

WIL LOU GRAY OPPORTUNITY SCHOOL
BOARD OF TRUSTEES
MINUTES OF NOVEMBER 10, 1982 MEETING

The Board of Trustees convened for its regular meeting on Wednesday, November 10, 1982 at 6:30 p.m. in the Archives Room of the William T. Lander Administration Building. The trustees in attendance were: Dr. Marvin Efron, presiding; Dr. Charlie G. Williams, State Superintendent of Education; Mrs. Anne T. Boyce; Mrs. Patricia Bowers; Mrs. Mary Mack; Mrs. Hannnah Meadors; Dr. James Miles; Mr. James McClary; Mr. Clarence S. Rowland; Mr. Karl Segelken; Mrs. Elizabeth Thrailkill; and Mrs. Jack Wilson. Mrs. Thelma Bailey, Principal, was in attendance as were the following teachers: Mrs. Lida Moore; Mrs. Judy Dick; Mrs. Denise Hoco; Mrs. Bonnie Foster; Mrs. Mary Janet Janicki; and Mrs. Earline Clark. Mrs. Clark's husband also attended. We had as guests: Mr. Vince Rhodes of the Department of Vocational Rehabilitation, Dr. Robert Fulmer of the State Department of Education and Mr. Steve Osborne from the State Personnel Department. Those present from the school staff were: Dr. Jonnie Spaulding, Director of Student Development; Mr. Pat Smith, Director of Facilities and Supportive Services; Mr. John King, Director of Fiscal Affairs; Mr. George Smith, Recruiter; Ms. Gloria Lloyd, Personnel Specialist. Mr. Salvatore A. Fede, Superintendent; and Mrs. Patricia T. Robbins, secretary.

Dr. Efron welcomed all to the meeting. Dr. Miles gave the invocation.

Mrs. Wilson moved that the agenda be adopted as printed by the Board of Trustees. The motion was seconded by Mr. McClary. Motion passed.

Dr. Efron asked if there were any changes in the October 13, 1982 board minutes. There were none. Mr. McClary moved that the minutes be adopted as printed. Mrs. Wilson seconded the motion. Motion passed.

Mrs. Bonnie Foster, Chairperson for the Advisory Council, informed the board that there were five new members on the board. She also explained that due to the lack of postage at the school the prepared material had not been mailed out as scheduled but would be taken care of as soon as the postage came in. She gave the board information about the survey that is being conducted by the Advisory Council.

Mr. Fede was called on to present the Superintendent's report. Mr. Fede stated that on October 27, 1982 he had mailed out 24 items to the board. Some of these items required board action. The modifications had been made to the Affirmative Action Plan. They were all cosmetic and had been sent to the Human Affairs Commission. This needed board approval. Mrs. Wilson moved that the Affirmative Action Plan be accepted. Mrs. Meadors seconded the motion. Motion passed. The Agency Procedure Section in the Governor's Children's Coordinating Cabinet Procedures needed board approval. Ms. Mary Mack moved that the program be approved. Mrs. Wilson seconded the motion. Motion passed. Mrs. Meadors moved that the Annual School Report for 1981-82 be accepted. Mrs. Wilson seconded the motion. Motion passed. Mr. McClary moved that the Vocational Plan for 1983-84 be approved. Mrs. Wilson seconded. Motion passed. From a second packet sent out by Mr. Fede, the board was asked to consider the Campus Housing Proviso, which reads "Nor to the Director and the staff of the Opportunity School", Mrs. Boyce moved it be accepted. Mrs. Wilson seconded. Motion passed.

At Mr. Fede's request, Dr. Jonnie Spaulding stated that Mr. Bill Noyes of State Personnel Division had met with her and Mr. Fede to discuss the teacher evaluations which had been submitted to that division. All changes requested by Mr. Noyes were cosmetic in nature. He was well pleased with our product. Both John de la Howe School and the Superintendent of Education for the Department of Youth Services asked for and were given our teacher evaluation instrument. The expenditure report for the past month was referred to. Mr. Fede brought the good news that the Budget and Control Board added \$90,000 for FY 83-84 to be used to help pay utility bills for 1983-84 and \$9800 in supplies. Bad news is that they have not solved the problem of utilities for this year.

