

**TUPELO PUBLIC SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING MINUTES
April 21, 2020
1:30 p.m. via Video Conferencing**

The Board of Trustees of the Tupelo Public School District convened in a regular meeting of the Board held in Open Session via video conferencing using equipment located at the place where the Board normally meets, the Hancock Leadership Center, 1920 Briar Ridge, Tupelo, Mississippi, at 1:30 p.m. on Tuesday, April 21, 2020.

CALL TO ORDER

The meeting was called to order by President Kenneth Wheeler.

ROLL CALL AND ESTABLISHMENT OF A QUORUM

The following Board members were present and participated through video conferencing: Mr. Joe Babb, Mrs. Sherry Davis, Mr. Paul Mize, Mr. Eddie Prather, and Mr. Kenneth Wheeler. Mr. Wheeler announced a quorum and stated that the meeting was lawfully in session.

In accordance with Miss. Code Ann., §25-41-5, as amended, participation at the Hancock Leadership Center, 1920 Briar Ridge, Tupelo, Mississippi, was made available to the general public, Assistant Technology Director T. J. Higgins and Security Director Terry Hatch were present at the Hancock Leadership Center. The video conferencing equipment used allowed all members of the Board and any members of the public attending to hear the deliberations of the Board.

Superintendent Rob Picou, Attorney Otis Tims, Deputy Superintendent Kimberly Britton, Assistant Superintendent Dr. Brock English also participated in the video conference along with Board Clerks Patrice Tate and Modesty Shumpert. Several administrative staff members also took part in the meeting by means of video conferencing. Northeast Mississippi Daily Journal Education Reporter Blake Alsup participated in the meeting by means of video conferencing.

Also, in compliance with Miss. Code Ann., §25-41-5, as amended, Mr. Higgins was responsible for the audio recording of the meeting which will be preserved for a period of three (3) years following the date of the meeting and shall be available to the public.

APPROVAL OF AGENDA

On a motion by Mr. Prather, **seconded** by Ms. Davis, the Board voted by roll call vote to approve the agenda for the regular April 21, 2020, Board meeting subject to the following change:

- Addition of #C under Section IV. Approval of Minutes to consider correcting minutes from the February 11, 2020, regular meeting
- Move #2 through #5 under Section G. Office of Superintendent Dr. Robert Picou to #B under Section VII. Miscellaneous Business

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. Mr. Wheeler declared the motion passed.

A copy of the Agenda is marked **EXHIBIT 1** and held in the Exhibit Book of this meeting date and incorporated herein.

APPROVAL OF THE MINUTES

March 24, 2020, 1:30pm, Regular Meeting, HLC (Video Conferencing)

Mr. Mize made a motion to approve the minutes from the March 24, 2020, 1:30pm, regular meeting as submitted. The motion was seconded by Mr. Babb and brought to a roll call vote as follows:

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

March 31, 2020, 3:00pm, Special Called Meeting, HLC (Video Conferencing)

Mr. Prather made a motion to approve the minutes from the March 31, 2020, noon, special called meeting as submitted. The motion was seconded by Ms. Davis and brought to a roll call vote as follows:

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

Amend Minutes for February 11, 2020, 1:30pm Regular Board Meeting Previously Adopted at the March 24, 2020, 1:30pm Regular Board Meeting

Board Clerk Patrice Tate explained that two paragraphs related to employment of 2020-2021 Building Administrators (Principals) were inadvertently omitted from page 8 of the February 11, 2020, 1:30pm Regular Board meeting. These minutes were previously approved at the March 24, 2020, 1:30pm Regular Board meeting without the two omitted paragraphs. Ms. Tate explained that the two omitted paragraphs are identified in italics below and should be added to page 8 as indicated:

Employment of 2020-2021 Building Administrators (Principals)

Dr. Rob Picou recommended employment of 2020-2021 Building Administrators (Principals). Dr. Picou stated that salaries on the principals' contracts will reflect their board approved salaries for the 2019-20 school year. Principals' salaries will be revisited during the preparation of the 2020-2021 budget.

A motion was duly made and seconded to approve the Superintendent's recommendations for employment of Building Administrators (Principals) for 2020-2021 with salaries on the principals' contracts reflecting their Board approved salaries for the 2019-20 school year. The motion was unanimously adopted by the Board.

