

**Meeting of the Gentry Board of Education
District #19
Minutes of Board of Education**

Meeting	Type	Location	Time	Date
No 29	Special	Central Office	5:30 pm	June 6, 2022

Present

David Williamson – President
Randall Bolinger - Vice President
Jon Holt – Member
Jim Barnes – Member
Gary Dunlap- Member
John Skaggs – Member

Absent

Melissa Holland – Secretary

Call to Order

The meeting was called to order by Mr. Williamson at 5:30 pm, with 6 members present. Ms. Holland was unable to attend. Also in attendance, included but not strictly limited to: Jason Barrett, Jo Young, George Spence, Attorney, Indamae Moore and her daughter. The press was notified but not present.

Moment of Silence

Observed

Personnel Hearing

Mr. Williamson asked Ms. Moore if she wanted a private hearing and she asked for a public hearing. Ms. Metz noted that she had previously recommended termination for Ms. Indamae Moore for the remainder of FY22 and FY23 Failure to perform despite extensive counseling and retraining with her supervisor.

Ms. Moore accused the supervisors of “setting her up” saying if there were problems “they put them there. She had pictures that she handed to the Board and the Board reviewed them. She said that she had a witness, who worked with her. Ms. Moore said that the rooms were cleaned when she left them and she took the pictures as proof.

David Williamson asked if her photos were taken on May 10th and 11th and she said “yes” and said “they fired me on May 13th.” She said the maintenance guys were also in the rooms after she cleaned. She said she “did not leave a mess.”

Jason Barrett, Director of Operations, used the Apple Tv to show a compiled timeline of Ms. Moore’s employment.



Indamae Moore
Employment Timeline.

Within two months they were receiving complaints regarding her work. He explained, “when a complaint is received, Ms. Young, The custodial supervisors goes and inspects the issue to provide further training.” Complaints continued consistently. Mr. Barrett said that their goal was “to help Ms. Moore be successful.” He showed pictures as well of areas that were obviously not clean. Areas included classrooms, bathrooms and hallways.

Ms. Young was sent by Mr. Barrett to do some more retraining in November 2021 and directed to document the training and send copies to Mr. Barrett. He said after 4 months and still getting complaints they continued training and counseling. A site visit on March 15th at 6 am indicated that there was no improvement. Mr. Barrett conducted a disciplinary conference and initiated an Improvement Plan, which included weekly meetings with her supervisor.

On April 4th, due to a lack of qualified applicants, the Board approved a plan to outsource cleaning for one campus with a local company. The existing cleaning staff at that building was reassigned to other locations and Ms. Moores was reassigned to Gentry Intermediate School. She was trained at the new campus. Improvement plan continued.

Ms. Moore was sitting in the Custodial room when her work was not complete and her supervisor did a site visit. Ms. Young completed the vacuuming that was not finished. She also took pictures of unacceptable work on April 22nd.

Ms. Young continued to work with Ms. Moore another week and no significant improvement was evidenced. This continued through May 10, 2022. On May 13, 2022 Mr. Barrett recommended suspension and termination of Ms. Moore’s current contract. After the Board accepted the recommendation for termination Ms. Moore requested a hearing on May 25th and it was granted.

When Mr. Barrett finished his presentation, Mr. Spence asked Ms. Moore if she had any questions for Mr. Barrett or any closing comments. Ms. Moore said she had not questions but that she disagreed with Mr. Barrett’s statements that she had not done a good job. She said that after she cleaned, other employees were in and out of areas. Ms. Moore disagreed that any of the “mess” was left by her. She claimed that a student employee, Austin, worked with her and was her witness. Mr. Barrett confirmed that student employee was assigned to work with Ms. Moore while she was having eye issues.

The Board entered Executive Session with Ms. Metz at 5:57 pm. They returned to open session at 6:10 pm. Randall Bolinger moved to uphold the termination and Gary Dunlap seconded. The vote carried 6-0.

Ms. Moore’s will be paid through June 6, 2022.

Randall Bolinger asked that the official minutes reflect his resignation from the Board effective immediately after this meeting.

Randall Bolinger moved to adjourn at 6:12 pm and John Skaggs seconded. The vote carried 6-0.