

**Hesperia Community Schools
Board of Education
April 13, 2015
Workshop/Special Meeting**

The workshop meeting was called to order by Board President Ryan Good at 7:01 p.m. in the High School Media Center.

Board Members Present: Broton, Wenberg, Sturtevant, Good, and Daniels.

Board Members Absent: Yates and Rose.

Public Comments

Deb Craner asked if the picture of the panther that was hanging in the cafeteria was going to be saved and later hung in a different location. The response was that the picture is saved and there is a plan to have it hung in a different location.

Facilities/Grounds/Technology

Short Term Facility Use-Extension

Mike Corey, Superintendent, explained the request by the Revive Church to use the building. It was suggested that the group re-apply every six months to extend their use permit. There was discussion on the water softener project and the lighting issue project. More information will be presented.

Finance

Voluntary Resignation Incentive Plan

The proposed plan was discussed. There was discussion about the cash option which is option 2. There was discussion about when the employees would need to let us know if they want to take the option. The employees have 45 days to review the plan. A letter of agreement with the HEA will need to be completed. The plan would result in some budget savings if staff members take advantage of the plan.

Proposal 1 Advisory Plan

The proposal was discussed. Consensus of the board members was that they were not in favor of the resolution. It was suggested that information on the proposal be put in the school newsletter for the purpose of educating the community on the proposal.

Personnel/Policy

The following items were discussed:

- The teacher assistant's resignation was discussed and replacing this position will be reviewed.
- The head Cross Country Coach's resignation was discussed. The position should be filled as soon as possible. There was discussion of reinstating Doug Baird to this position along with discussion on the posting procedures for the position.
- The JV Baseball Coach position was discussed. Rich Brimmer is recommended for the position.
- The Assistant Varsity Football Coach position was discussed. Chad Paine is recommended for the position.
- The four (4) cook position was discussed. Erika Maynard is recommended for the position.
- The FOIA policy was discussed. The updated policy was purchased by NCRESA with the intent that it be a uniform policy county-wide. Discussion comments included a question on what can be given out. Comments include that it depends on the situation. FERPA guidelines regulate what can be given out on students. Granting other requests will be decided by the FOIA Officer.
- The teacher lay-off and recall policy was explained by the Superintendent. Discussion comments included that we get the policies that we know need updating and have them available for the 1st Reading at the next meeting.

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Other Discussion Items

Coaching Position Reinstatement Letter

The letter from Doug Baird requesting reinstatement to the positions of Head Varsity Wrestling Coach and Head Varsity Coach of Cross Country was discussed. The issue of Doug's removal from the positions was discussed. The Cross Country position was discussed and comments included posting the position, approving Doug as coach at the next meeting, allowing him to begin coaching prior to board approval, and creating an expedited posting with the Superintendent and the HEA collaborating on the posting. The wrestling coach position was discussed. Comments were heard from the audience. A suggestion was made to have a co-coach position created as the current wrestling coach has done a nice job with the program. Other comments included that this would be the only sport with a co-coaching arrangement. It was suggested that the Superintendent and the Athletic Director meet with both Doug Baird and the current wrestling coach and then bring a recommendation to the board for additional discussion at the May workshop meeting. Additional comments from the audience included that a suggestion was given previously to make the current wrestling coach's position an interim position and that did not happen. There are no easy solutions to this issue, but we will move forward and do our due diligence to resolve this issue.

Possible Lay-off of Non-Union Administrative Staff

The Superintendent explained the rationale for doing this. Board comments included having a "round-table" format to have some budget discussions with suggestions for budget cuts. A suggestion was made to have two individuals from each group present along with the building principals. All ideas will be discussed.

Curriculum

The Early College Program was discussed. Mike Corey, Superintendent, explained the program.

Board Discussion

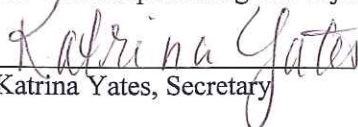
The copy machine purchase was discussed. There is a local copy salesperson that would be willing to evaluate our copier situation for a fee of \$60 per hour. It was agreed to have this done, but cap the amount at 3 hours (\$180) to see if he can find us any savings. Board member Daniels offered to pay the fee if no savings were found. The school attorney costs were discussed. Criteria for calling the attorney were discussed. There will be further discussion on the topics.

Closed Session

Motion by Wenberg supported by Daniels to go into closed session for the purpose of HEA and HESPA negotiations with no action anticipated upon return to open session. Roll call: Broton-yes; Wenberg-yes; Sturtevant-yes; Good-yes; and Daniels-yes. Ayes: 5. Nays: 0. Meeting adjourned to closed session at 9:02 p.m.

The board returned to open session at 9:28 p.m. The board had additional discussion on the previous topics.

The workshop meeting was adjourned at 9:52 p.m. by Ryan Good, Board President.


Katrina Yates, Secretary


Ryan Good, President