



REGULAR BOARD MEETING
February 13, 2017 - 5:30 PM
MINUTES

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

The Hoover City Board of Education met in regular session on Monday, February 13, 2017. The meeting was called to order at 5:29 PM by President Stephen Presley. Mr. Presley asked those who wished to participate to join in an invocation given by Dr. Ron Dodson, Assistant Superintendent of Instruction. The Pledge of Allegiance followed led by Mr. Craig Kelley.

President Presley recognized Mr. Dan Fulton, a retired teacher from Birmingham City Schools and a Hoover resident. Mr. Fulton's persistence is credited for HCS Board meetings being live streamed. Live stream enables our citizens to view Board meetings and receive vital information about the school system from their personal devices. Mr. Presley wished Mr. Fulton a speedy recovery.

II. ROLL CALL - ESTABLISHMENT OF A QUORUM

The record of those attending was made:

Mr. Stephen D. Presley, President
Mr. Earl A. Cooper, Vice President
Mr. Craig Kelley
Mrs. Jill Ganus Veitch
Mrs. Deanna D. Bamman
Dr. Kathy L. Murphy, Superintendent
Mrs. Linda Goodwin, Recording Secretary

III. ADOPTION OF AGENDA

President Presley asked for a motion to adopt the agenda. A motion was made by Mr. Kelley and seconded by Mrs. Deanna Bamman. The agenda was adopted by unanimous vote.

IV. RECOGNITIONS

- A.** Dr. Murphy welcomed from Judson College, Dr. Lesley Sheek (Associate Professor of Education, Head of the Department of Education, and Teacher Education Certification Officer) and her students. Dr. Murphy acknowledged she had the privilege to spend time with this group prior to the Board meeting for a Q and A session.
- B.** Dr. Murphy presented a proclamation in recognition of Black History Month, February 2017.
- C.** Dr. Debra Smith, Federal Programs Director, presented a proclamation in recognition of Career and Technical Education Month, February 2017.
- D.** Mrs. Marley Stephens, Hoover High School Counselor, presented a proclamation in recognition of 2017 National School Counseling Week, February 6-10, 2017.
- E.** Mrs. Kelli Lane, Technology Integration Coordinator, presented a proclamation in recognition of 2017 National Digital Learning Day, February 23, 2017.

Mr. Jason Gaston, Coordinator of Public Relations, recognized the following:

- F.** Sam Rigsby (Hoover High Sophomore) received a first place finish in the 9th-10th grade photography/computer images category out of approximately 650 nominees in the State Superintendent's Visual Arts Exhibit. Mr. Rigsby was presented his award from State Superintendent Mr. Michael Sentance, during an honors luncheon.
- G.** Mr. Gordon Black, on behalf of the Cahaba River Society Project, presented Marchant, Amanda Cramer, and Deanna Straub (Shades Mountain Elementary School Teachers) with an award in recognition for their service as exceptional educators in teaching third grade students the importance of our water system. Carla
- H.** Mr. Stephen Hobbs (Spain Park High School Science Teacher/Bowling Coach) recognized Spain Park High School Bowling Team as 1A-7A AHSAA State Bowling Champions for two consecutive years.
- I.** Mr. Devon Hind (Hoover High Health Teacher and Track Coach) recognized Hoover High School Track and Field Team as 7A AHSAA State Indoor Track and

Field Champions.

- J. Ayana Eason and Jacob McDowell (Hoover High School Seniors) were recognized for receiving the Wendy's High School Heisman Award. This is a national award given to high school student athletes across the country who excel in the classroom, on the field, and within the community.
- K. Mr. Jeremy Bradford, Coordinator of Transportation, recognized his staff for the superior rating received from the annual Alabama State Department of Education (ALSDE) bus inspection. Of 148 buses inspected, three had citations: two had door cylinder air leaks and one was low on coolant. HCS Transportation Department has received superior ratings for the past seventeen consecutive years.

V. PUBLIC PARTICIPATION

There was no public participation.

VI. ACTION ITEMS

A. Minutes from Regular Board Meeting January 10, 2017

Superintendent Murphy recommended the Board approve the minutes from the regular Board meeting on January 10, 2017. A motion was made by Vice President Cooper and seconded by Mrs. Bamman. The motion was approved by unanimous vote.

B. Personnel Actions

The Personnel Report included: fifteen individuals employed for replacement positions, six individuals resigned, four individuals retired (with a total of 91 years of service), one individual terminated, and three substitute bus drivers were approved.

Superintendent Murphy recommended the Board approve the personnel actions. A motion was made by Mr. Kelley and seconded by Vice President Cooper. The motion was approved by unanimous vote.

C. Business Actions

Superintendent Murphy reported for the Monthly Financial Statement ending

December 2016, the General Fund had expended 23.6% of the budget. General Fund expenditures were \$591,000 less than FY2016. Under Special Revenue, 26% of the budget had been expended. Special Revenue Fund expenditures were \$661,000 less than FY2016.