*A copy of the aforementioned Employment of 2020-21 Building Administrators report is marked **EXHIBIT 13** and held in the Exhibit Book of this meeting date and incorporated herein.*

Mr. Babb made a motion to amend the previously adopted minutes for February 11, 2020, 1:30pm Regular Board meeting as submitted. The motion was seconded by Mr. Prather and approved unanimously. Mr. Wheeler declared the motion passed.

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

ACTION ITEMS

A. Office of Director of Finance Mrs. Rachel Murphree (TPSD Goal #4)

1. Docket of Claims and Athletic Activity Ref Pay

Board President Kenneth Wheeler passed the gavel to Vice President Joe Babb and recommended approval of the Docket of Claims for the period March 7 through April 15, 2020, Docket of Claims #69163 through #69443 in the amount of \$795,722.56. The motion was seconded by Mr. Prather and approved unanimously. Mr. Wheeler declared the motion passed.

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

This affirms that the claims are legal and proper and they are allowed and ratified as paid by the Superintendent or his designee pursuant to Section 37-9-14 (7) of the Mississippi Code of 1972.

The Docket of Claims Report is marked **EXHIBIT 2** and held in the Exhibit Book of this meeting date and incorporated herein.

2. Required Monthly Financial Reports – Month Ending February 29, 2020

In accordance with MS Code §37-9-18 the following Financial Reports for the month ending January 31, 2020, were reviewed and discussed. On a motion by Mr. Babb, seconded by Ms. Davis, the Board voted unanimously to approve the following financial reports:

- Summary Report of Reconciled Bank Statements with Certification
- Statement of Revenue and Expenditures with Current Budget Status
- Cash Flow Report for District Maintenance Fund
- Monthly Financial Statement (not required)

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

The Financial Reports for Month Ending February 29, 2020, are marked **EXHIBIT 3** and held in the Exhibit Book of this meeting date and incorporated herein.

B. Office of Director of Human Resources Mr. Jim Turner (TPSD Goals #3 and #4)

Licensed and Classified Personnel Recommendations

Upon a motion by Mr. Babb, seconded by Mr. Mize, the Board voted unanimously to approve the licensed and classified personnel recommendations as presented.

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

The Personnel Report is marked **EXHIBIT 4** and held in the Exhibit Book of this meeting date and incorporated herein.

C. Office of Deputy Superintendent Mrs. Kimberly Britton

1. Second Reading of Proposed New Board Policy DJEA Purchasing Authority

Upon a motion by Mr. Babb, seconded by Mr. Mize, the Board voted unanimously to adopt new Board Policy DJEA Purchasing Authority as recommended.

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

A copy of Board Policy DJEA Purchasing Authority is marked **EXHIBIT 5** and held in the Exhibit Book of this meeting date and incorporated herein.

2. Review of Section G (Personnel) of the Board Policy Manual

Pursuant to TPSD Board Policy BDE requiring a regular review of all Board Policies, and upon the recommendation of the administration, the Board approves policies in Section G (Personnel) of the Board Policy Manual with no changes.

On a motion by Mr. Mize, seconded by Mr. Prather, the Board voted unanimously to approve Section G (Personnel) of the TPSD Board Policy Manual with no changes.

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

D. Office of Assistant Superintendent Mr. Brock English

Student Discipline Case #01-2019-2020

On a motion by Mr. Babb, seconded by Ms. Davis, the Board voted unanimously to ratify the administrative decision to expel Student #01-2019-2020, from TPSD for one calendar year for violation of TPSD Board Policies JDDA – Bullying and JD – Procedures 6 – Student Discipline: Alternative Schools 4-12 with Homebound Services provided by TPSD Special Education Department, including a required psychological evaluation prior to being re-admitted into the District.

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

Detailed information regarding Student Discipline Case #01-2018-2019 is marked **EXHIBIT 6** “Sealed and Confidential” and held in the Exhibit Book of this meeting date and incorporated herein.

E. Office of Director of Operations Mr. Charles Laney

Consideration to Award Bid for Pierce Street Re-Roof Project

Mr. Laney reported that the bid opening for the Pierce Street Re-Roof Project took place on Thursday, April 16, 2020. As Traxler Construction submitted the lowest and best bid of the six bidders, PryorMorrow Architects recommended that Traxler Construction, LLC be awarded the Base Bid plus Alternates No. 1, 2, and 3 in the amount of \$310,500.00.

