

WEBSTER COUNTY BOARD OF EDUCATION
REGULAR MEETING MINUTES
NOVEMBER 9, 2021 AT 6:00 P.M.

The Webster County Board of Education held its regular meeting on November 9, 2021 at 6:00 p.m. Mrs. Linda Rogers, Mrs. Mary Hinman, Mr. Donald Brown, Mr. Jimmie Johnson, Mr. Tim Matthews, and Dr. Dorothy Y. Ingram, Superintendent were present.

Mrs. Linda Rogers called the meeting to order.

Mr. Jimmie Johnson gave the invocation.

Mrs. Linda Rogers recognized visitors.

The tentative agenda was approved with the amendment of adding to the agenda—#4a. Approve to enter into executive session to discuss or deliberate upon the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a public officer or employee or to interview applicants for the position of superintendent; (O.C.G.A. § 50-14-3(b)(2)) and to discuss or deliberate upon cybersecurity plans, procedures, and contracts regarding the provision of cybersecurity services; or vote to enter into a cybersecurity contract subject to approval in a subsequent public vote where the identity of the contractor and terms of the agreement that are not exempt from public disclosure are disclosed before the vote (O.C.G.A. 50-14-3 (b)(5) and O.C.G.A. 50-18-72(a)(25)(a)(v)); #4b Approve to exit out executive session; #5 ESPLOST-preliminary election schedule; and #13 (revision) to read-approve the personnel recommendation of the superintendent to pay a \$2,000 retention bonus to all employees-\$1,000 to substitute teachers on December's paycheck (Cares Act III funding) by a motion made by Mrs. Mary Hinman, seconded by Mr. Tim Matthews. The motion was approved unanimously.

The September 2021 financial report was approved by a motion made by Mr. Donald Brown, seconded by Mr. Mary Hinman. The motion was approved unanimously.

The October 12, 2021 regular meeting minutes were approved by a motion made by Mr. Tim Matthews, seconded by Mr. Jimmie Johnson. The motion was approved unanimously.

The Board approved to enter into executive session to discuss or deliberate upon the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a public officer or employee or to interview applicants for the position of superintendent; (O.C.G.A. § 50-14-3(b)(2)) and to discuss or deliberate upon cybersecurity plans, procedures, and contracts regarding the provision of cybersecurity services; or vote to enter into a cybersecurity contract subject to approval in a subsequent public vote where the identity of the contractor and terms of the agreement that are not exempt from public disclosure are disclosed before the vote (O.C.G.A.50-14-3 (b)(5) and O.C.G.A. 50-18-72(a)(25)(a)(v)) by a motion made by Mr. Donald Brown, seconded by Mr. Tim Matthews.

The Board approved to exit out of executive session by a motion made by Mrs. Mary Hinman, seconded by Mr. Jimmie Johnson. The motion was approved unanimously.

Dr. Ingram discussed the preliminary election schedule for ESPLOST with the Board members at this time.

The Board completed the first reading of Paid Parental Leave Board Policy GARHB.

The Board approved the personnel recommendation of the Superintendent to adopt the Administrative Assistant Salary Scale by a motion made by Mr. Tim Matthews, seconded by Mr. Jimmie Johnson. The motion was approved unanimously.

The Board approved the personnel recommendation of the Superintendent to adopt the Paraprofessional Salary Scale by a motion made by Mrs. Mary Hinman, seconded by Mr. Tim Matthews. The motion was approved unanimously.

The Board approved the personnel recommendation of the Superintendent to adopt the School Food Manager Salary Scale by a motion made by Mr. Jimmie Johnson, seconded by Mr. Tim Matthews. The motion was approved unanimously.

The Board approved the personnel recommendation of the Superintendent to adopt the School Food Bookkeeper Salary Scale by a motion made by Mr. Donald Brown, seconded by Mrs. Mary Hinman. The motion was approved unanimously.

The Board approved the personnel recommendation of the Superintendent to adopt the School Food Worker Salary Scale by a motion made by Mr. Jimmie Johnson, seconded by Mr. Donald Brown. The motion was approved unanimously.

The Board approved the personnel recommendation of the Superintendent to adopt the Substitute Teacher Pay Rate Scale by a motion made by Mr. Jimmie Johnson, seconded by Mrs. Mary Hinman. The motion was approved unanimously.

The Board approved the personnel recommendation of the Superintendent to pay a \$2,000 retention bonus to all employees to include substitute teachers a \$1,000 retention bonus on December's paycheck (Cares Act III Funding) by a motion made by a motion made by Mr. Donald Brown, seconded by Mr. Tim Matthews. The motion was approved unanimously.

The Board approved the personnel recommendation of the Superintendent to move Ms. Ashley Crimes from a full-time Paraprofessional to an Administrative Assistant by a motion made by Mr. Jimmie Johnson, seconded by Mr. Tim Matthews. The motion was approved unanimously.

The Board approved the personnel recommendation of the Superintendent to move Mrs. Beverly Matthews from a Substitute Teacher to a long-term Substitute Teacher (\$125.00 a day) by a motion made by Mr. Donald Brown, seconded by Mr. Jimmie Johnson. The motion was approved 4-1, with Mrs. Linda Rogers, Mr. Donald Brown, Mr. Jimmie Johnson, and Mrs. Mary Hinman voting for the motion; Mr. Tim Matthews abstained.

