

SOUTHWESTERN CONSOLIDATED SCHOOL DISTRICT  
BOARD OF SCHOOL TRUSTEES  
February 12, 2024

Members Present: Travis Beck, Jonathan Deater, Blake Newkirk, Isaac Pile, Brad Stamper, Dustin Simpson, and Derrek Tennell

**I. Call to Order**

**A. Pledge of Allegiance to the Flag of the United States of America**

President Tennell called the meeting to order at 7:36 p.m. in the Southwestern Consolidated Administration building. He led the Pledge of Allegiance to the United States flag.

**B. Welcome, introductions and recognitions**

Derrek Tennell welcomed everyone in attendance.

**II. Agenda Modifications**

None

**III. Public Comments**

Mr. Paul Baute thanked the school board for posting the survey for the community to be involved with the search for the next superintendent. He noted that he hoped the board would share the outcome of the survey with the community. He also stated that he would like to know how the board plans to involve the community in the selection process beyond the survey. Mr. Baute also expressed concern about occurrences at two sporting events in the previous week. He stated that when looking at the athletic handbook, he could only find one area that spoke to sportsmanlike conduct for the players. He felt that these guidelines should also include coaches. Mr. Baute pointed out that this probably fell under the authority of the athletic director to enforce, but he felt the board should have oversight over all policies related to school events. He stated should any board member wish to discuss the events that took place, they were welcome to contact him.

Ms. Stacy Baute, technology director and former teacher for ten years in the Southwestern School District, addressed the board concerning recent administrative raises. Ms. Baute stated that she had been the only administrator to not receive a raise. She stated that she had been told she did not receive a raise due to the fact that her salary was comparable to other technology directors in the area. Ms. Baute said that she had researched salaries from surrounding districts for technology directors and found that not to be the case. She stated that not only did the other schools in Shelby county pay higher rates, they also employed multiple employees in this department whereas she was the sole technology employee. Ms. Baute let board members know that she did not actively seek out this position, but had been asked to fill this role. She stated that being the only administrator not to receive a raise had been

somewhat personal. Ms. Baute told board members that over her eleven and a half years as an employee of Southwestern, she had fulfilled many roles including teacher and coach. She stated that she would continue to support the students of Southwestern but no longer as an employee. Ms. Baute then submitted her letter of resignation effective immediately, stating that she could no longer work for a school district who treated their employees the way she had been treated.

An unidentified member of the attendees spoke to the board about the senior night basketball game that would take place the following evening. He stated that it would be nice to see board members in attendance, so they could witness the actions of the students and coaches.

Mr. Josh Edwards asked the board members why he would not be allowed to be a volunteer assistant coach for the wrestling program that he had started when he had been an employee of the school district. He stated that in the past if someone was not approved to participate in an activity, they had been given a reason. Mr. Edwards mentioned that he did not know if the board members were aware that he had been denied participation without an explanation. He stated they had followed the chain of command and the high school coach had asked the athletic director but that he had not received an explanation as to why he could not be on the coaching staff as a volunteer. Board president, Mr. Tennell stated that nothing had been on the agenda for them to approve.

Mr. Frank Poe and other attendees asked why the board would not vote to allow Mr. Edwards to serve as a volunteer coach.

Board president, Mr. Tennell stated that nothing had been on the agenda for them to approve and that he could not comment on behalf of the entire Board. Interim superintendent, Dr. Bourke, explained that he had no authority over a club sport other than whether or not they could use the facilities. He also explained that since this item was not listed on the agenda, this matter could not be voted on at this time.

Mr. Tennell let everyone in attendance know that the topic would be researched and discussed with the school attorney before an answer would be given. Dr. Bourke stated that once the topic had been researched, he would provide Mr. Edwards with the findings.

#### **IV. Consent Items and Claims**

##### **A. Approval of minutes of the previous meeting**

##### **B. Approval of accounts payable vouchers**

Mrs. Newkirk moved and Mr. Beck seconded for both items A and B.  
Carried 7-0.

