

## Carroll County Board of Education Special Working Meeting

July 15, 2021 6:00 PM

Carroll County Middle School Auditorium

### 1. Call to Order/Roll Call

#### Attendance Taken at 6:00 PM:

##### Present Board Members:

Ms. Gwen Chapman

Mr. Corey Groseclose

Ms. Carolyn Jones

Ms. D'Anne Smith

##### Absent Board Members:

Mr. Rob Spenneberg

Danny Osborne, Superintendent; Jonica Ray, Assistant Superintendent/CAO; Jon Conrad, Treasurer; are present. *Tracie Crawford, Board Secretary absent (KSBA Summer Conference).*

### 2. Approval of Agenda

**Order #62007 - Motion Passed:** I need a motion to approve the agenda items 1-5 as presented. Passed 4-0 with a motion by Ms. D'Anne Smith and a second by Mr. Corey Groseclose.

Ms. Gwen Chapman	Yes
Mr. Corey Groseclose	Yes
Ms. Carolyn Jones	Yes
Ms. D'Anne Smith	Yes
Mr. Rob Spenneberg	Absent

### 3. Discussion

**3.A. Discussion on the Code of Conduct** Mr. Willhoite has talked to different districts and Mr. Thompson. We legally need to provide the code of conduct. We will have the entire document and then we will break it out to the different schools. You can look at each school's website and see the individual school's information on the school website. We don't want to remove anything because we can become liable.

**3.B. Discussion on the Employee, Coaches, and Substitute Handbook** We will make sure that the coaches are aware that the students must have certain grades to participate. The Employee and Substitute handbook is updated by KSBA along with the coach's handbook.

**3.C. Discussion-Staff Bonus COVID Pay** Mr. Osborne stated that he doesn't like the word bonus, this is more of a retention to attempt to retain our employees. Mr. Osborne discussed with the board members this potential incentive. July 1, 2020-December 2020 we had 280 dock days that had been used. This is a problem across the district. We use Frontline for all our absence tracking. This system allows the district to track those instances for each employee. This is an incentive pay, not a Bonus. This is attendance incentive. We do need to get away from approving dock days. Can we do a step ladder of if you zero

dock and sick days you can get \$1,000. If you take so many sick days and zero dock days you get this amount of money. We will discuss this and break it down into a more rigorous step down and present it to you at the July Regular meeting. We do have a presentation with the staff and discuss the value of sick days and personal days. We go over this information with the employees yearly. This will be only full-time contracted employees. We will keep information to see if this is something that has worked and will we continue.

**3.D. Discussion-Governance Core Book Study** This is the book study that I thought we could do as a group. I have shared an outline with you all. There is a link in each page of the outline that is roaming notes, that you can jot things down of things you would like to do, or attempt to implement within our district. If you have any questions, please let me know. I just thought this could be a book study that we could do and work on together as a group.

#### **4. Executive Session**

##### **4.A. Approval to enter into Executive Session**

**Order #62008 - Motion Passed:** In accordance with KRS 61.810(1)(f) and KRS 156.557(6)(c), I need a motion to go into executive session for preliminary discussions for the Superintendent's summative evaluation and discussion which might lead to promotion, discipline, or other personnel action of an individual employee at 6:47pm. Passed 4-0 with a motion by Mr. Corey Groseclose and a second by Ms. Gwen Chapman.

Ms. Gwen Chapman	Yes
Mr. Corey Groseclose	Yes
Ms. Carolyn Jones	Yes
Ms. D'Anne Smith	Yes
Mr. Rob Spenneberg	Absent

##### **4.B. Approval to Exit Executive Session and Resume Regular Meeting**

**Order #62009 - Motion Passed:** I need a motion to approve exiting executive session and resuming the regular meeting at 7:23pm. Passed 4-0 with a motion by Ms. Gwen Chapman and a second by Ms. D'Anne Smith.

Ms. Gwen Chapman	Yes
Mr. Corey Groseclose	Yes
Ms. Carolyn Jones	Yes
Ms. D'Anne Smith	Yes
Mr. Rob Spenneberg	Absent

## 5. Adjournment

**Order #62010 - Motion Passed:** I need a motion to adjourn the July 15, 2021 Special Working Board Meeting at 7:23pm. Passed 4-0 with a motion by Ms. Gwen Chapman and a second by Ms. Carolyn Jones.

Ms. Gwen Chapman	Yes
Mr. Corey Groseclose	Yes
Ms. Carolyn Jones	Yes
Ms. D'Anne Smith	Yes
Mr. Rob Spenneberg	Absent

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Chairperson

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Secretary