Following discussion, on a motion by Ms. Davis, seconded by Mr. Prather, the Board voted unanimously to award the Base Bid plus Alternates No. 1, 2, and 3 for the Pierce Street Re-Roof Project to low bidder PryorMorrow Architects in the amount of \$310,500.00 and further authorized Superintendent Rob Picou to sign any applicable documents to proceed with the project.

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

Detailed information regarding the Pierce Street Re-Roof Project bid is marked **EXHIBIT 7** and held in the Exhibit Book of this meeting date and incorporated herein.

F. CONSENT AGENDA

In accordance with Dr. Picou’s recommendations, Mr. Prather moved to acknowledge, approve and ratify the Consent Agenda as listed below with the exception of the Overnight Field Trip Request by THS Thespians to attend the International Thespian Conference on June 22-27, 2020, in Bloomington, IN.. Mr. Prather also asked that this request be brought back for consideration of approval in June should the danger of traveling subside.

1. Office of Finance Director Mrs. Rachel Murphree (TPSD Goal #4)

- a. Contract to be Ratified: #CO2351
- b. Donation #2019-2020-097
- c. Permission to Submit TPSD Grant #2152
- d. Permission to Accept TPSD Grant #2152
- e. Permission to Advertise Bids for the following:
 - BD2016 District Phone System
 - BD2017 Bollards School Drop-off Locations
 - BD2018 Milk and Milk Products

2. Office of Assistant Superintendent Dr. Brock English (TPSD Goals #1, #3 & #4)

- a. Student Transfer Report

3. Office of Deputy Superintendent Mrs. Kimberly Britton (TPSD Goals #1, #3 & #4)

TPSD English Learner Plan

Mrs. Kim Britton recommended that the TPSD English Learner Plan be approved. This is the District plan for English Learners based on the *Mississippi English Learner Guidelines: Regulations, Funding Guidance, and Instructional Support*. The proposed plan is comprised of enrollment, identification, placement and instructional programs for English Learners.

The motion to approve the Consent Agenda was seconded by Ms. Davis and was approved unanimously. Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

A copy of the Consent Agenda report is marked **EXHIBIT 8** and held in the Exhibit Book of this meeting date and incorporated herein.

G. Office of Superintendent Dr. Rob Picou

1. Consideration to Adopt Resolution and Authorize Emergency Purchases and Take Other Actions Required by the National Health Emergency (Covid-19 Pandemic)

Board Attorney Otis Tims presented a Resolution for consideration in response to the unprecedented COVID-19 crisis and the District's crucial role in response to the management of the situation.

Following discussion, on a motion by Ms. Davis, seconded by Mr. Prather, the Board voted unanimously to approve the below titled Resolution:

**RESOLUTION DECLARING AN EMERGENCY AND AUTHORIZING
EMERGENCY PURCHASES AND REPAIR EXPENSES FOR ENSURING
SAFE SCHOOL BUILDINGS AND FOR PRINTING SECONDARY
SCHOOL TAKE-HOME MATERIALS AND FOR TAKING OTHER
ACTIONS REQUIRED BY THE NATIONAL HEALTH EMERGENCY**

Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the Resolution adopted.

A copy of the aforementioned Resolution is marked **EXHIBIT 9** and held in the Exhibit Book of this meeting date and incorporated herein.

SUPERINTENDENT'S REPORT – DR. ROB PICOU

A. Executive Summaries:

The following Executive Summary was included in the Board package for this meeting:

1. Ad Valorem Collections Received through February 29, 2020 – Mrs. Rachel Murphree

A copy of the above report is on file in the Superintendent's Office.

B. Superintendent's Report – Dr. Rob Picou

1. Overview of CARES Act (Coronavirus Aid, Relief, and Economic Security Act)

Mrs. Corlis Curry reported on the recently passed \$2 trillion Coronavirus response bill intended to speed relief across the American economy. There are seven main groups that would see the widest-reaching impacts: individuals, small businesses, big corporations, hospitals and public health, federal safety net, state and local governments, and education.

2. Superintendent's Report – Dr. Rob Picou

Dr. Picou's report is included below:

Remainder of School Year

Now that we definitely know we will not be returning to school for the rest of the school year, we have two objectives. First, we must plan to finish the 2019-2020 school year. Second, we must plan and prepare for the 2020-2021 school year.

