

**CUMBERLAND COUNTY BOARD OF EDUCATION**  
**REGULAR MEETING**  
March 20, 2019

The Cumberland County Board of Education met in regular session on March 20, 2019 in the Central Services Board Room where the meeting was called to order by Chairman Blalock at the approximate hour of 5:00 PM.

**PRESENT:**

**ABSENT:**

**COUNSEL:**

1. Call to Order - Mr. Josh Stone
  
2. Moment of Silence / Pledge of Allegiance - Mr. Josh Stone
  
3. Approval of Committee Minutes
  
4. School Request Spreadsheet
  
5. Audit Discussion
  
6. Other Discussion
  
7. Adjournment

**Budget Committee Meeting**  
**October 22, 2018**  
**Central Services Board Room**

The Budget Committee met on Monday, October 18, 2018, in the Central Services Board Room where Mr. Josh Stone called the meeting to order at the approximate hour of 4:30 p.m. He welcomed everyone to the meeting and appreciated everyone for attending.

**PRESENT:**

|  |  |
|--|--|
| Mr. Josh Stone, 4 <sup>th</sup> District     | Mr. Tony Brock, 5 <sup>th</sup> District |
| Mrs. Rebecca Hamby, 7 <sup>th</sup> District | Ms. Shirley Parris, District 3           |
| Mr. Robert Safdie, 2 <sup>nd</sup> District  | Mrs. Janet Graham, Director of Schools   |
| Mrs. Kacee Harris, Chief Financial Officer   |  |

**1. Call to Order – Mr. Josh Stone**

**2. Moment of Silence/Pledge of Allegiance – Mr. Josh Stone**

**3. Approve May 29, 2018 Minutes**

**VOICE VOTE:** Brock (mover-yes)  
Hamby (seconder-yes)  
All Ayes

**4. Election of Chairman – Mr. Josh Stone**

Brock made a motion to elect Stone as chairman of this committee. Hamby seconded the motion. Stone accepted the position of chairman of the committee.

**VOICE VOTE:** Stone (mover-yes)  
Boston (seconder-yes)  
All Ayes

**MOTION:** Carried Unanimously

**5. Other Discussion:**

Stone stated he and Harris knew there was not much to do at this time, but thought it would be a good time to have some open discussion about any questions you have, comments you would like to make or things you would like to see us address, this would be the time to do that. Stone continued, he did have one thing he would like to talk about and that is that he would like to see the budget committee move to a school finance committee. It would allow us a little more ability to broach other subjects that would have to do with school finance. Some of those things would be like the 3<sup>rd</sup> pay scale, other things of that nature. We have talked about leveling the teacher pay scale and supplements. Those things do play in to the budget, but it would meet all year long type of committee instead of only at budget time. Stone continued to say he would bring this up at the next board meeting. Brock said it gives you an opportunity to give some input along the way instead of waiting until one time of the year. Graham stated, “We would appreciate that! We work on budget periodically throughout the year for different reasons, but Mrs. Boston and I have had some conversation about this when we were setting up our committees and to begin to look at those pay scales.” She went on to say Mr. Stone has been very passionate about that 3<sup>rd</sup> level of pay scale for the professional employee pay scale. She also commented that Mrs. Harris has some ideas and we have conversation almost on a daily basis. In setting up a team of board member or members and it could be this committee that is that group. In addition with the Finance Officer and Academic Officer who has to do with employees and add H.R. and perhaps three

teachers in that group two elementary and one high school. She discussed the reasoning to have two elementary and one high school as we have more elementary schools and we do that with the calendar committee. She states we are open to the make-up of that committee. We would probably be starting in December or January and start that conversation. Stone mentioned the only difference between the budget committee and the calendar committee, from his perspective, is with the calendar committee everyone on the committee gets a vote on the recommendation. With the budget it is a little more difficult just because it's a little more complex. That's not saying that teachers couldn't vote on it. As a board member, I have always appreciated that the budget committee being something that gains consensus on different ideas, for example last year with the mental healthy counselors. To me that is a board decision and to communicate the budget committee has voted this way or that way and has also found a way to fund it. It may be more difficult if you have non-board members. Graham stated that committee would bring proposals back to this committee and the budget committee would decide what they want to present to the board. She stated she was thinking in terms of input from a different perspective. Brock asked, "So your committee would not be a part of this finance committee? It would be in addition to that to gather information and get different perspectives. Graham agreed that it would be a discussion group more than anything. They would present some ideas and Kacee would work her magic and with numbers and then brings it to this committee. Then this committee would approve or not and we would be able to do this. Stone asked, so you are talking about a separate committee that meets separately. Stone said he thought she was talking about a committee who interacts during the committee meetings. Graham said it would be called a focus group or a study group or we could call it a study committee for salary. The committee discussed the benefits of giving the teachers a voice regarding the salary discussions.

Stone gave the two new board members an accounting of the operations and obligations of the budget committee in the past. He stated that the committee has mostly only met during budget prep time. They work on paring things down and seeing the different versions of the budget as new numbers come from the state and also as the staff makes cuts. They budget is usually 27 pages and you think we have a lot of decisions to make, actually we don't. One thing you will learn as we go through this process is the amount of discretionary funds is really small. The majority of the work is done by administration and brought to us. This past year because of the level of cuts that were made, we spent a lot of time going back through. That is something we are involved in but at a higher level. Not necessarily on a day to day level. The decisions are ultimately ours. We don't want to develop the budget. We want to approve the budget. Graham stated that most of it is driven by what we have, what we have to fund and the little pot that is left. Brock asked if the budget was broken up in bits? Graham conformed it was done line by line. Brock asked if you have game plan? Graham answered, the first thing we do is we get the requests in, people asking for what they feel is appropriate and we build a budget around that. We look and see what the bottom line is. Then we take it back to the departments to take another look and see what they can cut from that list. Harris stated we had seven rounds of cuts last year. Graham said the Mental Health Counselors, which was above, but felt like it was a critical piece. Graham, Stone and Harris talked about the process of determining the cuts. The coming year will be have books and buses, which were cut huge last year. Hamby asked if the bus driver salary was discussed. Graham stated they got the same increase as everyone. The committee discussed the non-certified pay and how they basically work for benefits. Hamby asked when will we have the next meeting? Stone replied it would depend on what the board decides. They also discussed what day of the week would work for them. Mondays will work for all. Brock asked if there were anything the new committee/board members could be doing to be better prepared for the Budget process? Harris responded that she would be wiling to sit down with them and go over the process. It was suggested they could look at the last year's process, which is on emeetings. Stone recommended researching the BEP formula, which is how we are funded. Most people do not understand how that formula works. BEP Blue Book is also online. The committee discussed the upcoming meetings for purchasing furniture for the new Crab Orchard School.

## **6. Adjournment:**

**VOICE VOTE:** Stone (mover-yes)

Brock (seconder-yes)  
All Ayes

**MOTION: Carried Unanimously**  
**(The meeting was adjourned at the approximate hour of 5:01)**

---

**Mrs. Janet Graham**  
**Director of Schools**

---

**Mr. Josh Stone**  
**Chairman of the Budget Committee**

---

**Jane Franklin**  
**Executive Assistant for the Director of Schools and BOE**

