

**TUPELO PUBLIC SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING MINUTES
ANNUAL ORGANIZATIONAL MEETING
March 20, 2018
12:00 p.m.**

The Board of Trustees of the Tupelo Public School District convened in a regular meeting of the Board held in Open Session at noon on Tuesday, March 20, 2018, at the Hancock Leadership Center, 1920 Briar Ridge Road, Tupelo, Mississippi.

CALL TO ORDER

The meeting was called to order by Vice President Sherry Davis who welcomed guests attending the meeting.

ROLL CALL AND ESTABLISHMENT OF A QUORUM

Board members present during roll call were: Mr. Joe Babb, Mrs. Sherry Davis, and Mr. Kenneth Wheeler. Ms. Davis announced a quorum and stated that the meeting was lawfully in session. Attorney Otis Tims was also present.

OATH OF OFFICE – MR. EDDIE M. PRATHER

Attorney Otis Tims of Mitchell, McNutt and Sams administered the Oath of Office for re-appointed Board Member Eddie M. Prather. A copy of the signed Oath of Office is marked **EXHIBIT 1** and held in the Exhibit Book of this meeting date and incorporated herein.

OATH OF OFFICE – MR. PAUL E. MIZE, III

Attorney Otis Tims of Mitchell, McNutt and Sams administered the Oath of Office for newly appointed Board Member Paul E. Mize, III. A copy of the signed Oath of Office is marked **EXHIBIT 2** and held in the Exhibit Book of this meeting date and incorporated herein.

APPROVAL OF AGENDA

On a motion by Mr. Babb, seconded by Mr. Wheeler, the Board voted unanimously to approve the agenda for the regular March 19, 2019, Board meeting subject to the following changes:

- Add Mr. Paul E. Mize, III (Section III. Oath of Office)
- Add New Hire of Assistant Superintendent (Item VII Item B. Recognitions)
- Add Addendum to Personnel Report (Item VIII. Item B. Personnel Report)
- Delete Contract #CO2069 from Consent Agenda (VIII. Item F. 1.a.1)

The Vice President of the Board declared the motion passed. A copy of the Agenda is marked **EXHIBIT 3** and held in the Exhibit Book of this meeting date and incorporated herein.

ANNUAL ORGANIZATIONAL MEETING ITEMS

TPSD Policy BBAA Board of Trustees Organizational Meeting stipulates that the organizational meeting of the Board will be held at the first regular meeting of the Board of Trustees following the first Saturday of March of each calendar year.

ELECTION OF OFFICERS

School Board Attorney Otis Tims announced that School Board Policy #BBAA Board Officers stipulates that “the officers of the Board shall be a president, vice-president and secretary and shall be elected at the first meeting of the board following the first Saturday of March of each calendar year.” Mr. Tims next announced that the floor was open for nominations for president of the Board of Trustees.

Election of President

Mr. Wheeler nominated Ms. Sherry Davis for president of the School Board. Mr. Babb seconded the motion. By general consent, nominations for president were closed and the matter was brought to a vote as follows:

Mr. Joe Babb	voted: Aye
Mrs. Sherry Davis	voted: Abstained
Mr. Paul Mize	voted: Aye
Mr. Eddie Prather	voted: Aye
Mr. Ken Wheeler	voted: Aye

By a vote of 4-0, Ms. Sherry Davis was elected president of the Board of Trustees.

Election of Vice-President

Next, Mr. Tims announced that the floor was open for nominations for vice-president of the Board of Trustees. Mr. Prather nominated Mr. Kenneth Wheeler to serve as vice-president of the School Board. Ms. Davis seconded the motion. By general consent, nominations for vice-president were closed and the matter was brought to a vote as follows:

Mr. Joe Babb	voted: Aye
Mrs. Sherry Davis	voted: Aye
Mr. Paul Mize	voted: Aye
Mr. Eddie Prather	voted: Aye
Mr. Ken Wheeler	voted: Abstained

By a vote of 4-0, Mr. Kenneth Wheeler was elected vice-president of the Board of Trustees.