The Standing Committee Reports:

Student Services, Facilities and Supportive Services: Mr. James McClary, Chairperson, met with Ms. Haney and Mr. Knox and they reported that everything was going well. They are going to send a report monthly to the Board of Trustees on the behavior of the students and the action taken in the cases of discipline.

Mr. McClary stated that Mr. Pat Smith had informed the committee that the school had obtained the \$5,000.00 to install range hood fire extinguishers in the cafeteria and a fire alarm system in the Vocational Education Building. Also, Mr. Smith informed them that the mattresses would be replaced very shortly.

Education Committee: Mrs. Jack Wilson, Chairperson, said that the teachers had requested a permanent substitute teacher for Mr. Woody's class and an additional substitute. His students are on unit credits. When asked, Mr. Fede stated that he would be in complete accord with these suggestions. Mrs. Jack Wilson made the motion to hire a substitute teacher for Mr. Woody. Ms. Mary Mack seconded the motion. Motion passed.

Mrs. Wilson further stated that she had been hearing "Horror Stories", that there doesn't seem to be any consistency of discipline in the Disciplinary Committee. Some students are punished and others are not. As an example, one student went before the Disciplinary Board and he did not have any points. Suddenly he came up with 200 points. Also it was indicated that the Discipline Committee "is more or less a farce." She said that some students brought before the committee are punished and some let off, not even reprimanded because they have "inside help." The teachers feel that they are suffering from a lack of communication between the day and night staffs.

Mr. Fede stated that he had already addressed the problem with the Discipline Committee and would discuss the matter further with the group involved and make a report to the Board of Trustees.

Dr. Efron stated that it was in the best interest of the school to let the Superintendent solve the problem. Mrs. Wilson agreed.

Public Relations Committee: Mr. Clarence Rowland, Chairperson, stated that George Smith is visiting the schools and making contacts, but he still needs to make other contacts. He suggested that perhaps contacting the Salvation Army and the Welfare Department would be helpful.

Fiscal Affairs and Personnel Committee: Mrs. Hannah Meadors, Chairperson, stated that Mr. King had prepared his report a little differently and that it was a good job. There was a discussion about the difficulty of giving an up-to-date monthly report.

The Board acknowledged personnel action taken by the Executive Committee and Personnel Committee regarding the termination of an employee. A copy of this action is filed with the record copy of the minutes.

Dr. Miles asked why there was an Executive Committee meeting before the regular board meeting? He felt that such meetings undercut the effectiveness of the total board and was against parliamentary procedure. Mrs. Wilson stated that the Executive meeting was held to discuss a matter that should not be discussed in front of an open board meeting.

Dr. Miles further stated that he thought there were too many people at the board meetings, as if it were mandatory for some of the staff to attend. Mrs. Thrailkill stated that she thought the people were here because they were interested in the school and that it was necessary for some to attend because the board members may have some questions that needed answering.

Mr. McClary said he agreed in part with Dr. Miles' observations and that he thought some study should be given to the matter of who should be required or invited to the meetings to avoid making the meetings a public forum.

Dr. Charlie Williams, Superintendent at the State Department of Education, stated that he felt the chief administrator should have the privilege of bringing anyone he wanted to the meeting but thought if the board were intimidated it could not conduct public business as well. Mr. McClary said he had not meant they should be prevented from coming but that bringing so much detail to the board caused them to waste a great deal of time.

Mrs. Meadors said she thought we should encourage everyone to attend the meetings that were interested in the school. Mrs. Boyce stated that she thought it was very democratic.

Mr. Karl Segelken said he personally felt embarrassed that the Education Committee had heard from the teachers and not the superintendent. Mrs. Wilson said she would respond since she was the only member of the Education Committee who met with the teachers and said that the teachers were concerned and still are concerned.

Mrs. Wilson asked Mrs. Patricia Bowers of the sub-committee for the announcement to pass out her ad for the new superintendent. Mrs. Bowers presented the "rough copy" to the group.