Superintendent Murphy recommended the Board approve the Monthly Financial Statement for December 2016, Cash Disbursements for December 2016, and January 2017 Payroll. A motion was made by Mr. Kelley and seconded by Mrs. Bamman. The motion was approved by unanimous vote.

D. Alabama Code 41-16-23 Emergency Exemptions for Blue Ridge Gym

Superintendent Murphy reported on the damage of the Shades Mountain Blue Ridge Gym. The damage compromised the structure of the roof, resulting in a safety issue.

To minimize further damage and to expedite repairs, Superintendent Murphy recommended the Board declare an emergency under Alabama Code 41-16-23 (Emergency Exemptions) for Blue Ridge Gym. A motion was made by Vice President Cooper and seconded by Mr. Kelley. The motion was approved by unanimous vote.

E. Clearing and Grubbing Easement - City of Hoover

Mr. Tim Westhoven (City of Hoover, Assistant Executive Director of Operations) shared changes to the sports complex from the original plans. Changes include moving a few of the athletic fields and adding two additional access roads to Hoover High School. Mr. Westhoven presented this plan which included a request for a temporary clearing easement from the school district. The easement will run from the date of execution for a total of four months (120 calendar days) or until the completion of the clearing and grubbing process. The cleared area will be reforested with a mixture of hardwoods and pine trees. Additionally, a vinyl coated chain link fence along the affected perimeter of Trace Crossings Elementary School shall be installed as a part of the sports complex plan.

Superintendent Murphy recommended the Board approve the Clearing and

Mr. Grubbing Easement requested by the City of Hoover. A motion was made by Kelley and seconded by Vice President Cooper. The motion was approved by unanimous vote.

F. District Textbook Committee Members

The ALSDE requires each school district to select a committee of parents and teachers to review and discuss textbooks. This proposed committee will serve through August 2017. Nominees for HCS District Textbook Committee are:

SCHOOL	Parent Representative	Teacher Rep
Berry MS	Stephanie Lansden	Megan Romero
Bluff Park ES	Sally Payne	Leigh Tillman
Bumpus MS	Mrs. Wynell Gilbert	Kristi Taylor
Green Valley ES	Hernan Prado	Bridget Anstadt
Greystone ES	Mary Buchanan	Kathaleen Rogers
Hoover High	Kristi Phillips	Laura Ann Pitts
Riverchase ES	Kelly Grande	Haymee Ramirez
Rocky Ridge ES	Susanne Russell	Autumn Combs
Shades Mountain ES	Rachel McCrorie	Alejandro Guzman
Spain Park High	Betsy Thompson	Danelle Cash
Trace Crossings ES	Haley Brown	Mrs. Gerri Kimble

Superintendent Murphy recommended the Board approve the District Textbook Committee. A motion was made by Mrs. Bamman and seconded by Mrs. Ganus Veitch. The motion was approved by unanimous vote.

G. Surplus of Hoover High School Pole Vault Pit

Superintendent Murphy recommended the Board approve the Hoover High School Pole Vault Pit as surplus property. A motion was made by Mrs. Ganus Veitch and seconded by Vice President Cooper. The motion was approved by unanimous vote.

VII. NEW BUSINESS/SUPERINTENDENT’S REPORT/INFORMATION REPORTS

A. Superintendent’s Evaluation

Dr. Tim Morgan (retired Superintendent of Sheffield City Schools) presented

the Hoover Superintendent Evaluation on behalf of the Alabama Association of School Boards (AASB). This evaluation included a survey that was conducted in January through the first of February. Surveyed were Board Members, Central Office Administrators, Principals, Teachers, HPTC, Parents, and Hoover City Leaders. (Number of responders were: Board Members - 5, Direct Reports - 22, Stakeholders - 29).

Dr. Murphy, who was hired as HCS Superintendent in June of 2015, received an “above average” evaluation for the second consecutive year. She received an overall 4.4 out of 5 score from the Board, 4.2 rating from the Direct Reports, and 4.2 rating from the Stakeholders. A score of 3 meets expectations, while 4 is considered above average and consistently demonstrating high levels of performance, and 5 represents excellence.

The surveys were anonymous, and all the evaluation scores were compiled by AASB.