Election of Secretary

Next, Mr. Tims announced that the floor was open for nominations for secretary of the Board of Trustees. Mr. Prather nominated Mr. Babb to serve as secretary. Mr. Wheeler seconded the motion and by unanimous consent nominations for secretary were closed and the matter was brought to vote as follows:

Mr. Joe Babb	voted: Abstained
Mrs. Sherry Davis	voted: Aye
Mr. Paul Mize	voted: Aye
Mr. Eddie Prather	voted: Aye
Mr. Ken Wheeler	voted: Aye

By a vote of 4-0, Mr. Joe Babb was elected secretary of the Board of Trustees.

Appointment of Legal Counsel

On a motion by Mr. Prather, seconded by Mr. Wheeler, the Board voted unanimously to appoint Mitchell, McNutt & Sams as legal counsel for the TPSD Board of Trustees, and the president of the Board declared the motion passed.

Posting of Public Notices

On a motion by Mr. Babb, seconded by Mr. Wheeler, the Board voted unanimously to assign the responsibility of posting notices of special meetings, recessed meetings, adjourned meetings, and rescheduled meetings as outlined in TPSD Policy BBAA to Ms. Modesty Shumpert or Ms. Patrice Tate. In the event that both Mrs. Shumpert and Ms. Tate are absent, the superintendent will designate an individual to post the required public notice. The president of the Board declared the motion passed.

Appointment of Recording Secretaries for the TPSD Board of Trustees

On a motion by Mr. Prather, seconded by Mrs. Davis, the Board voted unanimously to appoint Ms. Patrice Tate and Ms. Modesty Shumpert as recording secretaries for the TPSD Board of Trustees. The president of the Board declared the motion passed.

Authorization of Signatures for District Financial Accounts

On a motion by Mr. Prather, seconded by Mr. Wheeler, the Board voted unanimously to authorize signatures for district financial accounts in accordance with TPSD Policy DJAA: Authorized Signatures which names Dr. Robert Picou and Mrs. Rachel Murphree as authorized signatures. Furthermore, TPSD Policy DJAA stipulates that in the event Mrs. Rachel Murphree is absent Assistant Finance Director Rachel Mitchell is also an authorized signatory for district financial accounts. The President of the Board declared the motion passed.

Ratification of TPSD Policies

In accordance with TPSD Policy BBAA Board of Trustees Organizational Meeting, Mr. Babb moved to reaffirm and ratify the TPSD Policies, Administrative Procedures, Regulations, and Exhibits previously adopted or authorized by the Board of Trustees. The motion was seconded by Mr. Wheeler, and the Board voted unanimously to reaffirm and ratify the TPSD Policies, Administrative Procedures, Regulations, and Exhibits previously adopted or authorized by the Board of Trustees. The president of the Board declared the motion passed.

Appointment of Board Audit Committee to Review TPSD 2018-2019 School Year Audit

In accordance with TPSD Policy BBAA Board of Trustees Organizational Meeting, it is recommended that the Board appoint two members to serve on the Board Audit Committee to review the District's annual school year audit findings.

Mr. Prather made a motion to appoint Mr. Babb and Mr. Mize to serve on the Board Audit Review Committee for the purpose of reviewing the 2018-2019 School Year Audit. Having received unanimous consent, President Sherry Davis declared the motion passed.

APPROVAL OF THE MINUTES

February 12, 2019, Noon, Regular Meeting, HLC

Mr. Prather made a motion to approve the minutes from the February 12, 2019, noon, regular meeting as submitted. The motion was seconded by Mr. Babb and brought to a roll call vote as follows:

Mr. Joe Babb	voted: Aye
Mrs. Sherry Davis	voted: Aye
Mr. Paul Mize	voted: Abstained
Mr. Eddie Prather	voted: Aye
Mr. Ken Wheeler	voted: Aye

By a vote of 4-0, Ms. Davis declared the motion passed.

February 12, 2019, 5:00PM, Regular Meeting, Tupelo Middle School

Mr. Wheeler made a motion to approve the minutes from the February 12, 2019, 5:00pm, regular meeting as submitted. The motion was seconded by Mr. Prather and brought to a roll call vote as follows:

Mr. Joe Babb	voted: Aye
Mrs. Sherry Davis	voted: Aye
Mr. Paul Mize	voted: Abstained
Mr. Eddie Prather	voted: Aye
Mr. Ken Wheeler	voted: Aye

By a vote of 4-0, Ms. Davis declared the motion passed.

