed to make the IB program a success. Also, she said if some resources were offered to some and not others, the district would open the door up for inequities. She also asked the board to look at IB and resources as two separate issues.
- Mr. Garrett urged the board to support the recommendation and said IB is a philosophy for the school and the school is failing.
- Rev. Collins thanked the teachers at Memminger that addressed the Board to support the recommendation and said he wish there were parents addressing the board. Rev. Collins made a motion to add two teacher assistants to help struggling students and

implement the IB program. However, no one second the motion.

- Mr. Barter said IB is not a new concept in nation or district. It has a record growth and record of success.
- Mrs. Moffly said she would not support the recommendation because having a theme would not solve the problem of literacy and math which are the two biggest issues. She suggested going back to the basic foundation of reading, writing and math. Mrs. Moffly also expressed concerns about the state adoption of the Common Core standards. Then she spoke about the Race to the Top grant the district was recently awarded and the possibility of an opportunity to appeal the Common Core curriculum.

Mr. Miller withdrew his initial motion. Then, Mr. Miller moved, seconded by Mr. Barter, to approve the recommendation to implement IB at Memminger for 2013-14 school year to be monitored for three years under the direction of Dr. Turner with infusion of cultural courses within the IB program. Additionally, there will be no admission requirements and current students will be grandfathered in. The vote was 8-1 (Moffly opposed).

B. District Wide Fixed Asset Inventory (P1320) – Mr. Michael Bobby

Rev. Collins moved, seconded by Mr. Fraser, to approve expenditure for award of service contract to Accountable Assets, Inc. for inventory of District Assets. The funding source is FY 2013 Financial Services General Operating Funds. The amount is \$102,000. The motion passed with a vote of 5-4 (Collins, Ducker, Miller and Moffly opposed).

C. Naming of Montessori Community School – Mr. Michael Bobby

Mr. Fraser moved, seconded by Mr. Miller, to name the Montessori Community School currently under construction, at no cost to the district. The vote was 9-0.

D. Second Reading of the 2013-14 Budget – Mr. Michael Bobby

Mr. Bobby reviewed changes made after the June 19th Board Workshop and other items for the board's consideration.

Changes since June 19th:

- Revenues anticipated from the King St. Tax Increment Financing has been reduced to \$250,000;
- charging magnet school fee will not be considered but staff will communicate to constituents charging of fees for the 2015 school year;
- compensation package adjustment—state mandated step increase for all teachers and a COLA of 1.5% to all full time CCSD employees; reduce expenditure on Low Country tech because a onetime cyber security is funded with 2013 funds with fund from increased student enrollment; reduced Professional Development days for Renaissance schools; permanent subs.
- Mr. Barter asked how to address reduction of Professional Development days when contracts have gone out. Mr. Bobby said additional pay will be required since already mentioned. The 1.5% COLA would be given in lieu of the Professional Development days.
- Dr. McGinley said it would also require a calendar adjustment which has already been prepared by Dr. Herring. It is anticipated that most teachers would attend the two day professional development. Mr. Barter suggested linking the two day to the Professional Development training.
- Mrs. Moffly asked if it's the district's decision to give COLAs since the General Assembly has already passed the budget without approval of a COLA.
- Mr. Miller asked about delaying the calendar decision after approval of the budget. Dr. McGinley said the request was made early for teacher contract purposes. The option to reduce the number of days came about with need to reduce the budget.
- Mrs. Coats asked about balancing increased enrollment with cost to educate additional students. Mr. Bobby said the amount received from the state does not balance. 60% of the district's budget comes from local sources. Mr. Barter said because CCSD is considered a wealthy county CCSD only gets \$7,000 per student but spends more on students.
- Rev. Collins asked about budget adjustments in substitutes/Kelly services. Mr. Bobby said that

Kelly service is to take teachers out of the day to day classroom setting. The amount will be reduced now that the district knows how many teachers would be included in the sub pool.

