

Rochester Board of Education
Special Meeting January 7, 2008
6 p.m.

Minutes

Attendance: President Evans, Vice President White, Commissioners Brennan, Campos, Elliott, and Powell; Superintendent Jean-Claude Brizard; Board Clerk Linda Dunsmoor.

President Evans convened the meeting at 6 p.m. and noted that Commissioner Williams continues to be away because of the death of his father.

1. Committee Assignments

President Evans asked for a motion approving his recommendations regarding standing committee assignments. Motion by Commissioner Powell. Second by Commissioner White. Adopted 6-0 with Commissioner Williams away.

President Evans explained that he is an ex officio member of each committee. He is willing to provide any assistance needed as the committees tackle their important work. President Evans said he would attend as many committee meetings as possible. He also noted that as President, the Board Bylaws stipulate that he convene each committee's first meeting and preside until it selects a chair.

2. Committees convene

Community and Intergovernmental Relations

Convened at 6:03 p.m. with members M. Campos and T. Brennan. A. Williams away. Motion to nominate M. Campos as chair by T. Brennan. Second by M. Campos. Adopted 2-0 with A. Williams away. Motion to adjourn by T. Brennan. Second by M. Campos. Adopted 2-0 at 6:05 p.m. Board Staff L. Dunsmoor assigned as committee support.

Quality Assurance

Convened at 6:05 p.m. with members V. White and M. Campos. A. Williams away. Motion to nominate V. White as chair by M. Campos. Second by V. White. Adopted 2-0 with A. Williams away. Motion to adjourn by V. White. Second by M. Campos. Adopted 2-0 at 6:06 p.m. Board Staff H. Washington assigned as committee support.

Audit

Convened at 6:07 p.m. with members W. Powell and V. White. A. Williams away. Motion to nominate A. Williams as chair by V. White. Second by W. Powell. Adopted 2-0 with A. Williams away. Motion to adjourn by V. White. Second by W. Powell. Adopted 2-0 with A. Williams away at 6:09 p.m. Board staff L. Dunsmoor assigned as committee support.

Finance

Convened at 6:09 p.m. with members W. Powell, C. Elliott and V. White. Motion to nominate W. Powell as chair by C. Elliott. Second by V. White. Adopted 3-0. Motion to adjourn by V. White. Second by W. Powell. Adopted 3-0 at 6:10 p.m. Board staff H. Washington assigned as committee support.

Policy

Convened at 6:10 p.m. with members T. Brennan, C. Elliott, W. Powell. Motion to nominate T. Brennan as chair by W. Powell. Second by C. Elliott. Adopted 3-0. Motion to adjourn by C. Elliott. Second by W. Powell. Adopted 3-0 at 6:11 p.m.

Board Governance and Development

Convened at 6:11 p.m. with C. Elliott, T. Brennan and M. Campos. Motion to nominate C. Elliott as chair by T. Brennan. Second by M. Campos. Adopted 3-0. Motion to adjourn by T. Brennan. Second by M. Campos. Adopted 3-0 at 6:12 p.m.

3. Executive Session

President Evans asked for a motion to enter executive session to discuss a personnel matter relating to a specific individual. Motion by Commissioner Powell. Second by Commissioner Campos. Adopted 6-0 at 6:13 p.m.

Motion to adjourn executive session and reconvene in open session by Commissioner Powell. Second by Commissioner Brennan. Adopted 6-0 with A. Williams away at 6:50 p.m.

President Evans asked for a motion to entertain resolution 2007-2008: 426. Motion by Commissioner Powell. Second by Commissioner White

Commissioner Powell offered an amendment to the dollar amount of the resolution changing figure to \$7,500. Second by Commissioner Brennan.

Discussion

Commissioner Elliott noted her objection to the dollar amount and stated that \$3,000 would be more sufficient

Commissioner White stated the staff person did the job of two people for many months including the superintendent search. He also stated that the board must take a systematic look at all salaries and that there is additional work to be done on discussing staff pay.

Commissioner Elliott stated that 450 million dollars are allocated for personnel costs and that the superintendent should look at the dollars being spent on salaries. There is less than \$12 million being spent in the classroom, compared to the \$450 million out of a \$650 million budget that we spend on salaries.

Commissioner White stated that in most large organizations the vast majority of dollars are spent on the people.

President Evans stated that he believes the superintendent will be looking at all district salaries with the HR audit

Commissioner Campos stated that the amount of money that the staff member helped saved the district should also be factored in. She also stated that if the staff person did the job they should be compensated for it.

Commissioner Brennan stated that he wanted to make sure there was no ambiguity in the staff bonus adjustment. The fact is that there was a fill-in during the special assistant vacancy and during the search for superintendent.

Commissioner Elliott stated that she might be okay with salaries if there were a direct correlation with performance. She does not believe this is the case.

Commissioner Powell offered a military term called a combat multiplier. Folks not on the front line contribute seven bodies. She sees the staff member as a combat multiplier. Staff member did the work of two people and that should be compensated.

President Evans asked for a roll call vote on the amendment

Commissioner Powell	Yes
Commissioner White	Yes
Commissioner Elliott	No
Commissioner Campos	Yes
Commissioner Brennan	Yes
President Evans	Yes

Amendment adopted 5-1 with Commissioner Elliott dissenting and Commissioner Williams away.

President Evans asked for a roll call vote on the new amended resolution

Commissioner Powell	Yes
Commissioner White	Yes
Commissioner Elliott	No
Commissioner Campos	Yes
Commissioner Brennan	Yes
President Evans	Yes

Motion to adjourn by Commissioner Powell. Second by Commissioner White. Adopted 6-0 with Commissioner Williams away at 6:25 p.m.