

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

Meeting	Type	Location	Time	Date
No. 18	Special	PAC	6:00 pm	April 24, 2023

Present:

David Williamson–President
Jim Barnes –Vice President
Melissa Holland– Secretary
Gary Dunlap–Member
Becky Burkhalter – Member
Stacey Nations–Member
Chad Amos–Member

Absent:

1. Call to order

The meeting was called to order at 6:00 pm by David Williamson with seven members present. Mr. Randy Moll was present to represent the press. School administrators were present and visitors included but not limited to the following: Codey Mann, Courtney Cochran, Kody Robinson.

Roll call- All members present.

2. Moment of Silence

Observed

3. Personnel

Codey Mann, Sr High Boys Basketball coach recommendation, was introduced and asked to give some information about himself. Coach Mann has been in education for 21 years. His parents live in Van Buren. Coach Mann has been coaching Girls basketball in Alma and is ready for a change. Coach Mann said he has high energy. The boy’s team should play hard and tough. We are a team, it’s not about me. Gentry has a team to be proud of and we will be a team on and off the court.

Melissa Holland asked if Coach Mann plans to relocate? Coach Mann said yes, we will need to have the gym open so being close will be important.

David Williamson requested the board go into executive session with Ms. DePaola at 6:07 pm. The Board returned from executive session at 6:45 pm.

[3_Personnel April 24, 2023 Meeting #18 FY 23.pdf](#)

Melissa Holland made a motion to accept the Personnel items as presented and Gary Dunlap seconded the motion. The vote carried 7-0.

David Williamson Welcome to the school coach.

4. Second Reading of Policy

[4a Certified Salary Schedule FY 24.pdf](#)

[4a Certified Salary Schedule-Longevity FY 24.pdf](#)

Ms. DePaola this is our second reading and I want to share some comments with you.

Comment from PPC: We are worried we may lose teachers since there is not a step increase each year. Not sure how other districts will do it. It is disheartening that you stay the same for 10 years.

Ms. DePaola: They would not stay the same for 10 years, they will get longevity.

Comments from PPC: Would like to see a different earning amount for the 25-30 years experience. Would like to see small steps with years of experience, teachers are professionals with college degrees and there is a growing teacher shortage every day. There are no other fields that require a college degree where someone would make the same amount for 10 years. This salary schedule, like others in the state, is enticing to new teachers, but will make it hard to keep good teachers since there are no steps for 10 years.

Ms. DePaola: The other thing I want to point out is that if they take education above their Bachelor's degree that would be added on. Also, we have Highly Reliable Teachers Level 1, 2 and 3 and they could earn a \$1,000 stipend for each level. We also have MCL's.

This is this year, this is me trying to meet the LEARNS act. That is not to say that I won't go back and change it. We have to get contracts done. I understand that there are supposed to be incentives from the state for achievement. So if a teacher's class is doing well, there would be incentives.

This is me trying to get through this and get contracts done. I am not saying this is going to be forever, we have to see how all this works and changes could be made next year. We have things in the district that will change the amounts.

I ask you to accept that as the second reading.

David Williamson: All in favor, vote is unanimous.

5. First Reading of Policy

[5_Proposed Admin and Salaries Determined by Board Action for FY 24.pdf](#)

Ms. DePaola stated that the indexes were taken out, because we are not using those. Also, there are people with the certified schedule, when I have to meet the \$2,000 minimum we will need a Stipend for that person.

These are the amounts for Board approved salaries and can be viewed on the attachment. Admin get degree steps as well.

Ms. DePaola also gave amounts for Admin and Superintendents along the 59 corridor. Some of these district Administrators work less days. Our Administrators work 245 days.

Ms. DePaola made the salary schedule simple for her sake, took out the indexes.

Any questions?

Melissa Holland asked for the salary numbers again. Ms. DePaola pointed out that in other districts the Secondary principals make more than the Elementary principals, but we make all Administrators do duty, so the pay is the same.

Ms. DePaola said we have seen the Facebook posts that have the posts of panic about these changes. I said to Ms. Toland, I can see where teachers are panicking but our goal is to help

teachers be successful. We have a system in place to help teachers. Our Principals, Assistant Principals and MCL's are all hands on and here to help the teachers. We have all kinds of things in place for teachers to help them be successful. I am proud of that.

Melissa Holland: Will this go back to PPC and be ready for the May 15 meeting?

Ms. DePaola: PPC has to have 10 days to look at this.

Gary Dunlap made a motion to accept the First Reading as presented and Becky Burkhalter seconded the motion. The vote carried 7-0.

6. Round Table

Stacy Nations– We are super excited to have you (Coach Mann) here as a Pioneer.

Becky Burkhalter – Same Welcome Coach Mann

Melissa Holland – Congrats to Coach Mann. Mrs. Toland, we are happy to see you back.

Chad Amos– Welcome Coach. I am looking forward to basketball season.

Gary Dunlap– Welcome Coach.

Jim Barnes – Welcome Coach. Christie, glad you are here.

David Williamson– Welcome Coach.

7. Adjourn

Melissa Holland made a motion to adjourn the meeting at 7:03 pm and Jim Barnes seconded the motion. The vote carried 7-0.