- Mr. Ducker asked about Kelly Services and using teachers that did not make the cut but will be used to do the work. He asked if the teachers were issued contracts. Mr. Bobby said they were.
- Rev. Collins asked about the 30 permanent subs and the approach to move them out of the pool. Mr. Bobby said there is a development and exit part of this equation.
Mr. Bobby – Line 32 placeholder for the salary study has been taken out of the budget.
Line 34 – North Charleston HS and Morningside MS will be coming off the SIG grant would be reduced.
- Mr. Garrett asked about Early Learning Expansion and Child Development program terms. Mr. Bobby said they were the same and he would make a revision for the same. McGinley said the 10 additional classrooms were proposed 5 years ago.
- Mr. Bobby said the intent is to open the additional Child Development classrooms in January.
- Mrs. Moffly – asked about the midyear opening cost and asked if it was an operational cost. Mr. Bobby said it was an operational cost and he hoped not to use the full amount identified.
- Mr. Bobby said Line 35 supports large school allocations for Laurel Hill, Cario and Pinckney; Line 37 was reduced in the area of positions.
 - Mr. Barter asked about use of Fund Balance and reduction of one-time cost in the budget. Mr. Bobby said the amount was reduced and could be justified if they were one time amounts.
 - Mr. Bobby spoke about Reductions - \$2 million at central office, Reduction of Challenge funds, and increased school pool positions by \$2 million.
 - Mrs. Moffly suggested precedence be considered for large schools in regards to school pool positions. Mr. Barter said adjustments to the formula should address allocation issues.
 - Rev. Collins asked about allocation for North Charleston HS. Mr. Bobby said there are adjustments for small schools, rural schools and large schools to address inequities. Rev. Collins asked about the new Child Development classes and if they could be phased in earlier and not wait to open all at once. Mr. Bobby said it could be done. Rev. Collins asked if schools that are under-enrolled could be considered for Child Development classes. Mr. Bobby said it was based on demand. Dr. McGinley said staff has already done the work and would bring the info to the board.
 - Line 44 allocation for elementary school to use discretionary funds to fund a position of partial position.
 - Line 45 has been reduced
 - It would take .6 mills to manage the difference
 - Recommendation to approve a 1.5 mills tax increase and final General Operating budget of \$384,911,659
 - John Barter said most of what Mr. Garrett mentioned could be considered. If a tax increase wasn't considered, there would be a huge problem next year.
 - Mr. Fraser said if budget was approved with a \$9 million non renewal, it would create a problem next year.
 - Mr. Miller asked about funding for non-profit organizations.
 - Mrs. Moffly said the Board in 2010 promised taxpayers that if they voted for the referendum there would not be a tax increase. She said the board could look at funding partial magnet busing, transitioning to Kelly Services.
 - Mr. Ducker said at workshop the board asked what had to be done to fund the \$1 million budget. He doesn't want to go line by line. He asked about finding \$4.5 million. Mr. Bobby said \$50 million in cost saving has been made over the last few years. He said it's not simple and staff worked to get it down to a million dollar away from the budget.
 - Rev. Collins asked about permanent subs and those under Kelly Services and their benefits. Mr. Bobby said the new Health Benefit Act would require the district to pay more health

benefits for substitutes. Several members of the board said it was discussed for two hours at the recent board budget workshop. Rev. Collins said he didn't like the idea that subs were paid 40 cents more than district pays. Mr. Barter reiterated the board spent two hours on the subject.

- Mrs. Moffly mentioned the summer cost for First Steps.
- Mr. Fraser said he reviewed the list and \$6-8 million is recurring amounts. Implementing Early Childhood would cost more next year.
- Mr. Bobby responded to a question about the value of one mill stating it was \$1.9 million.
- Rev. Collins asked about reducing the large school allocation for Wando.
- Mr. Ducker said the board is only looking at a small portion of the budget. He wants a proposal to solve priorities. Mrs. Coats asked the Board if they wanted staff should look at lines 14-45 to make additional cuts. Mr. Ducker said Mr. Bobby and Dr. McGinley could bring a proposal to the board. If he has to propose a tax increase he must be able to say what would or would not be done.

Mrs. Moffly said more discussion is needed before the budget approval. Then, Mrs. Moffly moved, seconded by Rev. Collins, for staff to recalculate the numbers and hold a special called meeting for the purpose of approving a balanced second reading of the budget with no tax increases.

Mr. Garrett moved, seconded by Mr. Barter, to approve a balanced budget as follows. The vote was 8-1 (Fraser opposed).

- General Operating Fund \$382,064,659.00 after amendment to include the following:
 - change the COLA to 1.4% (\$5,923,000)
 - reduce the per student cost to \$8,500 for the additional 500 students projected (\$4,250,000)
 - reduce school pool positions to \$1.7 million
 - reduce positions supported by increase and indirect costs to \$230,000
 - increase allocation for large high schools to \$1.3 million
- Special Revenue Fund - \$70,462,947
- Education Improvement Act Fund - \$27,072,947
- Food Service Budget - \$23,808,613
- Debt Service \$75,666,404
- Capital - \$210,818,907 and
- TAN resolution as provided with the Board's action item for 6/24/13.