#### **V. Business and Financial Reports**

##### **A. Financial Report**

Mr. Tennell informed the board that the financial reports were in their

packets. No questions were asked regarding the report.

**B. Extracurricular and Cafeteria Report**

Mr. Tennell informed the board that the extracurricular and cafeteria reports were in their packets. No questions were asked regarding the report.

**VI. New Business**

**A. Recommend creation of the position of HR Specialist to be placed on the non-certified salary schedule by years of experience at SCSD.**

Mr. Stamper moved and Mr. Pile seconded, Carried 7-0.

**B. Recommend eliminating the Position of Deputy Treasurer.**

Mr. Pile moved and Mr. Stamper seconded, Carried 7-0.

**C. Recommend changing only the title of Treasurer to Business Manager. All other duties, responsibilities, and compensation remain the same.**

Mr. Beck moved and Mr. Simpson seconded, Carried 7-0.

**D. Recommend approval of non-certified salary increases.**

Mr. Pile moved and Mr. Stamper seconded, Carried 7-0.

**E. Recommend approval of payment to Valic in the amount of \$2,009.23, plus \$173.57 per day past February 5, to make whole the retirement accounts of employees harmed by late contributions by SCSD.**

Mrs. Newkirk moved and Mr. Pile seconded, Carried 7-0.

**F. Recommend to approve the addition of a full time equivalent Special Education position.**

Mr. Stamper moved and Mr. Deater seconded, Carried 7-0.

**G. Recommend allocation of \$261.50 of Early Literacy Achievement Grant funds to each of the following Early Literacy Educators:**

Amber Fiesbeck  
Madison Thomas  
Marty Robinson  
Britney Taylor  
Samantha Bowman  
Caitlin Kuhn  
Lisa Booth  
Cindy McElroy

Mrs. Newkirk moved and Mr. Beck seconded, Carried 7-0.

**H. Recommend the acceptance of donations and grants**

- a. Donation \$82.00 from an anonymous source for the Spartan Cupboard
- b. Donation of \$50.00 from Mt Auburn Christian Church for the Spartan Cupboard January 1, 2024
- c. Donation of \$50.00 from Mt Auburn Christian Church for the Cupboard February 1, 2024.

Mr. Pile moved and Mr. Beck seconded, Carried 7-0.

**I. Recommend acceptance of an overnight and out of state field trip**

- FFA to the National Farm Machinery Show in Louisville, KY on 2/14/24
- Mr. Beck moved and Mr. Pile seconded, Carried 7-0.

- 6<sup>th</sup> grade for annual field trip to Squire Boone Caverns, Hayswood Nature Preserve, Malibu Jacks, and Slugger field in Louisville  
Mr. Beck moved and Mrs. Newkirk seconded, Carried 7-0.

J. Recommend the approval to purchase cameras for the fieldhouse from Lucidia IT in the amount of \$ 15,517.00.  
Mr. Pile moved and Mr. Simpson seconded, Carried 7-0.

K. **Other**  
None

## VII. **Reports and Presentations**

### A. **Principal Reports**

Mrs. Hoeing shared with board members goals that the elementary staff were working towards. She stated that they were working to revamp the current report cards to make them more informative for parents. Mrs. Hoeing let board members know about changes being made to the high ability testing. She mentioned that she had been in contact with a company who will be giving a quote about making upgrades to the elementary playground.

Mrs. Hoeing reported that the elementary school had held a Children's Museum night and had a great turnout for the event. She shared that 162 students attended the second semester honor roll breakfast. The elementary school had also held a celebration at the basketball game for all of the highest scoring students from the NWEA testing results. Mrs. Hoeing let board members know that kindergarten enrollment had been open for one week and so far 39 students had enrolled. Preschool enrollment had been open for two weeks and 53 students had enrolled at that time.

Mr. Tindall was not present.