The Board approved the personnel recommendation of the Superintendent to move Ms. Martha Crimes from a Substitute Teacher to a part-time School Food Worker by a motion made by Mr. Donald Brown, seconded by Mr. Jimmie Johnson. The motion was approved unanimously.

The Board approved the personnel recommendation of the Superintendent to move Ms. Robin Vick from a part-time Lunchroom Worker to a full-time School Food Worker by a motion made by Mr. Jimmie Johnson, seconded by Mr. Tim Matthews. The motion was approved unanimously.

Dr. Ingram presented the Superintendent's report and the CTAE report—COVID-19 updates as of October 4, 2021 from DPH (Handout)—included a copy of the Georgia Department of Education

Legislative Priorities and a handout regarding 2021/2022 GSBA/GSSA December Conference. Graduation Rate was not calculated because the number of graduates was lower than the required number of graduates to calculate a graduation rate and listed as “Too Few Students” (Handout). On October 27th, Ms. Hill attended a broadband meeting with Sumter EMC and Kinetic by Windstream. The two companies are working together to improve broadband services in our area. The Board was presented a handout regarding GSBA Risk Management Services–November 2021 issue. Dr. Ingram continued to report, “We have been experiencing food shortages from our food distributor.” The lunchroom staff is doing a wonderful job adjusting the menus and providing healthy meals to our students. The Webster County Health Department-Mrs. Michelle Stone will host a COVID booster clinic at Webster County Schools for faculty and staff Friday, November 19, 2021 at 9:00 am. (Handout). Sheriff Dely, Webster County Sheriff’s Office, and Brett Loeffler, Division Director in Training, with the Georgia Sheriff’s Association spoke with middle and high school students during Red Ribbon Week about the dangers of drugs. Homecoming is November 8-12, 2021. Our Homecoming game will be held Friday, November 12, 2021 (Quitman County). Middle School game begins at 4:00 p.m. and JV game will follow. We will recognize our senior JV basketball players and JV senior cheerleaders as well as the Homecoming Court (Handout). Open House will be held Tuesday, November 16, 2021. Thanksgiving Dinner will be served in the school cafeteria Thursday, November 18, 2021. Thanksgiving Break is November 22-26. The Board was presented a handout regarding the Family Engagement 2021-2022 calendar. Governor Kemp has issued an Executive Order calling for flags to fly at half-staff on Friday, November 12, 2021 for the loss of former state Senator Ross Tolleson who passed away on November 5, 2021 (Handout).

CTAE: Monitoring and Risk Assessment was held on October 27, 2021. (Dr. Ingram thanked Mr. Jimmie Johnson for his participation.) The review went very well. We will receive a report from GA DOE in the coming weeks. The fall CTAE Advisory Meeting and CLNA meeting will be held November 10, 2021 via Zoom. Dr. Ingram stated that she is waiting for the CTAE Budget approval from DOE. HIGH SCHOOL: Seniors placed graduation material orders November 4, 2021. Homecoming Week is November 8-12, 2021. Homecoming Dance is November 13, 2021 (School Cafeteria). Dual Enrollment Spring registration and Seniors Apply to College Day is November 18th. December 1, 2021 is Dual Enrollment/HOPE/Financial Aid. Mrs. Pollock has set up a Google Class for seniors for scholarship and college information. Star Student deadline is December 3, 2021. Seniors are working on Senior Capstone Projects Presentations December 8-9th—looking for volunteers to serve as judges.

Ms. Ellis presented the Principal’s report and the Special Education report—Interfor called last week and stated that they plan to give Webster County Schools a donation of \$3,800 to use for the athletic program. In addition, Interfor stated that they are giving \$1,000 to use for students’ needs such as Spring Fling or parent night/community outreach. Update on ECF Funding—computers that are to be checked out to students have arrived. There are 300 chrome books, and the school is waiting to get the final details worked out on the hotspots from Verizon. Ms. Ellis further stated that the school is preparing contract for families to sign at the time of checking out computers and equipment—possibly a need to track the devices through a monitoring system. The computers and hot spots are to be checked back in at the end of each year in good working condition. Report cards went out Monday afternoon; this officially ends Q1. Most of the students did well—some bumps in the road caused makeup work. The overall decision was follow the handbook and offer up to 3 days upon return to complete all assignments due. Pre-K had their first observation and meeting with the people from the State (Bright from the Start Program), and Mrs. McCullough made a perfect score.

Special Education: Working on finishing up budgets, Webster Policies and Procedures Manual, and making sure IEPs are good.

Mrs. Swain presented the Title I report—Maintenance Director, Mr. Schroeder is working on replacing all AC units in the classrooms and United Refrigeration will dispose of the old ones at no charge. He is also putting together the new computer tables and getting them into labs. The carpet has been replaced with tile in the foyer and the WC will be placed on it Saturday. Mrs. Swain further stated that there were some parents present for the Parent Involvement meeting last month and the meeting went well. Beta Club students have been tutoring in the mornings from 7:40 – 8 p.m. for K-2 students practicing sight words, numbers, handwriting, and reading. \$29,000 has been received for American Rescue Plan Homeless Children and Youth (Handout). ESSER LEA Bonus grant was received for \$45,653.00 for use as retention of teachers (\$800 per employee).

The Board approved to adjourn by a motion made by Mr. Jimmie Johnson, seconded by Mr. Donald Brown. The motion was approved unanimously.

Time Adjourned: 7:17 p.m.
Prepared By: Regina T. Dotts
Approved: 12/14/2021