



City of Baker School Board
August 3, 2021
MINUTES

The City of Baker School Board held a public meeting via Zoom beginning at 6:00 p.m. on Tuesday, August 3, 2021.

Vice President Boxie announced that President Parker was running a little late and she would conduct the meeting until President Parker was able to log on, if everyone was in agreement.

Vice President Boxie explained that while conducting Board Meetings via Zoom, the public can attend the meeting and also ask questions/make comments by using the email address: comments@bakerschools.org. Since the meeting is virtual, all votes will be taken by roll call.

Vice President Boxie called the meeting to order and took roll call:

BURGES:	Present
BOXIE:	Present
DAVIS:	Present
BOOKER:	Absent
PARKER:	Absent

A moment of silent meditation was led by Mrs. Burges, followed by the Pledge of Allegiance led by Mrs. Davis.

Vice President Boxie welcomed all persons participating in the meeting.

On motion of Mrs. Burges seconded by Mrs. Davis, the Board voted to adopt the *Certification of Inability to Achieve In-person Quorum & Notice to Meet through Electronic Means*. Voting yes: Boxie, Burges and Davis. Voting no: None. Absent: Booker and Parker.

On motion of Mrs. Davis seconded by Mrs. Burges, the Board voted to consider all items on the agenda (Act 42 of 2020, 2nd Extraordinary Session). Voting yes: Boxie, Burges and Davis. Voting no: None. Absent: Booker and Parker.

Superintendent Perry requested the agenda be amended to add Item #15: Consideration and Approval of City of Baker School System Reopening Plan for 2021-2022 SY. On motion of Mrs. Burges seconded by Mrs. Davis, the Board voted to amend agenda thee agenda to add Item #15. Voting yes: Boxie, Burges and Davis. Voting no: None. Absent: Booker and Parker.

On motion of Mrs. Davis seconded by Mrs. Burges, the Board voted to approve the amended agenda. Voting yes: Boxie, Burges and Davis. Voting no: None. Absent: Booker and Parker.

On motion of Mrs. Burges seconded by Mrs. Davis, the Board voted to approve the minutes from the meeting of July 6, 2021. Voting yes: Boxie, Burges and Davis. Voting no: None. Absent: Booker, and Parker.

Mrs. Parker joined the meeting at 6:09 p.m.

On motion of Mrs. Davis seconded by Mrs. Burges, the Board voted to accept the certified personnel recommendations and to approve the non-certified personnel recommendations. Voting yes: Parker, Boxie, Burges and Davis. Voting no: None. Absent: Booker.

Mrs. Davis said she had a comment and a question, and she felt the agenda item on personnel recommendations was the only place to address this issue since there was no financial report on the agenda for this meeting. She said she noticed on the personnel recommendations the district had quite a few resignations as well as quite a few hires. Most resignations were from staff going to other school districts. She said she'd spoken with some of them and they indicated their reasons for leaving were: 1. The district did not give any kind of stipend after the pandemic as other surrounding districts did, even though there was money in the Cares Act for it, and 2. They don't know if they will receive a stipend and if so, how much and when. Mrs. Burges said she agreed with Mrs. Davis. Superintendent Perry replied that some information on the stipends had been published on our website from Mr. Grisby, our Human Resources Supervisor. In addition, she said that she would be sharing information on the stipends in her Superintendent's Remarks this evening.

On motion of Mrs. Davis seconded by Mrs. Burges, the Board voted to approve the City of Baker School System Pupil Progression Plan for 2021-2022. Voting yes: Parker, Boxie, Burges and Davis. Voting no: None. Absent: Booker.

Item #12 was approval of eight (8) new or modified policies for inclusion in the Board's *Policy and Procedures Manual*. Before a motion was made Mrs. Davis said she felt the Board needed to follow the usual procedure which is to have a work session with the board attorney to review the policies, place the policies on the District's website for public review and then follow that with adoption at the next Board Meeting. Mrs. Davis made a motion that Item #12 be tabled until the Board could hold a work session to review the policies. Mrs. Burges seconded the motion. Following a lengthy discussion and based upon the board attorney's recommendation, Mrs. Davis amended her motion as follows: Approval of the following policies: **Student Alcohol and Drug Abuse, Dangerous Weapons, Discipline, Student Code of Conduct, Suspension, Expulsion, and Discipline of Students with Disabilities**, and hold a brief work session with the Board Attorney to review the policy on **Retirement** prior to the September Board Meeting. Mrs. Davis' motion was seconded by Mrs. Burges. Voting yes: Parker, Boxie, Burges and Davis. Voting no: None. Absent: Booker.

On motion of Mrs. Burges seconded by Mrs. Boxie, the Board voted to approve the City of Baker School System *Student Rights & Responsibilities Handbook and Discipline Policy for 2021-2022*. Voting yes: Parker, Boxie, Burges and Davis. Voting no: None. Absent: Booker.

On motion of Mrs. Burges seconded by Mrs. Boxie, the Board voted to approve the City of Baker School System Family Engagement Plan. Voting yes: Parker, Boxie, Burges and Davis. Voting no: None. Absent: Booker.

Mr. David Grisby outlined the City of Baker School System Reopening Plan for the Board. On motion of Mrs. Davis seconded by Mrs. Burges, the Board voted to approve the City of Baker School System Reopening Plan for the 2021-2022 SY. Voting yes: Parker, Boxie, Burges and Davis. Voting no: None. Absent: Booker.

Superintendent Perry made the following remarks:

- We are proud to announce that salary schedules have been updated for the 2021-2022 School Year to reflect the mandated embedded salary increase of \$800 for certificated staff and \$400 for non-certificated support staff. It should be noted that along with the mandated \$1000 for certificated and \$500 for non-certificated staff in the 2019-2020 School Year, this will help with a permanent cost of living increase for our employees. Moreover, we are excited that with the Achieve Grant for certificated staff, and General Fund for non-certificated staff, there will be a 2021-2022 meaningful retention stipend offered to all full-time employees. This falls under the Priority Area: Effective Educator Workforce with focus Area of Educator Compensation. It falls under the allowable expense of Demand-Based Compensation Mode Talent Incentive for ALL teachers, which gives additional pay over base-salaries for working in a high needs school or high needs subject area. Our certificated staff, meaning anyone who requires a certificate for his/her job as a full-time employee, will receive a \$6000 retention stipend to help with our recruitment and our retention of employees. \$1500 will be awarded next month September 25th, \$1500 on December 25th, \$1500 on February 25th, and \$1500 on April 25th. Our valued support staff will receive from General Fund \$3000, \$750 September 25th, \$750 December 25th, \$750 February 25th, and \$750 on April 25th.

In addition, our certified teachers, new to the District, will receive a total of \$3000, with \$1500 on August 25th, and \$1500 on September 25th.

- We had an outstanding Back-to-School Convocation today. Our theme is “Empowering Excellence in Mind, Spirit, and Action,” and we look forward to an outstanding school year.
- I’m proud to say we had 100% attendance at our School Board Collaboration on July 29th.

Mrs. Parker thanked those participating in the Board Meeting and announced the next meeting of the City of Baker School Board would be held on Thursday, September 9, 2021, due to the Labor Day Holiday.

There being no further business, on motion of Mrs. Davis seconded by Mrs. Boxie, the Board voted to adjourn at 7:00 p.m. Voting yes: Parker, Boxie, Burges and Davis. Voting no: None. Absent: Booker.