February 26, 2019, Board Work Session, 9:00AM, Hancock Leadership Center

Mr. Babb made a motion to approve the minutes from the February 26, 2019, 9:00am, Board work session as submitted. The motion was seconded by Mr. Wheeler and brought to a roll call vote as follows:

Mr. Joe Babb	voted: Aye
Mrs. Sherry Davis	voted: Aye
Mr. Paul Mize	voted: Abstained
Mr. Eddie Prather	voted: Aye
Mr. Ken Wheeler	voted: Aye

By a vote of 4-0, Ms. Davis declared the motion passed.

PUBLIC COMMENTS

No requests for public comments were received for this meeting of the Board.

RECOGNITIONS

Superintendent Rob Picou announced that later in today's meeting he will be recommending for consideration by the Board of Trustees Dr. Brock English as assistant superintendent with the Tupelo Public School District effective July 1, 2019. Following the announcement, Dr. English addressed the Board and other attendees to express his appreciation for this new opportunity and also expressed appreciation of the Tupelo Middle School staff. Dr. English has served in an administrative capacity in the school district for nearly nine years, beginning his career teaching fourth grade at Pierce Street Elementary in 2001. Dr. English will oversee secondary schools grades six through 12.

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 Sherry Davis passed the gavel to Vice President Ken Wheeler and recommended approval of the Docket of Claims for the period February 2, 2019 through March 1, 2019, Docket of Claims #59107 through #59852 in the amount of \$1,358,278.36 and the Athletic Activity Ref Pay paid to officials and fees in the amount \$6,399.95 for the period February 2, 2019 through March 1, 2019. The grand total is \$1,364,678.31. The motion was seconded by Mr. Babb and approved unanimously. Mr. Wheeler 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 4** and held in the Exhibit Book of this meeting date and incorporated herein.

Mr. Wheeler passed the gavel back to President Sherry Davis.

2. Required Monthly Financial Reports – Month Ending January 31, 2019

In accordance with MS Code 37-9-18 the following Financial Reports for the month ending January 31, 2019, were reviewed and discussed. On a motion by Mr. Prather, seconded by Mr. Wheeler, 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
- Consolidated Fund Balance Sheet for all General and Special Revenue Funds
- Monthly Financial Statement (not required)

Board President Sherry Davis declared the motion passed. The Financial Reports for Month Ending January 31, 2019, are marked **EXHIBIT 5** 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. Wheeler, the Board voted unanimously to approve the licensed and classified personnel recommendations (including the Addendum which changes Dr. Brock English from principal at TMS to assistant superintendent (replacing Ms. Anna Guntharp), effective July 1, 2019, with pay at Step 138 with a AAAA supplement of \$1,460.00, as recommended. Mr. Prather declared the motion passed.

The Personnel Report is marked **EXHIBIT 6** and held in the Exhibit Book of this meeting date and incorporated herein.

C. Office of Director of Operations Mr. Charles Laney (TPSD Goals #2 and #4)

1. Certificate of Final Completion – THS Athletics Suite Renovations, Phase I, Project #17026.00

On a motion by Mr. Prather, seconded by Mr. Babb, the Board voted unanimously to approve the Certificate of Final Completion for the THS Athletics Suite Renovations, Phase I, Project #17026.00. Mr. William M. Lewis, JBHM Architects, P.A., signed the Certificate of Final Completion on January 29, 2019, which stated that the entire project has reached a state of final completion, and recommends final approval of this project and payment to the contractor (Sullivan Enterprises). Ms. Davis declared the motion passed.

A copy of the Certificate of Final Completion for the THS Athletics Suite Renovations, Phase I, Project #17026.00 is marked **EXHIBIT 7** and held in the Exhibit Book of this meeting date and incorporated herein.

2. Change Order Number 003 THS Safe Room FEMA #1604-0527

On a motion by Mr. Babb, seconded by Mr. Wheeler, the Board voted unanimously to approve Change Order 003 for the THS Safe Room FEMA #1604-0527 project. The original contract sum will not be changed. Change Order 003 adds 82 days to the contract due to weather and construction delays. Substantial completion for the building (not to include bleacher installation) will be May 2, 2019. Additionally, this change order adds 40 days to the contract due to bleacher installation. Substantial completion for the bleacher installation will be June 11, 2019. Ms. Davis declared the motion passed.

A copy of Change Order 003 for the THS Safe Room FEMA #1604-0527 project is marked **EXHIBIT 8** and held in the Exhibit Book of this meeting date and incorporated herein.

