

GERMANTOWN BOARD OF EDUCATION- Special Call Meeting

Monday, May 14, 2014 – 6:30 p.m.

GMSD office, 6685 Poplar Ave, Suite 202, Germantown TN 38138

A Special Call meeting of the Germantown Board of Education was held on May 14, 2014 at the GMSD office, Germantown, TN.

The following Board members were present: Lisa Parker, Ken Hoover, Mark Dely, Linda Fisher and Natalie Williams. The Board of Education Attorney Debra Owen, the Superintendent for the Germantown Municipal School District, Jason Manuel and his Executive Secretary, Vijaya Subramani, and his GMSD Cabinet Staff, Dan Haddow, Josh Cathey, Chauncey Bland, Autumn Enochs, Teresa Price, John Pierce and Patricia Pritchard were also present.

Call to Order

Chairman Lisa Parker called the Special Call meeting to order at 6:34 PM

Health Insurance

Superintendent Manuel briefed on the Health Insurance options as discussed during the work session and the details of fully insured and self-insured health plans. He insisted that the Board needs to take away the uncertainty in the minds of the teachers regarding health benefits. He appreciated the guidance from Mr. Shupe, Employee Benefits Consultant, in choosing the health insurance plan.

Motion to Choose Self-insured health plan by Mark Dely, Seconded by Natalie Williams

ROLL CALL: Fisher – Yes, Dely – Yes, Williams – Yes, Parker – **No**, Hoover – Yes. Motion approved **(4-1)**

Custodial and Maintenance Contracts

Superintendent Manuel recommended the contract from GCA for custodial and maintenance services after viewing the report from the chief of operations, Mr. Josh Cathey. He said that the rates were fitting in the budget and also included to provide the required services for the schools.

Board member Ken Hoover said that the 90 day time line in the contract, to withdraw in case of not being satisfied gave the comfort of choosing this company.

Board member Linda Fisher supported the fact that GCA was already working in the current school buildings and are familiar with the staff and services. She stated that she felt comfortable about the fact that they gave assurance on the quality of work that will be done by providing daily inspection of the school buildings.

Motion to accept the contract by GCA for the custodial and maintenance services by Mark Dely, Seconded by Ken Hoover

ROLL CALL: Dely – Yes, Parker – Yes, Williams– Yes, Fisher – Yes, Hoover – Yes. Motion approved

Revision of the GMSD Budget 2014-2015

Chief Financial Officer, Autumn Enochs outlined the adjustments and changes in the revenue sources included in the revised budget according to the State department preference of a “zero balance budget” with not having a big reserve in the first year.

Board attorney Debra Owen informed about the 3% State guideline for the reserve

Natalie Williams expressed her concern about the fact that a low reserve will have to be explained to the Aldermen for the City of Germantown Budget approval.

Superintendent Manuel informed about the hard week the district had in general after the choice by the board of not being a part of the shared services. He said that he was worried about straining the relationships with other municipalities and after looking at all the systems and the benefits of working together, other systems wanted to know if GMSD is a part of the tier one services with all shared services in the first step.

Mark Dely said that he was disappointed of not having a choice as a Board to move forward except to choose being all in or not a part of shared services.

Chairman Parker explained the fact that, realistically the shared services will help us to start the new system in a limited time frame and after 3 years, the district will be doing the services on their own with more local control as desired by the board. She also said that the Superintendent’s recommendation should be supported by the board with trust. She requested the Central office staff to share their views and concerns regarding the budget proposals.

Chief of Staff, Dan Haddow expressed his support for the Superintendent and said that the staff went above and beyond to research all the possibilities of doing the services in house, lost the essence of time in the process. He appreciated the cabinet for doing an outstanding job of working long hours, with great morale to keep up the management of trust. He wanted to make sure that this trust is not betrayed putting the staff, students and parents in an uncertain and worried state of mind. He thanked the Board for giving the opportunity to learn and at the same time worried about how the Superintendent’s positive energy was drained in this process.

Chief of Operations, Josh Cathey insisted on maintaining relationships with other municipal systems to have a smooth transition in operational procedures.

Director of Academic Advancement, Teresa Price said that the main goal in the transition is to have uninterrupted Instruction to the kids. She also said that GMSD will have the equal responsibility to make sure all the services, even if shared, are done at the expected level.

Director of Student Services, Chauncey Bland expressed his concern about EIS and the how it directly affects the funding from the state. He said that he was also concerned about Power school and attendance issues during transition.

Chairman Parker appreciated the staff for looking at the possibility of doing business in house and appreciated the feelings and concerns of the cabinet staff.

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Superintendent Manuel requested the Board to do a Resolution to vote for accepting all of the Tier one Shared Services, which was being expected by the other Municipal Districts. He was expecting the Quality and Trust being exhibited in choosing the Shared Services model.

Mark Dely said that he was pretty satisfied that the option of not sharing is not feasible at this time and understood the relationships between the municipalities. He appreciated the comments and sentiments from the cabinet and the Superintendent.

Ken Hoover said that the Board did recommend 5 out of 8 proposed shared services and appreciated the conversation between the cabinet. He explained that the Board is answering a different question this week compared to the previous week.

Natalie Williams said that everyone was new in this venture and the uncertainty concerned her, but wanted to make sure the doors open August 4. She said that she had extreme confidence in Superintendent Manuel and his Cabinet.

Linda Fisher briefed on the fact that there was limited time available and participating in shared services, hiring legacy SCS, experienced personnel will help in opening the doors with ease and a smooth transition.

Chairman Lisa Parker moved to approve the revision of the GMSD budget including tier one shared services and the CIP funds addition of \$ 975,000. Seconded by Natalie Williams

ROLL CALL: Dely – Yes, Parker – Yes, Williams– Yes, Fisher – Yes, Hoover – Yes. Motion approved

Attorney Debra Owen recommended attaching the two copies of the proposed budget to the minutes for record.

Adjournment

There being no further business, Chairman Lisa Parker had the meeting adjourned at 7:31 PM.

Lisa Parker

Chairman

Jason Manuel

Superintendent