2019-2020

- *Cleaning and painting schools.*
- *Projects: Church Street parking lot and Pierce Street roof project.*
- *Food delivery program will resume on April 28 and continue until the end of the school year.*
- *Chromebooks have been distributed to all special education students, all high school students, all middle school students, and all 6th grade students. We are now working on 3-5th grade students. The distribution had to be done in phases because it takes time for our tech team to get the Chromebooks ready for distribution. All of our Chromebooks are attached to carts. It takes approximately two hours for our tech team to disassemble a cart which only yields approximately 25 Chromebooks. Not all parents requested a Chromebook or showed up to pick one up, but all parents were contacted by their home room teachers to determine whether or not they needed a Chromebook.*
- *1200 special education IEPs have been amended.*
- *Grading was suspended in grades k-8. At the high school level, we could not completely suspend grades. We decided to make the grading process work only if the student completed the assignments to advance a grade. No grades will have a negative impact on a student's final grade. If a student decided to not participate in any distance learning opportunity, they will receive the grade they had at the end of the third nine weeks. If they completed assignments, those assignments would only be used to advance their grades. We will continue this process throughout the remainder of the 2020-2021 school year.*
- *Interviewed and hired the Director of Transportation and the Director of Technology. These contracts will be brought to the Board at our May meeting.*
- *We are in the process of interviewing candidates for the Athletic Director position and for the Head Football Coach position at THS. Mr. Dobbs has done an excellent job building committees for both of these positions.*
- *We will do everything we can to celebrate the accomplishments of our graduating seniors and all of our students. Graduation is very important to our parents, our teachers, and our students. However, we must keep everyone safe and follow CDC*

guidelines. Graduation ceremony will definitely not be canceled. It will be different, but as a community we are going to have a great celebration that commemorates the accomplishments of these amazing students. The high school staff is in the process of developing plans for a magnificent, creative graduation ceremony.

- *Teachers, principals, and support staff continue to develop and deliver distance learning opportunities throughout the remainder of the 2019-2020 school year.*

2020-2021

In a crisis, there is no such thing as an overreaction or an under reaction. There is just prepared and not prepared. We are developing a blueprint for the summer and reentry in August. Our plan should include an amplified emphasis on distance learning and plans for following CDC guidelines. In addition, we are developing a budget for this blueprint. The following components should be included:

- *New LMS system: Canvas \$40,000. Canvas is used by ICC and Mississippi State. Since most of our students go to these two schools, it makes sense that we begin to train all of our students, teachers, and parents on Canvas. A new LMS system will allow us to provide educational services with a greater degree of consistency and accountability.*
- *Compensatory Services/Summer Retrieval Services for Low 25. We typically do provide summer programs. We will repurpose those programs to focus on academic losses during this time of emergency school closure.*
- *Distance Learning Needs: Device and Internet Access. Staff Development will be provided in online instruction to include our new LMS platform, blended learning, and flipped classrooms. Our distance learning plan will continuously improve as teachers, parents, and students get more comfortable with the technology and the school district develops more resources for parents and students to use at home.*

Too often, when one thinks of distance learning, one quickly jumps to technology access as if technology is the remedy for all situations. Access to technology is important and technology can certainly be a great accelerant to the classroom experience, but we should remember there was education and learning before we had technology.

*We will be purchasing additional textbooks and other learning resources to add to our technology tools for our teachers, students, and parents. With a blended distance learning model, we will have a more accountable, equitable, and complete educational experience for **ALL** students, even those who do not have internet access at home and those who do not have tech savvy parents at home for support. Our approach to distance education will evolve into a blended model that includes technology access and old school methods that have worked for a very long time.*

- *Social and Emotional Learning/Trauma Informed Care: We need to be prepared for the various mental and social service needs our students will have when they eventually do return to school. Staff development will be provided to our teachers, so they are equipped for what will more than likely be a huge challenge after our students have been out of school for such a long time.*
- *Classroom Management: CHAMPS, Social Contracts. We can pretty much guarantee that we will need to start from scratch on these behavior modification initiatives. We want our teachers to be prepared for their students when everyone returns to school.*

- *New Curriculum Training in reading and math with our new resources. Our new curriculum materials are being delivered to schools this week. We will be providing staff development to our teachers on the new curriculum.*
- *Targeted Subgroup Needs: Special Ed, ELL, Low 25. These are the groups where we need to most support in the accountability model. I know the model is suspended now, but I believe it will return next year. We will more than likely have to add some positions to accommodate the needs of these students, as their learning regression during the school closure is probably most pronounced.*

Finally, let's not leave out our District of Innovation Work: Middle College, Project Lead the Way, Project Search, and Career Academies. We will continue to develop these programs and follow our District of Innovation plan to the degree that we can within our budget.