D. Office of Assistant Superintendent Mr. Andy Cantrell (TPSD Goal #2)

Student Discipline Case #03-2018-2019

On a motion by Mr. Prather, seconded by Mr. Wheeler, the Board voted unanimously to ratify the administrative decision to expel Student #03-2018-2019, from TPSD for one calendar year for violation of TPSD Board Policy JD-E4 Student Discipline: Middle School Students. Homebound services will be provided by TPSD Special Education Department. Ms. Davis declared the motion passed.

Detailed information regarding Student Discipline Case #03-2018-2019 is marked **EXHIBIT 9** "Sealed and Confidential" and held in the Exhibit Book of this meeting date and incorporated herein.

E. Office of Deputy Superintendent Mrs. Kimberly Britton

1. Memorandum of Understanding between City of Tupelo and TPSD to implement Healthy Heroes Program

A Memorandum of Understanding (MOU) between the City of Tupelo and TPSD related to the Healthy Heroes Program Grant was presented for review and consideration for approval. The City of Tupelo would like to partner with the kindergarten through 5th grade schools [Carver, Joyner, Thomas, Parkway, Lawhon, Lawndale, Pierce, and Rankin] to implement this program during the 2019-2020 school year on a monthly basis from August through May. The Healthy Heroes Program will entail each school committing one day a month for a community official (fireman, policeman, etc.) to come lead a physical education class related to healthy eating and exercise with the added opportunity to share out the healthy living message to the community.

After due discussion and consideration, on a motion by Mr. Wheeler seconded by Mr. Prather, **the** Board voted unanimously to approve the MOU between the City of Tupelo and TPSD related to the Healthy Heroes Program Grant as recommended. Ms. Davis declared the motion passed.

A copy of the abovementioned MOU related to the Healthy Heroes Program Grant is marked **Exhibit 10** and held in the Exhibit Book of this meeting date and incorporated herein.

2. Memorandum of Understanding between Mississippi Department of Rehabilitation Services and vocational Rehabilitation for the Blind and North Mississippi Health Services and Tupelo Public School District

This MOU will collaborate and cooperate to create a High School Project SEARCH Transition program at North Mississippi Health Services for a maximum of 12 students with developmental disabilities, and to foster and facilitate the acquisition of jobs by people with disabilities when possible. This MOU specifies the roles and responsibilities of the Parties as they work in partnership to increase opportunities for persons with disabilities.

If approved, the period of performance of this MOU shall commence upon execution of all parties but not before June 1, 2019, and end no later than July 31, 2020.

Upon consideration, on a motion by Mr. Babb seconded by Mr. Prather, the Board voted as follows to approve the above described MOU to create a High School Project SEARCH Transition program at North Mississippi Health Services as recommended.

Mr. Joe Babb	voted: Aye
Mrs. Sherry Davis	voted: Aye
Mr. Paul Mize	voted: Aye
Mr. Eddie Prather	voted: Aye
Mr. Ken Wheeler	voted: Abstained

By a vote of 4-0, Ms. Davis declared the motion passed.

A copy of the abovementioned MOU related to Project SEARCH is marked **Exhibit 11** and held in the Exhibit Book of this meeting date and incorporated herein.

3. Memoranda of Understanding for Weekend Nutritional Assistance to Qualifying TPSD Students

Deputy Superintendent Kim Britton recommended that the TPSD enter into Memorandums of Understanding with the following organizations related to weekend nutritional assistance for qualifying TPSD students:

- First United Methodist Church (Milam, Joyner, Rankin, Thomas Street, Pierce Street, and Parkway – Weekend FoodPack Program)
- Global Outreach Ministries (Fillmore Center – Weekend Food Pack Program)
- The Jim Ingram Cohort (Tupelo Middle School – Wave Market Program)
- Junior Auxiliary of Tupelo (ECEC, Carver, Lawhon, and Lawndale – Silent Servings Program)

Mrs. Britton stated that these MOU's formalize our relationship with the above organizations and provide clear guidance for all parties involved to provide weekend nutritional assistance for qualifying TPSD students. The food distribution process will not change; however, the consent letter will now come from the volunteer organization, not the District. Additionally, the types of food donated may change in accordance with our Food Service Department's guidance. Our schools will screen for chronically hungry children as outlined in the MOU's, as well as distribute the consent letters and foodpacks.

a. First United Methodist Church

On a motion by Mr. Babb seconded by Mr. Prather, the Board voted unanimously to approve the MOU between First United Methodist Church and TPSD related to the Weekend FoodPack Program. Ms. Davis declared the motion passed.