### B. **Superintendent Report**

Dr. Bourke gave board members an update on the school Title programs. He explained that these were federally funded reimbursement grants. He explained the intended uses for each Title grant each year. Dr. Bourke informed board members that currently, Southwestern was considering a high risk school district according to the most recent assessment. As a result Southwestern will be subject to on site monitoring during which time the department of education will send someone to review title information in person. Dr. Bourke explained that the rating was based on our school district grade, ELA test growth scores, and findings of risk including a Title 1 meeting that was held too late in the school year and had missed the deadline set forth in the grant. Also, he explained that we were having all new students complete an ELL questionnaire. However, if they had completed one at another school Southwestern should use the information provided from the previous

school. Dr. Bourke explained that measures had been taken to correct the areas of weakness. These include formation of a Title oversight group including principals, superintendent, teacher representatives, and parents. These individuals would be involved in all aspects of the Title grants including use of the funds to make the greatest impact.

## **VIII. Personnel**

### **A. Leaves/Resignations/Terminations**

- a. Recommend the termination of Belinda Head as Deputy Treasurer, effective February 5, 2024.  
Mrs. Newkirk moved and Mr. Stamper seconded, Carried 7-0.

### **B. Recommendations to Hire**

- a. Recommend approval of the Memorandum of Understanding to employ Danielle Farmer, physical therapist, effective January 17, 2024 through May 28, 2024. A similar MOU was previously approved for next school year in January.  
Mr. Simpson moved and Mr. Beck seconded, Carried 7-0.
- b. Recommend hiring Jessica Blackwell as HR Specialist, effective February 5, 2024 at \$20.25/hr plus additional \$4.00 per hour for HR specialist and \$6,000 stipend annually for transportation administrative assistant.  
Mr. Beck moved and Mr. Simpson seconded, Carried 7-0.
- c. Recommend hiring Jill Coots as full time second shift custodian at a rate of \$16.00 per hour pending background check.  
Mr. Beck moved and Mr. Deater seconded, Carried 7-0.
- d. Recommend transfer of Kim Tucker-Drake from Earlywood Educational Services to Southwestern CSD as non-certified visual facilitator at her current Earlywood salary.
- e. Recommend transfer of Judy Van-Nes from Earlywood Educational Services to Southwestern CSC as non-certified visual facilitator at her current Earlywood salary.
- f. Recommend transfer of Hillary Brinson from Earlywood Educational Services to Southwestern CSC as speech and language pathologist at her current Earlywood salary.
- g. Recommend transfer of Kathleen Cady from Earlywood Educational Services to Southwestern CSC as low vision/blind teacher at her current Earlywood salary. There will be an MOU to share her services at a later date.
- h. Recommend transfer of Ashley Landrum from Earlywood Educational Services to Southwestern CSC as special education coordinator and school psychologist at a salary of \$72,343. This salary is a combination of her Earlywood salary and her stipend from us for being special education coordinator
- i. Recommend hiring Scott Brown as Varsity Baseball Assistant Coach pending background check.

- j. Recommend hiring Rachael Barlow as National Honor Society Sponsor.  
Mr. Pile moved and Mr. Beck seconded items D through J, Carried 7-0.

**IX. Superintendent Comments**


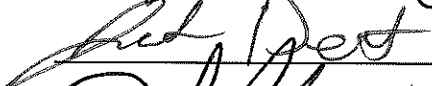
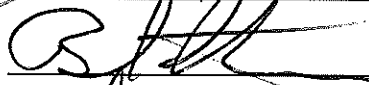

Dr. Bourke reminded board members about the upcoming eclipse day on April 8, 2024. He explained that the county will have all officers on duty that day and there would be no security on campus. Since this day was previously approved as an elearning day the campus will be closed and no one will have access to the campus.

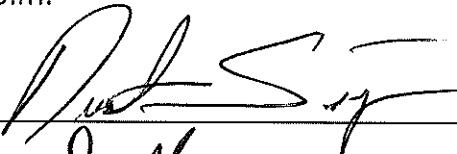
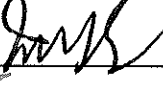

**X. Board Member Comments**

Mrs. Newkirk thanked everyone in attendance and thanked those who had made public comments.  
Mr. Tennell also thanked everyone in attendance.

**XI. Adjournment**

Mr. Tennell adjourned the meeting at 8:27 p.m.

  
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