

LIMESTONE COUNTY BOARD OF EDUCATION
Board Meeting
Courthouse Annex
November 10, 2014 @ 6:00 p.m.

- A. The meeting was called to order at 5:59 p.m. Notices for the meeting were properly posted and provided to those who requested direct notification.**
- B. Newly-elected Board members Mr. Edward Winter and Mr. Bradley Young took an Oath of Office as administered by Probate Judge Charles Woodroof prior to the start of the meeting. Oaths of Office were to be recorded in the Probate Office on November 12, 2014. Mr. Winter and Mr. Young also signed Certificates of Affirmation which included a Code of Conduct as required by the School Board Governance Act of 2012.**

Those Board members present were Mr. Earl Glaze, Mr. Anthony Hilliard, Mr. Charles Shoulders, Mr. Edward Winter, and Mr. Bradley Young. Mr. Marty Adams and Mr. Bret McGill were absent. Superintendent Dr. Tom Sisk was present.

- C. Mr. Shoulders led everyone in prayer.**
- D. Mr. Young led everyone in reciting the pledge of allegiance.**

AGENDA

1. Approve Agenda

Dr. Sisk recommended the Board approve the agenda. Mr. Shoulders made a motion to approve the agenda, seconded by Mr. Hilliard. The vote was unanimous.

2. Superintendent's Report

Dr. Sisk said Brian Stovall, Transportation Department shop foreman, won the title of America's Best School Bus Technician at the national competition over the weekend.

Dr. Sisk noted 10 new buses will be on display by Thursday. The buses have dual-tone fabric for cooling and the back of the seats have a special feature to reduce graffiti. There is also a new emergency flashing system for egress on the back of the buses.

A. Presentation by Representative from PNC Bank

Tony Mills from PNC Bank and Andy Whitt from First National Bank discussed financing of the Schneider Electric project. Mr. Mills said PNC is proposing a 15-year fixed rate, tax-exempt lease purchasing agreement which differ from bond financing. There will be a fixed rate of 3.5%, and LCS will repay on a monthly

basis. He said this would be a partnership between PNC Bank and First National Bank.

Mr. Glaze said there was some concern over the language and asked Ann Swanner, CSFO, to explain those concerns.

Ms. Swanner said she and Dr. Sisk had read the contract through and highlighted their concerns. She said this is not equipment and the language is inappropriate for what the system is doing. She said she could not get PNC to change the language.

Mr. Mills said PNC has a template they use nationwide. He said in PNC's view equipment is anything with UCC-fixture financing statement so in the broadest terms, it is equipment.

Ms. Swanner said she worked with PNC for six weeks and talked with everyone, even the Chicago office. She said windows are not equipment and all of this is in a legal document.

Mr. Mills said the issue only comes in when it's in default. He said PNC Bank is in the community and they will not put the superintendent or school system at risk. He said in the case of default, he has a document to get at that. He said they feel the funds are going for that.

Ms. Swanner said the bank cannot put a lien on a school building. She said her only concern is the terminology in the document. She said if the system does have a default, the system would have to hire lawyers. She said PNC would not make any changes.

Mr. Shoulders asked what the system's options are.

Ms. Swanner said she had already talked with Raymond James. She said the system would be paying Raymond James \$189,000 in issuance fees as opposed to \$20,000 in fees with PNC. With Raymond James, the true interest cost would be 2.86% and the interest cost with issuance would be 3.088%.

Ms. Swanner said if the Board wants to sign the document, they need to know what it says. She said it bothers her as well as Dr. Sisk.

Mr. Glaze clarified the Board was not voting on anything at the meeting concerning this financing, and Dr. Sisk said that he was correct. Mr. Glaze then asked when the Board needed to have this financing resolved. Ms. Swanner said not immediately, and she wanted the Board to have time to absorb the options. She said she had put \$1 million aside from the \$25 million bond issue. Dr. Sisk added the longer the financing retracts, the more the chance the interest rate increases.

Mr. Whitt said it all comes back to a default issue and what is equipment. He said he is thankful First National is being allowed to do the bus financing. He said it comes down to verbage and what is truly equipment.

Mr. Mills said if the system goes the bond route and if it goes into default, the issuer could come in and take what was owed from the financing source. He said this is more detrimental than what PNC is proposing. He said both are secured financing. Ms. Swanner said essentially there is no difference.

Mr. Mills said if the Board defaults, PNC will take the money left and equipment. He said it will take three years to get the project installed. Ms. Swanner said that it should not take that long. She said the \$1 million would be put back into the Bond Issue.

