

## **Morgan County Board of Education**

### **Work Session**

**March 11, 2021**

#### **First Reading of Proposed Revised Morgan County Schools Policy Manual-Mr. Cliff Booth, MCS Human Resources Director**

- **Mr. Booth provided the BOE members with hard copies of the proposed MCS Policy Manual for a first reading. Electronic copies were available with this month's Board packet information.**
- **The second reading of the information will take place at the April 8, 2021 work session.**
- **The size of the proposed policy manual is less than the existing manual and is user friendly.**
- **After the second reading and board action, the next step will be to place the policy manual on our system's website for use by the public.**
- **Work on the Employee and Student Handbooks is ongoing. The hope is to have those handbooks to the BOE in July for approval for use during the next school year. These are condensed documents, user friendly, and for publication to our system's website after action Board action.**
- **Other handbooks are forthcoming (finance, payroll, etc.) and each will support the information found in the MCS Policy Manual.**

#### **Review of CFO-Dr. Dee O. Fowler, Akribos Group**

- **Akribos Group has concluded their review of the system's CFO, Mr. Brian Bishop. Dr. Dee O. Fowler with Akribos presented an overview of the review to the BOE members.**
- **Mr. Bishop does have a good evaluation.**
- **Based on data collected from various sources, identified were the CFO's strengths and areas for improvement/growth.**
- **The BOE members received information regarding a salary analysis of the MCS CFO pay against those in surrounding systems.**
- **Chairman Dobbs and Mr. Holley will begin contract negotiations with Mr. Bishop.**

#### **Update on Board Self Evaluation Module-Dr. Dee O. Fowler, Akribos Group**

- **The Akribos Group has begun looking at this process.**
- **The Akribos Group and AASB have identified ten areas for self-evaluation.**
- **Work on surveys is taking place.**
- **BOE members will receive two survey modules at a time.**
- **Presentation of the self-evaluation results will take place in April.**
- **Chairman Dobbs asks everyone to take this self-evaluation seriously.**
- **Revisiting the self-evaluation will be part of the Board's whole board training next year.**

#### **Superintendent's Report-Superintendent Elliott**

- **We are good on the new WMHS project schedule per Mr. John Hitt with Volkert, Inc.**

- Sparkman School has been named a CLAS Banner School for their GROW and THRIVE program. Formal recognition of the school is set for the May 2021 BOE meeting.
- All employees wanting to receive the Covid-19 vaccine will have done so by April 7, 2021.

#### Announcement of Agenda Changes-Chairman Dobbs

- Added to the agenda in the form of recommendations from the Superintendent: Action Items 17A, 17B, 17C, 17D, a revision to the wording of Personnel item number 10, and Personnel Items 14, 15, 16, 17, and 18. Appropriate supporting documentation accompanies each agenda addition.

#### Board Member Comments-MCBOE Members

- BOE members thanked Akribos Group and Mr. Booth for their work on the evaluation and policy manual.
- BOE member thanked faculty and staff for their work during the ongoing pandemic.
- Mr. Glenn supports returning to a five day, in person school week before school is out for the year.
- Mr. Tarpley provided a report on the recently held AASB Spring Conference.