



position is reduced to a level that the Board thinks is not sufficient, then the position would be abolished.”

Mrs. Childs stated that if the reason that all administrators are not being presented for reappointment at this time is because we are waiting on the legislature then she agrees with Mr. Eubank. If it is because we have not had enough time to get new people in place, she doesn't have a problem with it.

Superintendent Chambers felt a need to go ahead and reappoint instructional personnel and principals and explained to make certain she had all bases covered and to make sure she met the letter of the law, as it may be determined at a later date, she brought forward the reappointment of the three administrators listed. She stated if by chance something happens and there is not funding and we do look at not having additional positions next year, she would need to look at staff to see how to get critical functions completed.

Board Attorney Lang expressed concern with making appointments contingent upon something. If you say this in a contract, who determines whether or not the contingency has been met—the Board, the Superintendent, or the employee appointed subject to certain things?

Mrs. Childs stated the Board knows functions will have to be covered at the district level. Her feeling is on the instructional side at the district level those people got into those positions because they are our best instructors, best administrators or whatever. There should be no hesitation on the instructional side given the idea if we don't need them at the district level we certainly would need them back at the school level. To reappoint a few seems strange. Not hesitant to reappoint them all if so recommended.

Mr. Eubank thinks the superintendent and staff have done a great job of going through and making some significant cuts, so the organization in place now is significantly reduced beginning July 1 from what it was in the past. His impression is that all the unnecessary positions have been pretty much cut out and only key, critical positions are left.

Superintendent Chambers stated she was providing the Board with flexibility but would be happy to amend her recommendation and include all reappointments at this time.

Responding to the Chairman, the Superintendent stated she could not support the recommendation to take the word “categorical” out of the contract because for Title 1 and grant supported functions if the money

doesn't follow, those positions have to be cut.

Staff Attorney Jim Robinson pointed out that he could not find any provision that directly states that all contracts for personnel are contingent upon funding period and would feel more comfortable to be given time to research that issue further.

Mrs. Sharpe noted that she does not have a problem with going ahead with the recommendation as it is.

Mr. Eubank moved to amend the motion to approve reappointment of the continuing contracts for school-based administrators, the principals, the instructional staff on annual contracts and district level for continuing contract, which includes all but the three district-level administrators on a one-year contract.

Mrs. Childs indicated she agrees with the amendment and should the Board go ahead with the amended motion to bring the rest of the reappointments (assistant principals and district staff) back at the next Board meeting, or if the list is ready, she is not opposed to taking a five-minute recess to get the list of all reappointments and act upon them today.

Mr. Robinson recommended if there is a motion to reappoint the list that it be made clear on the record whatever conditions the Board seeks to impose on that reappointment. In other words if you wish to retain the flexibility to move an assistant principal to another position to state it on the record.

Mr. Eubank clarified that his amendment includes all reappointments presented except the three one-year contract district level administrators.

Following discussion, Mr. Eubank withdrew his amendment with agreement of the seconder.

The Board took a recess to receive and review the complete list of recommended reappointments of Instructional and Administrative Personnel (Annual and Professional Services Contracts) for 2003-2004.

The Board Reconvened at 10:12 a.m.

Mrs. Childs withdrew her motion to approve the reappointments with the approval of the seconder.

Motion by Mr. Eubank

Seconded by Mrs. Childs

Moved to approve the lists of recommendations as originally presented with the addition of the school-based and district-based administrators on the new list subject to the condition that any particular appointee could be moved to a different position than stated on the list if the Board determines that there is a need.

It was pointed out that the superintendent, with sound discretion, makes the determination on shifting a person from one position to another.

Mr. Eubank presented a Substitute Motion with agreement of Mrs. Childs.

Moved to approve the lists of recommendations as originally presented with the addition of the subsequent list of school-based and district-level administrators subject to the condition that any particular appointee could be moved to a different position than stated in the list if the Superintendent determines there is a need.

The question was called on the Substitute Motion.

Upon Vote: Motion passed 5-0

ADJOURNMENT

The meeting was adjourned at 10:20 a.m.