

# MINUTES OF THE PUBLIC HEARING OF THE BOARD OF SCHOOL TRUSTEES

## MILAN COMMUNITY SCHOOL CORPORATION

NOVEMBER 7, 2016

The Board of School Trustees held a public hearing at 7:00 p.m. on Monday, November 7, 2016, for the purpose of the contract terms for a new superintendent. Attending were Board members Jason Honeycutt, Edward Amberger, Michael Brandes, Timothy Tuttle, and Gregory Lewis. Also attending was school attorney Larry Eaton and seven patrons. Board president Jason Honeycutt presided. The meeting opened with the Pledge of Allegiance.

Mr. Honeycutt opened the floor for patron comments or questions. Jerry Gauck asked for an explanation of the process of hiring and replacing a superintendent, and how the transaction was done. Mr. Eaton explained the Board first looked at in house personnel who were qualified and then they could open the search to outside sources if they wanted. He stated the Board interviewed candidates, considered qualifications of those who applied, and then talked terms of a contract. He stated if the Board could reach an understanding with their chosen candidate, the terms of the monetary facts of the contract were then published on the corporation website and there was a waiting period of seven days before they could confirm the contract. Mr. Eaton stated elementary principal, Jane Rogers, was a good choice because she had taught in the classroom, been a principal for several years, and had her superintendent's license for some time. He stated the terms of the contract are the same as they were for Mr. Ketcham, but noted monetary terms can change because of a raise in cost. Ray Baurley asked why the contract pay for Mrs. Rogers was going to be the same as it was for Mr. Ketcham, when Mrs. Rogers had no experience. Mr. Eaton stated Mrs. Rogers had experience as a principal, the pay was on the low side of the market, and the Board felt Mrs. Rogers was well qualified and would be expected to do the same job as Mr. Ketcham. He noted managing a school is a difficult and lonely job and a principal has to deal with many problems and issues, plus manage the money of the school. The Board is confident Mrs. Rogers will do a good job of managing the corporation's money. Stephen Snyder asked if anyone else in the corporation had expressed a desire for the position. Mr. Eaton stated other in house candidates had been interviewed, and after considering experience, the Board thought Mrs. Rogers was the best qualified. Thomas Reale complimented the

**Board on the contract negotiation, stating the contract terms were the same he had six years ago. He noted the previous Board got burned with the sick day buy out for retiring personnel and Mrs. Rogers was the only employee who still had that in her principal's contract. He was pleased to see her superintendent contract did away with that benefit and she will now be in sync with everyone else and get paid annually for unused sick days. He complimented Mrs. Rogers on agreeing to this change, stating it will save the taxpayers tens of thousands of dollars. Ray Baurley expressed concern this transition was happening in the middle of the school year instead of at the end, stating it might upset the business at the corporation level as well as the elementary. Mr. Eaton stated there was no way it could have been avoided.**

**Mr. Amberger motioned to move the November meeting from the 21<sup>st</sup> to the 14<sup>th</sup>. Seconded by Mr. Brandes. Motion carried 5-0.**

**Mr. Tuttle motioned to adjourn the meeting. Seconded by Mr. Lewis. Motion carried 5-0.**

**Meeting adjourned 7:08 p.m.**