

**JEFFERSON LOCAL SCHOOLS**  
**Special Meeting**  
**July 22, 2015**

**CALL TO ORDER**

**ROLL CALL**

West Jefferson, Ohio, the Jefferson Local Board of Education met in special session at 5:30 p.m. with the following members present: Mr. Shepherd, Dr. Hiss, Mr. Keel, Mr. Doran, Mr. Harper, Superintendent, Mr. Mullett, and Treasurer, Mrs. Smith.

**PLEDGE OF ALLEGIANCE**

Mr. Harper led in the Pledge of Allegiance.

**EXECUTIVE SESSION (#2015-125)**

Moved by Mr. Keel and seconded by Mr. Shepherd that the Board enter into executive session at 5:30 p.m. to discuss the appointment, employment, dismissal, discipline, promotion, demotion or compensation of a public employee. The vote: Yeas - Mr. Keel, Mr. Doran, Mr. Shepherd, Mr. Harper, and Dr. Hiss. Approved.

Upon returning from executive session at 6:10, the following items were discussed:

**DISCUSSION**

- **ADMINISTRATIVE PAY SCALE**

Mr. Mullett & Mr. Doran provided information on the areas in which warrant raises. Mr. Mullett, Mr. Harper and Mr. Doran will meet at some point in time regarding the pay scale process.

- **RECOGNITION OF ACADEMIC ACHIEVEMENT-DEVELOPING A PROGRAM**

Mr. Harper indicated that our administrators don't have a scale in which students would be academically recognized. We are not consistent with the recognition. Mr. Mullett would like our administrators to join us in a work session regarding this process.

- **BULLYING/HARASSMENT REVIEW OF SUMMARY REPORTS**

Mr. Mullett and Mr. Harper would like to sit down with other administrators on what constitutes an incidence to be reported. The report submitted by Mr. Buescher does not match the number of incidences of other principals.

- **DISCIPLINE-REVIEW OF HOW LEVELS OF PUNISHMENT ARE ADMINISTERED COMPARED TO VIOLATION**

Dr. Hiss had a concern with an incidence on an athletic level is different or the same punishment as we give for our athletes versus our students.

- **ADMINISTRATOR RETIRE/REHIRE CONTRACTS**

Mr. Keel pointed out when administrators retire and rehire, their salary should be a savings from their previous salary. Mr. Keel would like to know why these administrators are hired with more than a one year contract. Mr. Keel feels all personnel should hire on a one year contract. Mr. Mullett indicated the volatility of new board members come on board and a superintendent can be without a contract within two months of new board members coming on board.

- **WORKSHOP CONFERENCES-VALUE, FITTING GOALS AND NEEDS OF DISTRICT**

Mr. Harper feels those that attend workshops to be evaluated as to why we have multiple people attending. Many workshops have CD's to bring back. Mr. Mullett would like for this topic to be brought back at a future work session with administrators present to add input.

- **VACATION AND OUT-OF-OFFICE COMMUNICATIONS**

No discussion was had regarding vacation and out-of-office communications.

- **MENTOR FOR TEACHERS**

Mr. Doran would like to know if we can assign a mentor with certain teachers who have weaknesses. It was the feeling of Dr. Hiss and Mr. Shepherd that the principal find guidance for these teachers.

**ADJOURNMENT**

It was moved by Mr. Keel and seconded by Dr. Hiss that the Board adjourn the meeting at 7:50 p.m. The vote: Yeas - Mr. Doran, Mr. Harper, Dr. Hiss, Mr. Shepherd, and Mr. Keel. Meeting Adjourned.

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President

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Treasurer