Dr. Miles expressed concern and, as an example, called attention to the fact that he had not been included in the Education Committee meeting with Mrs. Bailey and the teachers, though he had arrived earlier than most other board members. Mrs. Wilson said the teachers could not find him. At this point he expressed concern that the announcement did not reflect the recommendations he and Dr. Fulmer had made for this assignment of the sub-committee. Mrs. Bowers responded that she had attempted to incorporate what the board had indicated at their last meeting.

It was decided after much discussion and information from Dr. Miles, Dr. Williams and Dr. Fulmer to keep the name of Superintendent instead of changing it to Director and to keep the other requirements as before. Mrs. Jack Wilson moved that we rescind the motion of the last meeting where we had requested an amendment to the Defined Minimum Program. Dr. Miles seconded the motion. Motion passed.

Mrs. Wilson asked if the board thought they should require the next Director or Superintendent to live on campus. Dr. Miles said "yes". Mrs. Bowers said she thought it would be hard to require this as they were going to raise the cost of the housing on campus.

Dr. Efron stated that he thought it would not necessarily be required if the new Superintendent could appoint someone to take his place.

Mr. Rowland asked if the board thought it was a drawback to live on campus.

Dr. Charlie Williams expressed his concern at the salary of the new superintendent being raised to \$45,000 and also not living on campus. He thought it was a bad time due to other state agencies letting people go, having a hard time getting our cost of living raise, etc. He further stated it would appear our integrity is at stake under these conditions.

Mr. Steve Osborne, State Personnel, suggested that we eliminate the personal qualifications from the ad that are too open ended.

It was decided that a job resume would be requested and personal qualifications would be included on a check list for references. Mr. Rowland made the motion to have Mrs. Bowers' committee act for the board. Mr. Segelken seconded the motion. Motion passed.

Mr. Vince Rhodes acted as spokesman for the Applicant Screening Committee in place of Dr. Scott. Mr. Rhodes read the list of points that his committee proposed for use in determining the qualifications of each candidate. Mrs. Wilson moved that the suggestion be accepted. Mrs. Boyce seconded the motion. Motion passed.

Dr. Marvin Efron recommended that the board meet the second Wednesday in January. Mr. McClary made the motion. Mrs. Wilson seconded, Motion passed.

Search Committee: Mrs. Wilson stated that they had \$2500 for the Search Committee expenses and had requested up to \$45,000 per year for the salary of the new superintendent.

New Business:

Dr. Efron stated that Mr. Fede was going to the Agency Director's Conference December 8-10, 1982. As there had been a freeze on travel, he recommended that the agency pay for Mr. Fede's travel, per diem, hotel accommodations and mileage to the convention. Dr. Miles made a motion to accept Dr. Efron's suggestion. Mrs. Boyce seconded the motion. Motion passed.

Mrs. Thrailkill made a motion to retain the same officers that we have now. Mrs. Patricia Bowers seconded the motion. Discussion followed. Motion withdrawn.

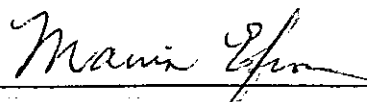
Dr. Miles said he would prefer a secret ballot. The first office voted on was that of Chairman of the Board. There was not a majority. The vote was taken again and Dr. Marvin Efron was elected for a second term as Chairman of the Board; Mrs. Jack Wilson was elected as Vice-Chairman of the Board; Mrs. Patricia Bowers as Secretary; and Dr. Louise Scott as Treasurer.

Mr. Rowland suggested that we not have the board meetings quite so often as they cost nearly \$700 according to Mr. Fede.

Mrs. Bowers stated that there would be an Alumni Association party on December 4, 1982 and encouraged everyone to attend.

Mrs. Meadors requested the Evaluation Committee to remain for a short time after the board adjourned.

Mr. McClary made the motion to adjourn. Mrs. Wilson seconded the motion. Motion passed. The Board of Trustees meeting adjourned at 9:30 p.m.



Dr. Marvin Efron, Chairman
Board of Trustees