

**HOLDEN R-III  
BOARD OF EDUCATION MINUTES  
January 9, 2023  
7:00 P.M.**

- Call to Order:** The meeting was called to order by President Tonyea Inglis at 7:00 p.m. in the Middle School library.
- Roll Call:** All seven members were present.
- Board Norms:** The Board reviewed their norms.
- Agenda:** A motion by Alex Haun, second by Bobby Zimmer to approve the agenda as presented. Motion carried 7-0.
- Consent Agenda:** A motion by Gerilynn Hoover, second by Alex Haun to approve the consent agenda which included: 1) Minutes from the December 12<sup>th</sup> meeting; 2) Payment of Bills and Financial Statement; and 3) Sub List Changes. Motion carried 7-0.
- Communications:** None.
- Student Recognition:** David Diener, Head Football coach, introduced the 3 All State football athletes—Americo Mabrey, C.J. Reifsteck, & Garrett Smith. Board members presented them with All State trophies. Jenica Viers, Cheerleading coach, introduced the State Cheerleading team. The board members honored them with plaques.
- Reports:**
1. **Guidance/Social Worker/Bright Futures Reports**—The District counselors shared a report on the guidance program, highlighting Signs of Suicide program, Sexual Abuse Prevention training, career exploration, and Crisis plans for the buildings. Andie Smith, District Social Worker, reported on family/student resources mental health, school-based therapy program and the Bright Futures program activities and resources. (Reports attached to minutes.)
  2. **Superintendent’s Report**—Dr. Hough shared the following items in his report:
    - a) **Discussion regarding transitioning from MSBA policy services to EdCounsel policy services.** It was discussed to continue with MSBA policy services, but board members asked that Dr. Hough get references from other schools that currently use EdCounsel’s policy services, see a sample “final” product and possibly phase over to EdCounsel’s policy services next year. Dr. Hough indicated he would follow up with EdCounsel by August and report back to the Board.
    - b) **Four-day week school calendar sample was shared and benefits and considerations were discussed.** He noted benefits may include: 1) Teacher recruitment and retention; 2) Potentially higher attendance rate on days in session; 3) Increased teacher professional development time; 4) Some potential cost savings, such as fuel; 5) Possible recruitment of students if open enrollment becomes an issue. Considerations included: 1) Less instructional time; 2) Lack of instructional continuity; 3) Creation of 2 short weeks prior to holiday breaks; 4) Less support for all students; 5) Transportation for students in activities on the “fifth” day; 6) Family child care; 7) Fewer long breaks for family vacations; 8) Expansion of Day Plus services; 9) All inclement weather make-up days have to be made up by the hour; 10) Longer school year; 11) Support staff salaries, schedules, and duties could change; 12) Contracted services employee calendars change; 13) Loss of food security for students. After discussion, it was a consensus that board members are not interested in pursuing a 4-day week school calendar at this time due to the hardship it could cause for families and to student’s educational progress. (Report attached to minutes.)
- Old Business:**
1. None.

**New Business:**

1. **Approval of April 4, 2023 Ballot**—A motion by Ray Briscoe, second by Georgia Jarman to approve the April 4, 2023 ballot as presented:  
*Proposition 1—To choose by ballot three directors who shall serve as members of the Board of Education of said School District for a term of three years each. Candidates: Tonyea R. Inglis, T. Alex Haun, Aaron W. Hynds, & Matthew D. Ferguson.*  
Motion carried 7-0.
2. **2023-24 Tuition Rates Set**—A motion by Alex Haun, second by Bobby Zimmer to set the 2023-24 tuition rates as PK Tuition--\$100 per week, per student and K-12 Non-Resident Tuition as \$10,715 per year, per student. Motion carried 7-0.
3. **Extension of Newton Alliance Agreement**—A motion by Georgia Jarman, second by Alex Haun to extend the terms of the agreement with Newton Alliance, L.L.C., to provide the summer school programs through 2027 Summer Program year as presented. Motion carried 7-0.
4. **Staff Wellness & Improvement Program (SWIP)**—Dr. Hough presented a Staff Wellness and Improvement Program (SWIP) to board members. The purpose is to incentivize and reward staff with additional days that can be utilized for wellness appointments or paid professional development activities. He provided the following guidelines for the program:
  - a) A Holden R-III Staff Member can earn one additional leave day for each monthly pay period (from the 11<sup>th</sup> of the month to the 10<sup>th</sup> of the following month) in which the staff member has perfect attendance. Perfect attendance constitutes no leave was used for sick, personal, bereavement, vacation, unpaid, or SWIP leave.
  - b) Additional leave days earned in this program will not roll over to the next school year.
  - c) Additional leave days earned in this program can be utilized by staff members for wellness appointments during the school year or they can be saved and utilized after the end of the school year as a paid professional development day.
  - d) Paid professional development days earned in this program will be reimbursed at the normal substitute teacher rate of \$110 per day. Professional development activities will be determined by the staff member in collaboration with their supervisor.
  - e) This program would begin with the January 11, 2023 pay period and continue through the June 10<sup>th</sup> pay period. Thus, an accumulation of up to five additional leave days could be earned through this program for the remainder of the 2022-2023 school year.

A motion by Tonyea Inglis, second by Georgia Jarman to approve staff wellness and improvement program on a trial basis from January 11, 2023 through June 10<sup>th</sup> pay periods as presented. The program will be evaluated after the completion of the 2022-23 school year and determine whether it was a beneficial program to the District. Motion carried 7-0.

**Policy Review:**

1. MSBA Board Policy Review—Section F—No action taken.
2. MSBA Board Policy Updates 2022B—Second reading, no action taken.

**Miscellaneous:**

1. **Board President Updates**—The February 13<sup>th</sup> board agenda will include:  
Reports—A+ Program, Library Services, Technology, Supt. Updates  
New Business—Budget Amendments, Strong Start Plan Revisions, 2023-24 school calendar, Operation of Summer School  
Policy Review--Section G & MSBA 2022B Updates
2. **2023-24 Calendar Committee Representative**—Tonyea Inglis and Alex Haun volunteered.

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**Executive Session:**      **A motion by Georgia Jarman, second by Alex Haun to hold an executive session as per section 610.022 following the February 13<sup>th</sup>, 2023 meeting. After roll call vote, motion carried 7-0.**

**A motion by Georgia Jarman, second by Gerilynn Hoover to hold an executive session as per section 610.021 following tonight's meeting regarding (3) hiring, firing, disciplining or promoting particular employees. After roll call vote, motion carried 7-0.**

**Adjournment:**      **A motion by Alex Haun, second by Bobby Zimmer to adjourn the meeting at 8:51 p.m. Motion carried 7-0.**

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Patricia Raker, Secretary

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Tonyea Inglis, President