Board members rated Dr. Murphy in ten categories. Those scores were:

Professional Development & Leadership (4.7)

Financial Management (4.6)

Communication & Interpersonal Skills (4.6)

Technology Management (4.5)

CEO for the School Board (4.5)

Educational Leadership of the Schools (4.3)

Personnel Management (4.3)

Community Relations (4.3)

Management of Pupil Personnel Services (4.3)

Facilities Management (4.2)

Direct Reports rated Dr. Murphy in 30 areas. Highest scores were:

Actively seeks resources, financials, for schools & system (4.6)

Sets high standards for administrator, staff & student performance (4.6)

Speaks & writes clearly, correctly & coherently (4.6)

Is knowledgeable of laws & policies governing the schools & system (4.5)

Actively leads in developing & implementing school & system policies & procedures (4.5)

Manages available financial resources well (4.5)

Is effective representative of system at school & community events (4.5)

Direct Reports lowest scores were:

Meetings with individuals & groups are held in atmosphere of open, honest, fair & mutually accepting communication (3.9)

Provides staff with meaningful professional growth opportunities (3.9)

Promotes use of technology in all aspects of schools & system (3.8)

Provides support to staff in utilizing technology (3.8)

Other Stakeholders in the community rated Dr. Murphy in 14 areas. Highest scores were:

Takes a leadership role in improving education (4.4)

Serves as liaison between schools & community agencies (4.4)

Seeks sufficient funding for system (4.4)

Establishes effective communication processes (4.3)

Communicates system's vision & mission to staff, students, parents & community (4.3)

Utilizes local media in community relations (4.3)

Models positive community involvement (4.3)

Demonstrates problem-solving skills (4.3)

Demonstrates decision-making skills (4.3)

Other Stakeholders lowest scores were:

Leads use of technology effectively to deliver programs & services & in system management (4.0)

Establishes routines & procedures that contribute to teaching & learning (4.0)

Dr. Morgan works with AASB on numerous Superintendent evaluations. He stated of Dr. Murphy's evaluation, "These are very good scores. This is the best I've seen."

B. Procedures for Copying Fees

Dr. Murphy referenced Board Policy 3.12 regarding Fees, Payments, and Rentals:

“The Superintendent is authorized to establish procedures including a schedule of reasonable fees for use of Board facilities and property by individuals, groups, or organizations and a schedule of reasonable charge for copies of public documents and records that shall be effective upon approval by the Board.”

HCS supports the Open Records Act, however, the need to recover cost incurred for copying is necessary. It is not unusual to have multiple requests for thousands

of pages of copies. This has become challenging. Mr. Jason Gaston, Coordinator of Public Relations, is in charge of handling those requests. Research from surrounding school districts indicates a copy fee charge of \$.25 per page. To recoup material cost, the District will charge a copy fee of \$.25 per page and \$.50 per page for archived documents.

C. Job Descriptions

Dr. Murphy provided the Board with updated job descriptions for review, and she reminded the Board of the importance of writing Job Descriptions for the tasks to be completed and not for individual employees. Job descriptions establish expectations for job performance.

Dr. Murphy referenced the use of SDE instruments to assess certified staff and Board approved instruments to assess non-certified support staff.

Dr. Murphy acknowledged Mrs. Mary Veal, Director of Human Resources, Mrs. Kristi Williams, Human Resources Specialist, the personnel staff, and Mrs. Melissa McKie with Bishop, Colvin, Johnson & Kent, LLC, for their support in this endeavor.

Job Descriptions will be included under Action Items at the March 13, 2017 regular Board meeting.

D. ACT Aspire Summary

Dr. Ron Dodson, Assistant Superintendent of Instruction, reported on questions that arose during the State Board of Education meeting February 9, 2017, related to whether the state would continue using the ACT Aspire test to meet federal

accountability requirements. The questions were related to the alignment between the ACT Aspire test and Alabama's College and Career Ready Standards. At this time, nothing has officially changed, and we plan to continue using the ACT Aspire test this spring.

Dr. Murphy reminded the Board that the ACT Aspire Test is the assessment used by the state for Federal Accountability. Act Aspire results are also used to determine, in part, grades for the A-F Report Card.

E. Superintendent's Contract Renewal

Mr. Kelley had an opportunity to attend the School Superintendent's Association (SSA) 2017 Legislative Reception held February 7, 2017, in Montgomery, Alabama. While attending the reception hosted by SSA and CLAS at the RSA Tower, several Superintendents, House Representatives, and Senators, acknowledged Dr. Murphy's recent appointment as SSA District 5 President. Mr. Kelley acknowledged Dr. Murphy's service and dedication to HCS and the honor of being chosen to lead District 5 Superintendents.

President Presley directed the Board to review documents provided in their folders.

The first document was a copy of Dr. Murphy's current contract. Dr. Murphy's original hire date as Superintendent for HCS was June 1, 2015, under a three year contract. The second document was an amended contract draft to add a two year extension to Dr. Murphy's present contract. The Superintendent's contract renewal will be included under Action Items at the March 13, 2017 regular Board meeting.

VIII. DATE OF NEXT BOARD MEETING

The next regular Board meeting will be Monday, March 13, 2017, at 5:30 PM.

IX. ADJOURNMENT

There was no further business. The meeting adjourned at 6:51 PM

Superintendent

Board President