A copy of the abovementioned MOU between First United Methodist Church and TPSD related to the Weekend FoodPack Program is marked **Exhibit 12** and held in the Exhibit Book of this meeting date and incorporated herein.

b. Global Outreach International of Tupelo

On a motion by Mr. Prather seconded by Mr. Babb, the Board voted unanimously to approve the MOU between Global Outreach International of Tupelo and TPSD related to the Weekend FoodPack Program. Ms. Davis declared the motion passed.

A copy of the abovementioned MOU between Global Outreach International of Tupelo and TPSD related to the Weekend FoodPack Program is marked **Exhibit 13** and held in the Exhibit Book of this meeting date and incorporated herein.

c. Jim Ingram CLI Cohort for Wave Market Program

Mr. Wheeler made a motion that the Board approve the MOU between Jim Ingram CLI Cohort and TPSD related to the Wave Market Program. Mr. Prather seconded the motion, and it was adopted unanimously. Ms. Davis declared the motion passed.

A copy of the abovementioned MOU between Jim Ingram CLI Cohort and TPSD related to the Wave Market Program is marked **Exhibit 14** and held in the Exhibit Book of this meeting date and incorporated herein.

d. Junior Auxiliary of Tupelo for Silent Servings Program

Mr. Babb made a motion that the Board approve the MOU between Junior Auxiliary of Tupelo and TPSD related to the Silent Servings Program. Mr. Prather seconded the motion, and it was adopted unanimously. Ms. Davis declared the motion passed.

A copy of the abovementioned MOU between Junior Auxiliary of Tupelo related to the Silent Servings Program and TPSD is marked **Exhibit 15** and held in the Exhibit Book of this meeting date and incorporated herein.

4. Review of TPSD Board Policy Exhibits JBCC-E1, JBCC-E2, and Proposed New Policy Exhibit JBCC-E4

Deputy Superintendent Kim Britton stated that the following Board Policy Exhibits have been reviewed and are presented for discussion and consideration for approval:

JBCC-E1	Non-Resident Tuition Charges
JBCC-E2	Admission of Non-Resident Students Tuition Agreement: Non-Employee
JBCC-E4	(New Exhibit – Admission of Non-Resident Students Tuition Agreement: Non-Resident – Grandfathered)

Then there followed a discussion of the revised Board Policy Exhibits and new Board Policy Exhibit JBCC-E4. Mr. Wheeler moved to table approval of the above proposed Board Policy Exhibits. The motion was seconded by Mr. Prather, and adopted unanimously. Ms. Davis announced that the motion had passed.

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 omission of A. 1. – Contract #CO2069:

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

1. Contractual Agreements (TPSD Policy DJAAB Contract Signing Authority)
Contracts to be Acknowledged and Awarded: #CO2062, #CO2066, #CO2067, #CO2068, #CO2070, #CO2073 and #CO2074; Contracts for Rental of School Facilities: #SFR1938 and #SFR1939
2. Contract to be Ratified: #CO2064, #CO2065, #CO2071 and #CO2072
3. Donations #2018-2019-057 through #2018-2019-063
4. Permission to Submit TPSD Grants #1930 through #2038
5. Permission to Accept TPSD Grants #1927 and #1931
6. Permission to Advertised Bid for BD1902 – Interactive Displays and BD1903 MacBook Pros
7. Permission to Remove 111 Assets from the TPSD Asset Listing and Add Back 3 Assets to the TPSD Asset Listing

B. Office of Assistant Superintendent Mr. Andy Cantrell (TPSD Goals #1, #3 & #4)

1. Student Transfer Report (TPSD Policy JBCD Transfers and Withdrawals of Students)
2. Readmission of Student #03-2017-2018
3. Overnight Field Trip Requests:
 - a. TMS, Robotics, MATE ROV Competition (Underwater Robotics), Dauphin Island, AL, 4/26-28/19
 - b. Science Bowl, 2019 National Science Bowl, Washington, D.C., 4/25-29/19
 - c. THS, TCTC DECA, International Competition, Orlando, FL, 4/26-5/1/19

The motion was seconded by Mr. Wheeler and was approved unanimously. The President of the Board declared the motion passed. A copy of the Consent Agenda report is marked **EXHIBIT 16** 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 Summaries were included in the Board package for this meeting:

1. District of Innovation Update – Mrs. Stewart McMillan
 2. MOU’s for Weekend Nutritional Assistance – Mrs. Kimberly Britton
 3. Safety Audit – Mr. Andy Cantrell
 4. Ad Valorem Collections Received through January 31, 2019 – Mrs. Rachel Murphree
- Copies of the above reports are on file in the Superintendent’s Office.