- Mr. Fraser expressed concerns about the Rural School proposal amount and said it may not be effective at the amount recommended. Mrs. Coats and Mr. Ducker said the amounts needed are unknown until the report is received from the teams.
- Rev. Collins urged Mr. Bobby to be mindful of Middle School challenges. Mr. Bobby said it was discussed at the workshop and there was support among board members that attended the workshop. Mrs. Coats asked about requests from Wando and West Ashley HS.
- Mr. Garrett shared a recommendation to approve a balanced budget. However, Mr. Fraser expressed concerns about the recommendation to cut back on school support staff. Mrs. Coats agreed.
- Mr. Miller said reallocating staff positions to larger schools wasn't a good idea. However, Mrs. Moffly said some needy schools received extra funds—Title I and others. Mr. Fraser moved, seconded by Mr. Barter, to adopt budget presented by staff to approve the \$383 million with \$500,000 for Larger High School Allocations, \$200,000 for Rural Schools, Modification to COLA for 1.4% for staff and 1 mill increase. The motion failed 6-3 (Barter, Coats and Fraser supported the motion).
- Rev. Collins suggested pulling funds from the Community Outreach budget (page 27). Dr. McGinley said that budget supports parent's liaisons and includes staff member salaries. Mr. Bobby said central staff positions have been reduced already by 5%.

- Mr. Ascue asked about Community Education Teachers in elementary schools and if there is a reduction in Race to the Top schools. Dr. Herring said it wasn't reduced.
- Find more money after the summer to reduce the alliance
- Mr. Barter outlined what is included in the budget and reasons why this recommendation should be approved.
- Mr. Ducker said he supports all Mr. Barter mentioned but not a tax increase. Mr. Ducker said he wanted to see what else could come out of the budget.
- Rev. Collins asked the number employees in Employee Relations. Mr. Bobby said there were 3.5 employees in that area.
- Mr. Miller said he agreed with Mr. Ducker that district should be able to find \$2 million in a budget the size of the CCSD.
- Rev. Collins asked about the impact of not having a mill increase this year. Mr. Barter said the district would be at-risk if not done at some point or time. To grow as a district means additional costs. Mr. Barter said he would do what the board wants. Rev. Collins said he wants to leave the district in a much better financial position when he leaves the board.
- Mr. Fraser said over five years much has been done to build fund balance and cut the budget. He is interested in providing a cushion to allow the district to do extra things and maneuver. He said the modest adjustment would help the district tremendously.
- Mr. Garrett asked if the budget could be cut.
- Mr. Barter spoke of the difficulty to build fund balance and need to have to pull from it again in 2015.

XII. NEW BUSINESS

12.1 A. Salaries for Administrators – Collins, Ducker, Miller, and Moffly

The board discussed the proposed new salaries for administrators. Mr. Ducker said his questions were answered in Executive Session. However, his concern was salary increases in relation to reorganization. Also, he wanted to ensure that the positions in question are part of the pay for performance process so at the end of the year the board will see evaluations for individuals and make appropriate decisions. Mr. Ducker moved, seconded by Rev. Collins, to withdraw the item and not take any action on it. The vote was 9-0.

B. Capital Budget for Schools – Mr. Fraser said because of the concerns mentioned earlier about the capital budget for schools, he asked the district to give some hard thought to not bringing forward any capital requests unless they are of an emergent nature. Also, he asked staff to look at the excess capital available under debt service millage to allocate dollars to fund items in the building program in a timely fashion.

Mrs. Moffly also said she would like to see the itemized cost saving from the 2004, 2005-2009 building program.

C. 2013-14 School Calendar Amendment - As a result of the passage of the FY 2014 Budget, there is a reduction in the number of Common Core Professional Development Days in the Academic Calendar. The academic calendar will be amended to reflect this change. Mr. Fraser said the district could move forward as a guideline and vote on it at the next meeting on July 22nd. Dr. Herring said staff and parents will be notified of changes immediately. The first and last days will not change. The major changes are--students will be required to go to attend school on Friday, October 25th and be out of school on Friday December 20th.