



THE SCHOOL BOARD OF LEE COUNTY

**School Board Workshop
Superintendent Search
Thursday, June 2, 2011 – 9:00 a.m.
Board Room**

Attending

Thomas Scott, Board Chair
Mary Fischer, M.A., Vice Chair
Jeanne S. Dozier, Member
Jane E. Kuckel, Ph.D., Member
Don Armstrong, Member

Keith Martin, School Board Attorney

Mrs. Susan Johnson, Recording Secretary

I. Welcome/Call to Order

Mr. Thomas Scott, Board Chair, called the workshop to order at 9:02 a.m.

II. Presentation of Proposed Employment Contract between Dr. Joseph Burke and The School Board of Lee County.

Mr. Martin noted the draft contract for Dr. Joseph Burke with the School Board Members.

III. Board Discussion/Direction

Mr. Martin asked to work through the draft contract item by item.

- 1) Duties – No changes made.
- 2) Term – Mr. Martin noted that he gave two options in this draft contract - a two year contract or a three year contract. He noted that Dr. Burke would prefer a three year contract. After discussion it was decided that Dr. Burke be offered a three year contract.
- 3) Compensation –
 - A. Base Salary – After some discussion it was decided that the base salary be increased from \$180,000 as stated in the draft contract to \$185,000.
 - B. Performance Incentive Pay – Dr. Richard Itzen, Director of Accountability, Resource and Continuous Improvement, gave input on setting goals. After discussion, it was decided to utilize option one. Dr. Kuckel suggested the following sentence be added to the contract: *By October 1, 2011, and October 1 of each subsequent year of this contract, the School Board and Superintendent shall meet and establish five measurable performance goals, with each goal valued at up to \$2,000 in yearly performance pay. The Board shall adopt such goals by formal action and the goals shall become Exhibit 1 to this contract.* The consensus was to add this language to the contract.
- 4) Fringe Benefits –
 - A. Life Insurance – There were two options stated with regards to life insurance. The Board agreed on option two, and to increase the dollar amount from \$2,500 to \$3,600 for an annual premium.
 - B. Leave Accrual – No changes made.
 - C. Moving Expenses – No changes made.

- D. Communication Technology Needs – No changes made.
- 5) Professional Associations – No changes made.
 - 6) Evaluation of Superintendent – The Board Members supported changing the June date of evaluation from the 15th to the 30th.
 - 7) Transportation Allowance – No changes made.
 - 8) Professional Liability – No changes made.
 - 9) Medical Examination – A deadline of July 1st was added to the language from the draft contract.
 - 10) Other Employment – The language was changed from “verbally” to “in writing” when notifying each School Board Member of other employment. Also, language was added: *This notice shall be provided simultaneously with the submission of the resume or other document used to seek other employment and will be provided to each Board Member at the same time.*
 - 11) Superintendent/School Board Professional Development – No changes made.
 - 12) Termination of Contract –
 - A. Termination by School Board with Cause - There was consensus to strike numbers “vi” and “vii” from the draft contract.
 - B. Termination by School Board without Cause - Mr. Martin noted that Dr. Burke asked to increase the number of weeks of severance pay from 20 to 50 weeks. Consensus was made to increase the figure to 30 weeks of severance pay. Mr. Martin added that Dr. Burke made another suggestion that in lieu of severance pay, he be given a position of Deputy Superintendent or its equivalent. Consensus was to not agree to this suggestion.
 - C. Payment Upon Termination – No changes made.
 - D. Process in the Event of Termination with Cause – No changes made.
 - E. Termination by Superintendent – No changes made.
 - 13) Savings Clause – No changes made.
 - 14) Applicable Law – No changes made.
 - 15) Assignment – No changes made.
 - 16) Notices – No changes made.
 - 17) Attorney’s Fees – No changes made.
 - 18) Entire Agreement – There was consensus to add wording to this paragraph pertaining to goals.
 - 19) Paragraph Headings – No changes made.

IV. Good of the Order

Ms. Fischer noted concern regarding being previously committed to a graduation ceremony tonight at the same time the Special Board meeting has been scheduled. She indicated that she would be calling in for tonight’s Special Board meeting.

At this point, Dr. Lawrence Tihen entered the meeting. He brought up the Board Workshop scheduled for June 14th to discuss Student Assignment and Tice Elementary. It was agreed to cancel the Board Workshop on June 14th.

At 10:37 a.m. the Board agreed to recess this meeting until 11:00 a.m., so that Mr. Martin can contact Dr. Burke’s attorney on the points of the contract.

The meeting reconvened at 11:02 a.m. Mr. Martin stated that Dr. Burke has agreed to accept the proposed changes to the contract except on the issue of severance pay. Dr. Burke has asked for the School Board to reconsider the weeks of severance pay and increase the amount to 35 weeks. The consensus was to change the contract to 35 weeks of severance pay.

It was noted that the Board would return at 7:00 p.m. to vote on the contract.

V. Adjournment

The meeting was adjourned at 11:05 a.m.

Thomas Scott, Board Chair

ATTEST:

Keith Martin, Board Attorney

An audio/visual tape of this meeting has been produced to provide a verbatim record of the proceedings. Members of the public may obtain a copy of the tape of any meeting by making a request for such through the Communications Department and paying the actual cost of copying the tape. Members of the public may view any Board meeting tape at the Communications Department at no cost. Anyone wishing to view a Board meeting tape should contact the Communications Department at 337-8327 to make such a request.