B. Superintendent’s Report – Dr. Rob Picou

1. MSBA Winter Conference Reflections

Board members who attended the recent Mississippi School Boards Association Winter Conference briefly summarized a few workshops they attended.

2. Project SEARCH – Ms. Genna McAlpin and Mrs. Stewart McMillan

Ms. Genna McAlpin and Mrs. Stewart McMillan shared a video which explained the “why” for Project SEARCH and the work inaction at the other Project SEARCH in Mississippi through the Mississippi Department of Rehabilitation Services, Rankin County School District, and the University of Mississippi Medical Center.

3. Superintendent’s Report – Dr. Rob Picou

Dr. Picou’s report focused on the proposed revised 2018-2019 District Goals and Measurable Indicators

TPSD 2018-2019 Strategic Plan

District Mission

The Tupelo Public School District serves the community by engaging each student in an excellent education that develops skills and citizenship needed for success in a global society.

Proposed 2018-2019 District Goals

- 1. Increase student achievement across the District**
- 2. Provide a safe, secure and orderly environment in all schools**
- 3. Attract and retain all stakeholders**
- 4. Maintain sound financial stability**
- 5. Design a Vision for College and Career Ready Learning**

Goal 1: Increase student achievement across the District

Measurable Indicators

- a. The District’s state ranking will maintain or increase.
- b. The District will be rated “**B**” or above.
- c. The 4-year graduation rate will be **88%** or higher.
- d. The student average daily attendance, as defined by the state, will be **95%** or higher.
- e. Average ACT scores will 18 or higher.

- f. The number of seniors scoring **30 and above** and the number of seniors scoring **24 and above** on the ACT will increase.
- g. The percentage of students **scoring proficient and advanced** on state tests will increase.
- h. The number of students enrolled in Advanced Placement courses and the percentage scoring 3+ will increase.
- i. The number of students enrolled in **Dual Enrollment classes** will increase by 5%.
- j. Tupelo High School will increase **National Merit finalists, semi-finalists, recipients of commendation, and National Achievement Scholars.**

Goal 2: Provide a safe, secure and orderly environment in all schools

Measurable Indicators

- a. A safety and security assessment score of “**passing**” will be maintained.
- b. The District’s crisis plan will be approved annually by the state.
- c. Discipline referrals will be reported to the Board on a periodic basis.
- d. Discipline practices will reflect that teachers and faculty are supported as evidenced by an end of year survey.
- e. The District will continue to track and reduce number of Workers’ Compensation claims and incidences.
- f. Students and teachers feel a greater sense of connectedness as evidenced by an annual school climate and connectedness survey.

Goal 3: Attract and retain all stakeholders

Measurable Indicators

- a. Average daily attendance among teachers will be **95%** or above.
- b. Initiatives to improve the overall health of the workforce will continue to be offered as evidenced in survey results and number of employees enrolled in Wellness Center.
- c. Surveys will be conducted among all stakeholders (students, teachers and parents) on a regular basis to gauge satisfaction and areas of improvement
- d. The percentage of new or veteran minority teachers recruited will be increased.
- e. Annual recruitment visits to Historically Black Colleges will be completed.
- f. The New Teacher mentoring program and the Assistant Principals’ mentoring program will remain active throughout the school year.
- g. Recruitment of prospective students will be tracked and periodically reported to the Board.

Goal 4: Maintain sound financial stability

Measurable Indicators

- a. A reserve of **15%** of the state and local budgets will remain in the District's fund balance as of June 30, 2016. *(Includes construction reserves)*
- b. Student enrollment, withdrawals, and average daily attendance will be monitored and reported regularly.
- c. The superintendent and assistant superintendents will conduct and pass required state and federal audits.

