

**RECORD OF PROCEEDINGS
APRIL 7, 2010 SPECIAL MEETING**

The Shelby City Schools, Board of Education met in special work session on Wednesday, April 7, 2010 at 6:00 p.m. at the Kehoe Center on the campus of North Central State College, Shelby, Ohio 44875.

1. Meeting called to Order

1.1 The meeting was opened by Mr. Briggs.

1.2 The following board members were present: Bruce Briggs, Doug DeVito, Lorie White and Steve McLaughlin. Administrative personnel present included Bryan Neff, Superintendent; Diane Ervin, Assistant Superintendent; John Gies, SHS Principal; Kevin Calver, SHS Assistant Principal; Tim Tarvin, SMS Principal; Paul Walker, Dowds Principal; Scott Harvey, Maintenance Coordinator; Anne Bender, Central Principal; Richard Hostetler, Food Service Coordinator; Keith Rittenhouse, Technology Coordinator; Kelly Kuhn, Auburn Principal; Mark Harvey, Transportation Coordinator; Sheri Mitchell, Special Education Coordinator; Pat Lewis, Athletic Director; and Elizabeth Anatra, Treasurer.

1.3 Those present affirmed the district's vision statement.

The Shelby City Schools will be a place:

- where all students are proud to attend
- where the staff is proud to work
- where parents are proud to send their children
- that the community is proud to support
-

2. Public Concerns/Acceptance of Agenda

Mr. Briggs advised those present that anyone wishing to address the Shelby City Board of Education on school matters may do so by being recognized by the chairperson. Persons are requested to identify themselves and give their address before speaking. A maximum of thirty minutes is established for public input. If there are several speakers, each one should be concise and limit remarks to three minutes.

2.1 Visitors were recognized. A request was made that anyone wishing to comment on any agenda item notify the president so that an opportunity to speak on the item during discussion could be given. No one requested an opportunity to speak.

2.1.1 A request was also made that anyone wishing to comment or make suggestions on items not on the agenda notify the president so that a time now or later in the agenda could be assigned for discussion. No such requests were made

2.2 Additions or corrections to the agenda were requested. None were suggested.

3. Leadership Team Work Session

Mr. Neff introduced Al Meloy, Ohio School Boards Association (OSBA) Deputy Director of Board Development and Van Keating, OSBA Director of Management Services. He explained that Mr. Meloy and Mr. Keating would be facilitating the meeting.

Mr. Meloy gave some opening comments, he noted that the Board/Staff relationship tends to break down when trust is lacking.

The board and administrative staff participated in a Work Inventory Style exercise. The exercise involved identifying each team members style on a four point scale involving analytical, task oriented, amiable and creative tendencies. A discussion of the results and possible implications followed.

**RECORD OF PROCEEDINGS
APRIL 7, 2010 SPECIAL MEETING**

Mr. Meloy & Mr. Keating summarized board functions. They pointed out that the board's main function is to set the vision for the district, including structure, accountability, Advocacy and Conduct/Ethics. Board members were encouraged to take a wider view and to avoid direct involvement in personnel matters.

Mr. Briggs commented that the board acknowledges that there are some gaps and wants to work to close those gaps. The Board self evaluation and the administrative evaluation process was reviewed. It was noted that the process has been in place for at least the past three years. It was suggested that any comments should be based on actual observation. Areas of concern including management, special interests, support, handling of criticism and complaint referrals were reviewed.

Discussion began with examples of recent parent comments and complaints and the process used for resolution. Policy KLD, 'Public Complaints about District Personnel' and KLD-R was discussed. Mr. Meloy recommended considering the small number of complaints in the context of district size as a method of putting the situation into better perspective.

Special interests were discussed. Mr. Meloy suggested that this issue also be considered in perspective of overall community support or lack thereof. It was noted that realistically, no single group will be happy with all aspects of all decisions.

After a short break the group re-convened, and discussion began with a review of administrative salary schedules. Mr. Neff explained the current policy and gave some background on the previous year's activity in this area. Mr. DeVito gave his perspective on the board's thought on the matter.

Possibilities for future consideration include merit pay, performance pay and an expanded salary schedule. Mr. Keating noted that performance pay is used in quite a few districts. Mr. Briggs made the point that the board's previous action in regard to administrative salaries was not based on dissatisfaction with any individual's performance.

Mr. Briggs concluded by re-affirming that the board is interested in closing the gap. Social events, shadowing and other ideas to this end are all welcome. Mr. DeVito asked that hear-say and assumptions be ignored. Mr. Neff pointed out that all parties in the district need to do their best to present colleagues in the best possible light. Mr. Briggs noted that the board puts in long hours and that all decisions are given thorough and serious consideration.

4. Adjournment

A motion to adjourn was made at 8:10 pm by Mrs. White and seconded by Mr. McLaughlin. Vote Yes; Mr. DeVito, Mr. Mc Laughlin, Mrs. Nelson, Mrs. White and Mr. Briggs.

Bruce Briggs, Jr., Board President

Elizabeth Anatra, Treasurer