

**ATHENS CITY BOARD OF EDUCATION**  
**BOARD MEETING**  
**July 15, 2010**  
**6:30 p.m. Athens High School Media Center**

This meeting was conducted in full compliance with Alabama Code 13A-14-2 commonly referred to as the "Alabama Open Meeting Law". Present were approximately twenty-two (22) members of the public. Lora Scripps from the News Courier was present.

**CALL TO ORDER:** James Lucas, President called the meeting to order at 6:30 P.M. in the library at Athens High School.

**ROLL CALL:** Members Present: Mr. James Lucas, President  
David McPherson, Vice-President  
Pat Waldrop  
Gary Hill  
Larry Keenum  
Beverly Malone  
Russell Johnson  
Dr. Orman Bridges, Jr., Superintendent

1. Mr. McPherson opened the meeting with prayer.
2. Mrs. Malone led the pledge of allegiance.
3. Mrs. Malone moved that the agenda be approved. Mr. McPherson seconded the motion. The vote was unanimous.
4. Mr. Waldrop moved that minutes from the June 24, 2010 board meeting be approved. Mrs. Malone seconded the motion. The vote was unanimous.
5. Mr. Hill moved that the financial statement for May, 2010 be approved. Mrs. Malone seconded the motion. The vote was unanimous.
6. Mr. McPherson moved that the board approve paid payables for June, 2010. Mrs. Malone seconded the motion. The vote was unanimous.
7. Mr. John Conlon, Jr., Mr. Michael Lambert and Mr. Jack McDaniel addressed the board regarding Board Policy GBD – Supplemental Assignments for Personnel.
8. Dr. Bridges presented the Board members with his written recommendation for the amendment of Board Policy – GBD. Mr. Johnson moved that the Board approve the amendment of Board Policy – GBD. Mr. McPherson seconded the motion. The vote was as follows:

**YES**

Mr. Keenum  
Mr. Johnson  
Mrs. Malone  
Mr. McPherson  
Mr. Lucas

**NO**

Mr. Hill  
Mr. Waldrop

A copy of the approved amendment to Board Policy – GBD is included with these minutes.

9. Mrs. Malone moved that the board approve CNP Ice Cream Bids for the 2010-2011 school year. Mr. Waldrop seconded the motion. The vote was unanimous.
10. Mr. Keenum moved that the board approve an outdoor scoring system for Athens High School. The system will be purchased from Daktronics, Inc., at a cost of \$247,087.00. Scoreboard Sales and Service of Birmingham will install the system at a cost of \$29,561.00. Equipment and installation will be paid from local school funds. Mrs. Malone seconded the motion. The vote was as follows:

**YES**

Mr. Keenum  
Mr. Hill  
Mr. Waldrop  
Mrs. Malone  
Mr. McPherson  
Mr. Lucas

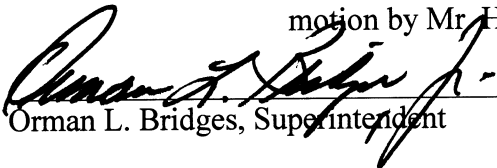
**NO**

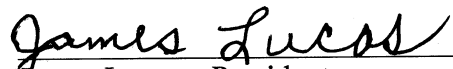
Mr. Johnson

11. Mrs. Malone moved that the board approve extracurricular activities for Athens High School. Mr. Hill seconded the motion. The vote was unanimous.
12. Mr. Hill moved that the board approve personnel items a-d. Mrs. Malone seconded the motion. The vote was unanimous.
- a. Retirement of Sylvia Lentz, special education teacher at Athens High School effective July 13, 2010
  - b. Resignations:
    - 1. Chris Moss as maintenance worker at Central Office effective July 9, 2010
    - 2. Ashley Rogers as system wide special education aide at Julian Newman Elementary School effective July 12, 2010
  - c. Transfers:
    - 1. Christy Swafford as sixth grade teacher at Athens Intermediate School to gifted education teacher at Athens Intermediate School
    - 2. Transfer of Jennifer Hall from fifth grade teacher at Athens Intermediate School to sixth grade teacher at Athens Intermediate School
    - 3. Transfer of Sherry Langley from sixth grade teacher at Athens Intermediate School to fifth grade teacher at Athens Intermediate School
    - 4. Transfer of Sherry Sampson from CNP cashier/worker at Julian Newman Elementary School to CNP cashier/worker at Brookhill Elementary School
  - d. Employment:
    - 1. Chris McDougal as driver education teacher and assistant freshman football coach at Athens High School
    - 2. Deborah Craft as system wide special education aide at Athens Intermediate School
    - 3. Bill Vaughn as 7<sup>th</sup> grade girls head basketball coach at Athens Middle School
    - 4. Susan Trent as system wide special education aide at Julian Newman Elementary