Goal 5: Develop a Vision of College and Career Ready Learning

Measurable Indicators

- a. Examples of interdisciplinary study will be increased and presented at a board meeting.
- b. Establish high expectations for application of knowledge.
- c. Establish a vision with multiple stakeholders.
- d. A vision for technology implementation will be reinvented to include expanded coding academies, cyber cafes, and a computer science program that leads to an AA degree.
- e. Project Lead the Way will be implemented at the 3-5 schools and expanded. Implementation data will be established.

3. Upcoming Events:

- March 19, Noon, HLC, Regular Board Meeting
- March 30-April 1, NSBA Annual Conference
- April 9, Noon, HLC, Regular Board Meeting; 5:00pm, Tupelo High School
- April 26, 11:30am, AEE, Pierce Street Elementary
- April 29, 11:30am, Rotary Scholars, The Summit
- May 14, Noon, HLC, Regular Board Meeting; 5:00pm, Milam Elementary
- May 17, THS Graduation, BancorpSouth Arena

D. Board Master Calendar Review and Future Agenda Topics

1. Board Master Calendar Review

The Board reviewed the Board Master Calendar.

2. Future Agenda Topics

No Future Agenda Topics were requested by the Board at this meeting.

MISCELLANEOUS BUSINESS

Executive Session

Ms. Davis suggested that there was a need for consideration of entering into Executive Session to discuss sensitive and confidential personnel and security matters. Mr. Prather made a motion that the Board enter temporary Executive Session. Mr. Babb seconded the motion, and it was adopted unanimously. Ms. Davis declared the motion passed.

The temporary Executive Session was called to order with the following people present: Mr. Joe Babb, Ms. Sherry Davis, Mr. Paul Mize, Mr. Eddie Prather, Mr. Kenneth Wheeler, Mr. Otis Tims, Dr. Rob Picou, Mrs. Kimberly Britton, Mr. Andrew Cantrell, Mr. Terry Hatch, Mr. Charles Laney, and Captain Terry Sanford (Tupelo Police Department). In addition, Mr. Cooper Dixon of Dixon Safety Consulting was present. The Board first considered the reason for entering Executive Session. Ms. Davis stated that there was a need to discuss sensitive personnel and District security matters. Upon a motion by Mr. Prather, with a second by Mr. Babb, the Board voted unanimously to remain in Executive Session. The President of the Board declared the motion passed and went out into the hallway to let everyone know that the Board would remain in Executive Session.

There followed a lengthy discussion of the District's annual security audit and of ongoing reviews of and revisions to District security plans. After this discussion, all persons left the meeting except the Board, Mrs. Britton and Mr. Tims. Dr. Picou then led a discussion of personnel matters concerning reemployment of administrators and salary scale issues related thereto.

Mr. Prather made a motion to return to Open Session. The motion was seconded by Mr. Babb and unanimously adopted.

After declaring that the motion had passed, Ms. Davis stepped into the hall and announced that the Board would return to Open Session.

Open Session

With the Board back in open session, Ms. Davis reported that the Board had discussed personnel matters and District security plans during the executive session but took no action.

Employment of 2019-2020 School Building Administrators (Assistant Principals), Licensed District Administrators, and District-Wide Positions – No License Required

Mr. Babb then made a motion to approve employment of School Building Administrators (Assistant Principals), Licensed District Administrators, and District-Wide Positions – No License Required for the 2019-20 school year as recommended by the Superintendent, with their salaries to be set at the same level as for the 2018-19 school year until such time as projected level of state funding for 2019-20 becomes known and salaries can be adjusted as part of the 2019-20 budgeting process. Mr. Mize seconded the motion, and it was unanimously approved by the Board. Ms. Davis declared the motion passed.

March 19, 2019
Noon, Hancock Leadership Center

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

A copy of the Employment/Reemployment of 2019-2020 School Administrative Personnel Report is marked **EXHIBIT 17** and held in the Exhibit Book of this meeting date and incorporated herein.

ADJOURNMENT

Mr. Mize then made a motion that the meeting be adjourned. The motion was seconded by Mr. Wheeler, and the Board voted unanimously to approve it. Ms. Davis then announced that the meeting stood adjourned at 3:30 pm.

APPROVED:
TUPELO PUBLIC SCHOOL DISTRICT
BOARD OF TRUSTEES

ATTEST:

Sherry S. Davis, President

Joe Babb, Secretary