

**WIL LOU GRAY OPPORTUNITY SCHOOL  
BOARD OF TRUSTEES  
MINUTES OF MAY 21, 1992**

The Board of Trustees convened for a scheduled meeting at 6:00 p.m. on May 21, 1992, in the Wil Lou Gray Opportunity School Research and Training Center. Trustees in attendance were: Dr. Louise Scott, Mrs. Olive Wilson, Ms. Wilhelmina McBride, Mrs. Elizabeth Thrailkill, Mrs. Vince Rhodes, Dr. Marvin Efron, Mrs. Mickey Lindler, Mrs. Hannah Meadors, Mr. Frank Hart, and Mrs. Betty Henderson. Mr. John Robinson was present representing Dr. Barbara Nielsen. Staff present were: Dr. Mary Catherine Norwood, Mr. Bob James, Ms. Deb Haney, Mr. Pat Smith, Mrs. Suzanne Busenlehner, Mrs. Jane Zenger, Ms. Gloria Lloyd, Mr. George Smith, and Mrs. Brenda Stork. Other staff and guests were also present.

Dr. Scott called the meeting to order. She stated for the record that the notice of the meeting as provided to the public in conformance with the requirements of the S. C. Freedom of Information Act, Section 30-4-80(d) of the S. C. Code of Laws, 1976 as amended.

Dr. Scott welcomed everyone. At this time Dr. Scott introduced Mrs. Elizabeth Moorehead, a Chapter I Coordinator from Gaffney. She was elected by the General Assembly and will be a new board member effective July 1. Dr. Scott also informed the board that Mr. Russell Bedenbaugh, Director of the Office of Professional Development of the State Department of Education, was also elected as a new board member. He was not present at this meeting.

Next, Dr. Scott recognized the Employee of the Quarter, Rubena Marshall. On behalf of the board, Dr. Scott congratulated Ms. Marshall.

The following actions were made by the board:

-Approval of the agenda: Mrs. Carolyn Taylor asked the board to amend the agenda to include a public involvement section. Mr. Hart said such a request should be made in advance to the Superintendent. Mr. Hart made a motion to approve the agenda as written. Mrs. Wilson seconded the motion. The motion was passed.

At this time Dr. Scott introduced Mrs. Susan Mallini from Human Resource Management. Mrs. Mallini made a presentation to the board on the revised agency head evaluation process and provided them with an information packet. Mrs. Mallini informed the board of the following:

- The performance appraisal portion of the planning document (on the old form) for 1991-92 is due July 1 to the Division of Human Resource Management.

- In the new Performance Planning Document, there should be no more than five objectives.

- The new planning document is due September 1.

- There should be interim performance conferences throughout the year.

- The final document should be discussed in executive session.

- In the Evaluation Stage Interview, Dr. Norwood should present her performance to the board along with documentation. Dr. Norwood could also complete the document in draft form for the board's review.

- The board chairman's signature on the form indicates that each board member has had an opportunity to participate in this process. Another feature of the chairman's signature is the agency head has been allowed to see the document and comment before it is turned in.

- A survey is included and each board member is to complete this survey and forward to the board chairman. The chairman then compiles the information onto the composite survey sheet as well as the evaluation document to HRM by July 1, 1993. This survey replaces the old objective section.

The following actions were also made by the board:

-Approval of the Minutes of March 11, 1992 and April 22, 1992. Mr. Rhodes made a motion to approve the above minutes as printed. The motion was seconded by Mrs. Wilson. The motion was passed.

-Personnel Committee Report: Mr. Hart informed the board there were not any personnel actions. However, a request has been made by Mr. Kim Kochany to appear before the board in reference to teacher/staff concerns about RIF. Mr. Hart recommended the board's acceptance for his appearance at this time. It was the general consensus of the board to accept his presentation. A copy of Mr. Kochany's questions concerning the RIF were submitted to the board in their folder. Mr. Kochany reviewed the questions at this time. After Mr. Kochany's presentation, Mr. Hart commented that the board had not received Mr. Kochany's concerns until this time. Mr. Hart said the board had to look at the total program. Mr. Hart further explained we have responsibility 24 hours a day, approximately 6 days per week. Counselors are necessary to be supervising in the dormitories, cafeteria is necessary for food to be prepared, the personnel and finance department has to be on-going and fully maintained, and the maintenance and security of our facility are vital aspects of our program. Also, even with these cuts, the classes are still small in comparison to the public school education. Dr. Scott said she felt the board needed more time to review these questions before they could give a reply. Dr. Norwood said she did not receive these questions until late Tuesday afternoon. Therefore, there was not enough time to mail this information to the board before the meeting. After some board discussion, the board agreed they needed adequate time to review this material. Mrs. Wilson made a motion that the board set a time to discuss this matter. The motion was seconded by Mrs. Henderson. After further discussion, Mrs. Wilson amended her motion that the board take approximately three weeks to study these concerns and come back together as a board to get a consensus of opinion on this matter. Ms. McBride seconded the motion. The motion was passed. The board

agreed to meet on June 8 at 6:00 p.m. Dr. Scott said the board was interested in the staff/teachers welfare and those of the students. She thanked the staff, teachers and guests for attending.

-Budget Committee: Ms. McBride said the budget committee had not met since the last board meeting. Mrs. Busenlehner said changes have been made in the finance department so that we are sure we are meeting all of the audit standards.

-Policy Committee: Dr. Efron reviewed the following policies for a second reading: JBCAA, JBCAA-E1, and JBCAA-E2. A motion was made by Dr. Efron to approve these policies for second reading. The motion was seconded by Mrs. Wilson. The motion was passed. Policy JDE was also reviewed. Dr. Efron made a motion to approve this policy for a first reading. The motion was seconded by Mrs. Wilson. The motion was passed.

The next item of the agenda was the update on the Wil Lou Gray Award. Dr. Efron reported the procedure was followed requested by the board. The winner has been notified and will be awarded at the graduation ceremony on May 30 at 11:00 a.m.

At this time Dr. Scott reminded the board of the July board meeting dates of July 31 - August 1. Dr. Scott asked the board to send in any agenda items they have.

Under new business, was the response to Senator Williams regarding restructuring. Dr. Scott said the board was provided with copies of Dr. Scott's and Dr. Norwood's responses to his questions.

A motion was made by Mr. Hart to move into executive session to complete the Superintendent's Evaluation and also to discuss personnel and legal matters. The motion was seconded by Mrs. Wilson. The motion was passed.

A motion was made to move out of executive session by Mr. Hart. The motion was seconded by Mrs. Wilson. The motion was passed.

A motion was made to adjourn. The motion was seconded. The motion was passed.

The board adjourned.

Respectfully submitted,

A handwritten signature in cursive script that reads "Mickey Lindler". The signature is written in dark ink and is positioned to the left of the typed name.

Mickey Lindler

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