13. The superintendent reported the following:  
We are waiting on contracts from the state and upon receipt, work can begin on the installation of new bleachers at Athens Middle School.  
Invited board members to visit Brookhill, Cowart and Athens Middle School to see the improvements that have been made to the buildings as part of "The Leader in Me Program".  
Institute Day will be on August 4<sup>th</sup> at Athens Intermediate School. The speaker will be Dr. Joe Martin.  
Budget hearings will take place on August 19<sup>th</sup> and September 14<sup>th</sup>.
14. Mr. James Lucas, Board President, made a recommendation to the board to extend the superintendent's contract for one (1) year until June 30, 2013. Mr. Waldrop made a motion to accept Mr. Lucas' recommendation. Mr. Johnson seconded the motion. The vote was unanimous.
15. Mr. McPherson moved that the board go into executive session regarding pending and/or controversies imminently likely to be litigated. Mrs. Malone seconded the motion. Mr. Keenum, Mr. Johnson, Mrs. Malone, Mr. Hill, Mr. Waldrop, Mr. McPherson, and Mr. Lucas voted in favor of the motion. Mr. Lucas stated that the board would reconvene after the executive session and the approximate time expected to reconvene.
16. Prior to voting to convene the executive session, Mr. Shane Black, Athens City Schools Board Attorney, submitted a Declaration and Opinion in compliance with Section 36-25A-7 of the *Code of Alabama* (1975). The declaration and opinion was provided both orally and in writing. A copy of said Declaration and Opinion is attached.
17. Mr. Johnson moved that the board return to regular session. Mrs. Malone seconded the motion. The vote was unanimous.

**ADJOURNMENT:** There being no further business, the meeting adjourned at 8:20 p.m. on motion by Mr. Hill.

  
Orman L. Bridges, Superintendent

  
James Lucas – President

## **SUPPLEMENTAL ASSIGNMENTS FOR PERSONNEL**

### SUPPLEMENTAL CONTRACTS/ASSIGNMENTS

The Board may assign and/or hire employees to perform substantial, additional, and supplemental services, separate and apart from the employees' regular employment contract. Such duties may include, but are not limited to, the management, operation, and/or supervision of extracurricular activities, such as band, athletics, academic teams, etc. The qualifications for such duties do not include a teaching certificate. By way of example, supplemental positions include, but are not limited to, football coach, band instructor, assistant basketball coach, student-activity sponsor, and temporary worker.

The Board and the employees assigned and/or hired for supplemental duties shall enter into contracts for compensation in addition to that received in connection with any regular employment contract (including but not limited to, for example, teaching), and such additional or supplemental duties shall not be incorporated into the regular employment contract. Unless otherwise specified by the Board upon the Superintendent's recommendation, such additional compensation shall be in accordance with the supplement pay schedules, and the same are subject to change from year to year.

In order to be approved, a supplemental assignment/contract must be recommended by the Superintendent and adopted by the Board of Education. Unless a supplemental assignment/contract recommended and adopted after the effective date of this policy be expressly made for a limited duration, a supplemental assignment/contract shall continue in effect indefinitely until (i) the employee resigns or otherwise discontinues the assignment/contract, or (ii) the Board, upon the Superintendent's recommendation, terminates or otherwise discontinues the supplemental assignment/contract.

Beginning with the 2010-11 school year, all employees with supplemental contracts, including those assigned or hired for supplemental contracts thereafter, shall indicate, in writing, their acceptance of such supplemental assignment/contract and agreement to the terms of this policy.

An employee shall not obtain any vested rights with respect to the continuance of any contract for additional duties as discussed herein, or for any supplement pay related thereto. An employee has no expectation or right that such supplement pay or additional duties will be offered to the employee for any succeeding semester, season, and/or year.

An employee's supplemental duties are terminable at will in that they may be removed or suspended at any time by the Board upon the Superintendent's recommendation, and there is no