Folks, this is just a recap of things we have been talking about. I am sad for this COVID-19 on a lot of levels. One of the levels is that we were building and growing in many of the items listed above. We now need to rebuild our lost momentum and add a few components to our list of initiatives in response to this pandemic. We have a great team of teachers, principals, and admin support, and now, parents. I have always believed the toughest metal is forged in the hottest fire. I am confident that TPSD will emerge on the other side of this crisis stronger, more committed to our community, and more able to meet the needs of our students. There is no such thing as a one size fits all.

Following Dr. Picou's report, Mr. Prather asked what percentage of TPSD students are using the online resources that teachers and administrators have made available to our Pre-K through 12th grade students. Dr. Picou stated there is no way to accurately determine the participation, however, he estimated that only 50% of our students were using the distance learning resources. Mr. Prather asked what remediation plan will be used going forward for these "at risk" students to achieve expected competencies in core academic skills such as literacy and numeracy. Dr. Picou stated that the administrative team is working on a remediation plan to close this gap and details will be presented at an upcoming Board meeting.

C. Board Master Calendar Review and Future Agenda Topics – Board Members

1. Board Master Calendar Review

The Board reviewed the Board Master Calendar.

2. Future Agenda Topics

Mr. Babb mentioned that several of his clients, friends and acquaintances frequently ask questions from co the TPSD's plans for reopening school in August. Dr. Picou stated that because a COVID-19 vaccine may not be available for at least 18 months we will have to develop multiple blueprints for the 2020-2021 school year to ensure that TPSD students, staff, and community members are protected from the virus.

Mr. Babb requested a future discussion of this important topic either at an upcoming regular Board meeting, special called meeting or perhaps during the Board Retreat scheduled in June.

RECESS

At 2:54pm the Board took a short recess. At 3:10pm, Mr. Wheeler announced that the recess is ended, and the meeting will come to order.

MISCELLANEOUS BUSINESS

A. Executive Session

Mr. Wheeler noted the need to consider entering into temporary executive session to consider entering into Executive Session to discuss personnel matters and potential litigation. Upon a motion duly made by Mr. Babb and seconded by Mr. Prather, the Board voted unanimously to go into temporary executive session to consider whether to move into Executive Session. Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion adopted.

The Board entered temporary executive session, and Mr. Babb made a motion that the Board enter Executive Session to discuss (1) Personnel matters involving the performance and duties of individual personnel to be raised in discussion of the recommended re-employment of school building administrators, licensed district administrators and district-wide administration (non-licensed positions) as well as the recommended supplementary pay plans; (2) Potential litigation; and (3) An additional personnel matter involving the Superintendent's contract. Mrs. Davis seconded the motion, which was adopted unanimously by a roll call vote. Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion passed.

Dr. Picou then explained that he had sent invitations to the persons necessary for the Executive Session -- Board members, Mr. Tims and himself -- to join another electronic meeting. When the business of the Executive Session is concluded. Mrs. Shumpert would send another invitation to participants in the original Open Session that would allow them, Board members, Dr. Picou and Mr. Tims to participate in the remaining matters to come before the Open Session.

Mr. Wheeler declared the Board in Executive Session, and the above procedures were followed, resulting in an Executive Session with Dr. Picou, Mr. Tims and all members of the Board. Board members discussed concerns about wide variances between salaries paid to persons with the same job title. Dr. Picou explained his plan to present revised salary schedules to resolve this issue before the SY20-21 budget is adopted. Following this discussion, members of the Board expressed support for the proposed re-employment of school building administrators, licensed district administrators and non-licensed district-wide administrators, as well as the supplementary pay plans.

Mr. Tims then reported on litigation that had been threatened against the District and received the Board's views regarding conduct of the matter.

Dr. Picou then left the meeting, and Mr. Babb and Mr. Tims reported on their discussions with Dr. Picou and study of possible changes to his employment agreement. After an in-depth discussion, the Board asked Dr. Picou to rejoin the meeting and further discussion followed. At the conclusion of these talks, Mr. Babb made a motion, seconded by Mr. Prather, that the Board return to Open Session. The Board adopted the motion unanimously by roll call vote. The above-prescribed procedure was followed, and Mr. Wheeler announced that the Board had returned to Open Session.

