

The Effingham County Board of Education met in regular session on November 7, 2018 at 2:00 p.m. with the following members present: Troy K. Alford, F. Lamar Allen, Vickie Decker, Robert Grant, and Beth Helmly.

Troy K. Alford opened the meeting with an invocation.

In a motion by Troy K. Alford and a second by Vickie Decker, the agenda was adopted and unanimously approved.

The board voted unanimously to approve the attached item on the Consent Agenda with a motion by Robert Grant and a second by Beth Helmly. The Consent Agenda included: Board Minutes from the October 18, 2018 Board meeting.

The September 2018 financial reports were presented by Dr. Randy Shearouse, Superintendent, in the absence of Mr. Ron Wilson, Finance Director. The Board voted unanimously to approve the September 2018 reports with a motion by Robert Grant and a second by Vickie Decker.

Dr. Randy Shearouse, Superintendent, presented the attached Monthly Board Report. Vickie Decker requested an update on the installation status of safety vestibules. Dr. Slade Helmly, Chief Operations Officer, stated that some of the installation work is tentatively scheduled to begin during the Thanksgiving break with the remaining work to be completed during the Christmas break. The plan is to begin installation of wooden vestibules, which can be built onsite, during the Thanksgiving break. Metal vestibules must be built offsite and will take 6 to 9 weeks for completion. Therefore, installation of metal vestibules will likely take place over the Christmas break. Mrs. Decker requested an update on the status of School Resource Deputies (SRDs). Dr. Shearouse stated that the school district currently has seven officers, and the Sheriff's office is looking to add an 8th officer as a roamer between South Effingham Middle and South Effingham High School. A meeting with middle and high school principals has been scheduled to take place at ECHS to discuss the duties and responsibilities of the middle and high school SRDs.

Dr. Shearouse presented the recommendation to approve the attached updated job descriptions and salary schedule. Susan Hartzog, Executive Director of Human Resources, stated that the job description information provided at this meeting is part of a mini salary study currently in progress. As the year progresses, additional job descriptions will be made available. In a motion by Robert Grant and a second by Vickie Decker, the Board unanimously approved the attached job descriptions and salary schedule.

Dr. Shearouse presented the attached bid tabulation for the South Effingham High School wing re-roofing project. Of the six bid proposals, Southern Roof and Woodcare submitted the lowest bid at \$87,384. Dr. Shearouse stated that he believes the company will provide quality work and recommends the approval of their bid. The board unanimously approved the recommendation with a motion by Beth Helmly and a second by Robert Grant.

Travis Nesmith, Executive Director of Curriculum and Technology, presented an update of the School Improvement Plans. Mr. Nesmith explained that the information being provided today is a continuation of the SIP/DIP information presented during the 10/3/18 Board meeting. Today's information included a 'snapshot' of the top SIP goals identified for ECCA, EES, GES, EMS, MES, SHES, and Crossroads Academy.

Travis Nesmith provided an update of the Professional Learning Communities and Instructional Technology support at each of our district's schools. Mr. Todd Wall, CTAE Director, presented PLC information for the CTAE program.

The attached SAT and ACT results for Effingham County were presented by Wendy Porter, Curriculum Director for grades 6-12. She stated that the district's total SAT mean score of 1078 reflects a slight increase from last year and currently ranks our system at 23rd of 175 across the state. While the district's total ACT composite score dropped

slightly from last year to 21.4, it is still on par with the state's ACT composite score, ranking our system as 29th of 162 districts in Georgia.

Missy Roddenberry, Information Systems Coordinator, presented a review of the attached 2018 CCRPI results. She provided CCRPI scores per school across the district and stated that our district score of 79 ranks Effingham at 30th of 181 Georgia school districts. Beth Helmly stated that she appreciated each of those who pulled together, analyzed, and presented all of the data presented at today's meeting since she recognizes the level of effort required to do so.

Dr. Shearouse presented the 11/7/18 Board Action list. Board members reviewed the list, and Beth Helmly requested an opportunity to speak prior to voting. She stated that she was not in agreement with the selection process for the assistant principal position at SEHS. It was her original understanding that the vacancy being advertised was for the Instructional Supervisor's position recently held by Tammy Jacobs. It was not until yesterday, after speaking to Dr. Shearouse, that she learned that the advertised position was for SEHS Assistant Principal because April Harvey was being recommended for the position of SEHS Instructional Supervisor. Mrs. Helmly stated that, technically, the position of Instructional Supervisor should have been advertised first, followed by the Assistant Principal position. She also stated that, whenever a classroom teacher is being considered for an administrative position, as is the case with Mr. Brett Griffin, the Board should have the opportunity to consider that candidate's performance as well as any former evaluations. Mrs. Helmly stated that she disapproved of the manner in which the two positions are being filled as well as with the fact that the Board was not provided an opportunity to consider Mr. Griffin's qualifications. Dr. Shearouse responded by stating that he disagreed with Mrs. Helmly. He explained that he and Dr. Mark Winters, SEHS Principal, discussed moving April Harvey from her position as SEHS Assistant Principal to that of Instructional Supervisor and agreed that she was an appropriate and qualified selection. Dr. Shearouse stated that the selection process in this matter was not only fair, but made common sense, and he stands fully behind the protocol used. Susan Hartzog added that the procedures utilized in the current selection process were no different than those used throughout her last four years with the Human Resource department.

Beth Helmly requested that Brett Griffin's name be pulled for a separate vote. In a motion by Troy K. Alford and a second by Robert Grant, the Board voted unanimously to accept the recommendations as noted on the attached Board Action list, with the exception of Brett Griffin. In a separate vote, Board members unanimously voted to accept the recommendation of Brett Griffin as SEHS Assistant Principal with a motion by Troy K. Alford and a second by Robert Grant. The vote was four to one with Beth Helmly voting against the recommendation of Brett Griffin. An additional separate vote was held for Hannah Hobson at the request of Vickie Decker who requested to abstain from voting on Ms. Hobson's recommendation. In a motion by Robert Grant and a second by Troy K. Alford, all board members, with the exception of Vickie Decker, voted to approve the recommendation for Hannah Hobson.

In other business, Dr. Shearouse suggested that the new HVAC projects for SEHS and SEMS will undergo the same hard bid process as the one for the SEHS wing re-roofing project. He also reminded attendees that the ECSD Board is a nominee for this year's Governance Team of the Year. A video highlighting our Board is being completed for submission to GSBA. The winner of the GTOY award will be announced at next month's GSBA Annual Conference.

With no further business, the meeting adjourned at approximately 4:00pm with a motion by Troy K. Alford and a second by Vickie Decker.

F. Lamar Allen, Board Chair

Dr. Randy Shearouse, Superintendent