

**M.S.D. OF MARTINSVILLE BOARD OF SCHOOL TRUSTEES
SPECIAL SCHOOL BOARD MEETING MINUTES**

**CENTRAL EDUCATION CENTER
389 EAST JACKSON STREET
MARTINSVILLE, IN 46151**

Tuesday, December 4, 2018

The Board of School Trustees of the Metropolitan School District of Martinsville met on Thursday, November 8, 2018. Members present were Debbie Lipps, Steve Brock, Michelle Baugh and Tana Lobb; Dave Rinehart was absent from the meeting. Also in attendance were Dr. Michele Moore, Superintendent; Dr. Terry Terhune, Assistant Superintendent; Shannon Adams, Don Lipps, Suzie Lipps, Pat Spencer, Jennifer Conway, Andrew Crowley – The Reporter Times

I. ORGANIZATION OF MEETING

Ms. Debbie Lipps called the meeting to order at 5:00 p.m. and the Pledge of Allegiance was said.

Dr. Moore made the following statement: "It is with a heavy heart that I ask for this special meeting. Under state law, we are required to give notice by December 31 of any administrators who will not have their administrator contract renewed. I am asking for the board to approve this motion so I have time over the next few weeks to notify the affected employees. We made a commitment as a district to our teachers and certificated staff in our recently bargained teacher contract. We wanted to send the message that we want to keep teachers over their career and we also believe that the most impactful person in a child's life is their teacher. To that end, we are facing a tight budget. In order to honor our commitment to teachers, we are looking at reducing two administrative positions at the end of the 18-19 school year. These administrators will not lose their job, but will be offered a teaching position. We believe this is an important measure. To further help, I am also going to be dropping four days a month from my paid contract. Over the year, it will amount to my earning about \$25,000 less. It will again provide us a savings that will help us to honor our commitment to not RIF teaching staff. I believe it's important and want to signal to everyone our commitment to our teachers. As a district, we are working diligently to ensure that we cut as much from overhead and administrative positions as possible so there is the least impact on children in the classroom. I hope the board will agree with our request so that I have time to meet with the affected staff."

II. OTHER BUSINESS

1. Authorize the Superintendent to issue written preliminary notice of the Board's consideration of nonrenewal to those administrators in the School Corporation whose contracts may not be renewed as recommended by the Superintendent.

Michelle Baugh made a motion to authorize the Superintendent as presented. Tana Lobb made a second to the motion and the motion carried 4-0.

Ms. Debbie Lipps made the following statement: “There are times when a school board must make difficult decisions for the health of the school system. These are decisions no one wants to make. Unfortunately, we were faced with one of those decisions. It is always the goal of the board to do what is best for our students and staff. While our goal is to retain top talent in our school system, we also have to face the reality that our budget keeps getting tighter. We were able to increase salaries this year, but unfortunately that will come at a cost. Dr. Moore has agonized with us over these decisions so much that she has voluntarily forfeited \$25,000 of her salary to reduce the impact of those decisions, and for this we are grateful.

We feel this proposal is the best way to keep teachers, avoid having to RIF anyone, as well as staying within our budget.”

IV. ADJOURNMENT

Being no further business, Michelle Baugh made a motion to adjourn. Steve Brock made a second to the motion and the meeting adjourned at 5:04 p.m.

Next Board meeting is scheduled for
December 20, 2018, at 6:30 p.m.
The meeting will be held at Bell Intermediate Academy