Open Session

B. Reemployment of 2020-2021 TPSD Licensed Staff

Superintendent Rob Picou recommended Reemployment of TPSD Licensed Staff for the 2020-2021 School Year. Dr. Picou explained that the compensation included in the employment contract will reflect the current salary with a one-year step increase since we currently do not know what the Legislature will do regarding licensed staff pay for next year. When the Legislature acts, the District will adjust the compensation in this contract to reflect their new salary as approved by the Legislature, thereby, eliminating the need to sign another contract. Licensed staff will be informed in writing of the new salary amount as soon as the District receives the necessary information from receive the Legislature and the Mississippi Department of Education, and a copy of the amount of the new salary will be placed in the employee's file as an attachment to their contract and incorporated without the need to issue a new contract.

Following discussion, on a motion by Mr. Babb, seconded by Mr. Prather, the Board voted unanimously to approve the Reemployment of TPSD Licensed Staff for the 2020-2021 School Year as recommended. Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion adopted.

A copy of the Reemployment of TPSD Licensed Staff for the 2020-2021 School Year Report is marked **Exhibit 10** and held in the Exhibit Book of this meeting date and incorporated herein.

C. Supplementary Pay Plan – Licensed Staff 2020-2021

Superintendent Rob Picou presented for consideration and approval Supplementary Pay Plan for Licensed Staff 2020-2021. On a motion by Mr. Babb, seconded by Mr. Mize, the Board voted unanimously to approve the 2020-2021 Supplementary Pay Plan for Licensed Staff as presented. Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion adopted.

A copy of Supplementary Pay Plan – Licensed Staff for the 2020-2021 School Year is marked **Exhibit 11** and held in the Exhibit Book of this meeting date and incorporated herein.

D. Supplementary Pay Plan – Non-Licensed Staff 2020-2021

On a motion by Ms. Davis, seconded by Mr. Babb, the Board voted unanimously to approve the 2020-2021 Supplementary Pay Plan for Non-Licensed Staff as recommended. Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None. The president of the Board declared the motion adopted.

A copy of Supplementary Pay Plan for Non-Licensed Staff for the 2020-2021 School Year is marked **Exhibit 12** and held in the Exhibit Book of this meeting date and incorporated herein.

E. Employment of 2020-2021 Building Administrators (Assistant Principals), Licensed District Administrators, and District-Wide Positions – No License Required

Superintendent Rob Picou recommended approval of Employment of 2020-2021 Building Administrators (Assistant Principals), Licensed District Administrators, and District-Wide Positions – No License Required. Dr. Picou explained that salaries are set at the same level as for the 2019-2020 school year until such time as projected level of state funding for 2020-2021 becomes known and salaries can be adjusted as part of the 2020-2021 budgeting process.

Mr. Prather made a motion to approve employment of School Building Administrators (Assistant Principals), Licensed District Administrators, and District-Wide Positions – No License Required for the 2020-2021 school year as recommended by the Superintendent, with their salaries to be set at the same level as for the 2019-2020 school year until such time as projected level of state funding for 2020-2021 becomes known and salaries can be adjusted as part of the 2020-2021 budgeting process. Mr. Babb seconded the motion, and it was unanimously approved by the Board. Mr. Wheeler declared the motion passed.

A copy of the Employment of 2020-2021 Building Administrators (Assistant Principals), Licensed District Administrators, and District-Wide Positions – No License Required is marked EXHIBIT 13 and held in the Exhibit Book of this meeting date and incorporated herein.

ADJOURNMENT

The president of the Board announced that all decisions taken in the meeting were approved unanimously by the five Board members present at the meeting, and all Board members were present throughout the meeting.

There being no other business to transact, Mr. Babb made a motion that the meeting be adjourned. The motion was seconded by Ms. Davis, and the Board voted unanimously to adjourn. Voting for the motion: Babb, Davis, Mize, Prather and Wheeler. Voting against the motion: None.

Mr. Wheeler then announced that the meeting stood adjourned at 5:15 pm.

April 21, 2020
1:30 p.m., via Video Conferencing

Tupelo Public School District
Board of Trustees – Meeting Minutes
PENDING APPROVAL

**APPROVED:
TUPELO PUBLIC SCHOOL DISTRICT
BOARD OF TRUSTEES**

ATTEST:

Kenneth R. Wheeler, President

Paul E. Mize, III, Secretary