



## The Schools of McKeel Academy

*McKeel Academy of Technology  
McKeel Elementary Academy (dba McKeel Academy Central)  
South McKeel Academy*

### Special Board of Trustees Meeting

#### MINUTES

December 18, 2013

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The meeting of the Board of Trustees was held Wednesday, December 18, 2013, at The Schools of McKeel Academy Business Office. The meeting was called to order by Chair Taylor Caffey at 8:00 a.m. Trustees present included Taylor Caffey, Stephanie L. Campbell, Larry Ross, John Stargel, Mark Thompson, and Seth McKeel. Trustee Cathy Wooley-Brown attended via conference call. Trustee Phillip Walker and Michael Peebles were unable to attend. Staff present included Alan Black, Julie Ramirez, Judi Morris, Linda Acocelli, Susan Black, Mary White, and Olivia Hazell. Former Board member Carolyn Jackson was also present.

➤ **Public Comment**

None of the members of the public addressed the Board at this time.

➤ **New Business**

**Ad Hoc Committee Chairman Appointment**

Mr. Caffey recommended that Mr. Ross be appointed as the Chairman of the Ad Hoc Committee and Mr. Ross accepted. This committee, along with the principals from the three schools, Representative McKeel, key staff and possibly a teacher representative will facilitate the search process for the new Superintendent.

**Superintendent Search Committee**

The Superintendent Search Committee met on 12/12/13, and after discussion of the process determined that a vision for TSMA needed to be written before the search could begin. It was also decided that a third party facilitator would be hired to assist in the strategic re-visioning process. *Upon a privileged motion made by Mr. Ross, the motion to engage the services of a third party facilitator to assist in the Strategic Re-Visioning process for TSMA carried unanimously.*

Proposals for the Strategic Re-Vision Process were received from three consultants. The Board discussed the three proposals and agreed that Carolyn Jackson's proposal was the best fit for TSMA based on her previous experience with the schools.

*Upon a motion made by Larry Ross, seconded by John Stargel, the motion to accept the proposal from Carolyn Jackson to serve as the facilitator in TSMA's Strategic Re-Visioning Process, carried unanimously.*

**Interim Superintendent Compensation**

The Board discussed Alan Black receiving additional compensation during his tenure as Interim Superintendent. A decision was made that the increase in compensation should be paid as a supplement to Mr. Black's current salary and would be retro-active to the day that he was

appointed as the Interim. Board members agreed that he should receive 5% over the salary of the highest paid employee.

*Upon a motion by Seth McKeel, seconded by Larry Ross, the motion to increase Alan Black's compensation by giving him a 5% supplement during his term as interim Superintendent, to include contributions to FRS, carried unanimously.*

➤ **Other**

Mr. Black intends to have changes to the Bylaws ready for a vote at the January Board of Trustees meeting.

He will consult with Kathleen Schoenberg concerning other policy changes and updates as well as defining clear roles and responsibilities for Board of Trustees committees.

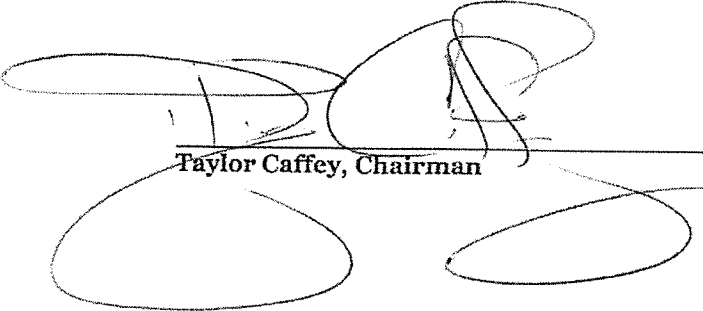
Mr. Caffey presented an e-mail from TSMA's employment attorney regarding negotiating Mr. Maready's resignation and consideration of three items requested by Mr. Maready. The Board discussed the e-mail and addressed the three requests as follows:

- 1) Mr. Maready cleaned out his personal belongings during the Thanksgiving Break.
- 2) Mr. Maready's e-mail has already been deactivated, but he is free to send a farewell message to any staff member he chooses using his personal e-mail account.
- 3) Mr. Maready requested to be paid through the end of the school year. Per Board agreement Mr. Maready will use his remaining PTO days to be paid through the end of January 2014, which allows him to assist Alan Black in transitioning to his new duties and responsibilities as Interim Superintendent.

*Upon an amended motion made by Larry Ross, seconded by Mark Thompson, the motion to address the three requests made by Mr. Maready as described above carried unanimously.*

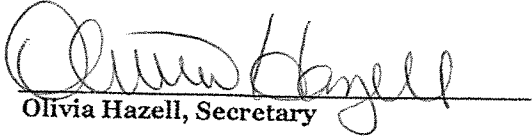
➤ **Adjournment**

There being no further business, the meeting was adjourned at 9:22 a.m.



Taylor Caffey, Chairman

ATTEST:



Olivia Hazell, Secretary