Dr. Sisk asked Ms. Swanner how long the Board has to look into the options. Ms. Swanner said there could be a special called Board meeting. Mr. Glaze said he would like for Board members to sit down individually with Ms. Swanner. Mr. Hilliard said Ms. Swanner needs to give the Board a few days to understand the document and talk with the new Board members.

Mr. Winter asked if Board members could meet with Ms. Swanner one-on-one or in small groups. Mr. Glaze said he would like for Ms. Swanner to meet with Board members in small groups and have a special called Board meeting on Monday or Tuesday at the latest for a vote.

B. Superintendent's Commendation to Coach Jeff Pugh

Dr. Sisk said presented East Limestone head football coach with a Superintendent's Commendation for a perfect 10-0 regular season. Mr. Pugh thanked the Board and Dr. Sisk for the commendation. He said not a day goes by that he does not get words of encouragement. He said this is about the kids and he wishes the audience could see the looks on the players' faces at the end of the games.

C. Process for Liquidation of Equipment No Longer Used for Public School Purposes

Dr. Sisk said he wants a process put in place for liquidation so that the system does not have problems with equipment being put on websites for sale.

D. Dekko-Funded Trips for Grants

Dr. Sisk said he will be traveling to Kendallville, IN with Betsy Pitchford and Tara Bachus. Dekko will be hosting a "Great Things Happen Tour" of sites and programs they have funded in the Northern IN area. There are also meetings scheduled with Senior Foundation Officers and the President of the Dekko Foundation. All expenses are being paid by the Dekko Foundation.

E. Professional Development for Bus Drivers

Dr. Sisk said it is hard to have professional development opportunities for bus drivers because they are driving when the system has training opportunities.

Dr. Sisk also noted drivers education teachers will participate in "Third Party Certification" that allows high school driver education teachers to be a designated

third-party testing agent of the Alabama Department of Public Safety to administer the driver portion of the licensing exam.

3. Information Only

A. Construction Projects Update

Dr. Sisk outlined status of construction projects.

1. Ardmore High School

Punch list is being completed.

2. Career Technical Center

There is a meeting scheduled with the architects, PH & J, on Friday.

3. Clements High School

About 90 days out from wrap-up.

4. Creekside Elementary Expansion

Dr Sisk said he will probably be coming back to the Board. He said he had talked with the Board about doing a community shelter. He said he has been working with Representative Mac McCutcheon on hardening structures. He said Representative McCutcheon is trying to get funds from Governor Bentley. Betsy Pitchford is working on a grant for shelters at every school without a shelter.

5. West Limestone Project

There have been a few meetings held, and more meetings are scheduled.

B. LCS Team Invited to Washington, DC in March 2015 to Present as Part of Education Week - Leaders to Learn from 2015

Education Week has extended an invitation to Limestone County Schools to be a part of their Leaders to Learn From series. The series brings together educators from all over the United States together to network and share their experiences. Executives with Education Week facilitate a question and answer session on best practices where each member shares their secrets of success. This series will take place in Washington DC on March 18, 2015. There will be no cost to the district.

Dr. Sisk said what the system is doing by building from the ground up with elementary school students is unique.

C. American Education Week Celebration on November 17, 2014

Dr. Sisk said the American Education Week Celebration will be held on November 17, 2014 from 4:00 p.m. – 8:30 p.m. and invited Board members and the audience to attend.

CONSENT AGENDA

Mr. Shoulders made a motion to approve the Consent Agenda, seconded by Mr. Winter. The vote was unanimous.

4. ~~Approval of Minutes~~ – Item tabled due to lack of quorum of standing Board members at 11-10-14 Board meeting who were present at the meetings below.

- ~~A. October 7, 2014~~
- ~~B. October 21, 2014~~
- ~~C. October 30, 2014~~

5. Use of Schools

- A. Blue Springs Elementary School
 - 1. Blue Springs staff requests the use of the gymnasium for Food and Coats Drive for the Clements community for the holidays on November 22, 2014.
 - 2. Music department requests the use of the lunchroom for Breakfast with Santa fundraiser on December 6, 2014.
- B. East Limestone High School
 - 1. East Limestone Soccer requests the use of the gymnasiums for a Futsal soccer tournament on December 20, 2014.
- C. West Limestone High School
 - 1. WLHS Booster Club requests the use of the elementary gym for a 6th, 7th, and 8th Grade Dance on November 22, 2014.

6. Overnight Trips

- A. Career Technical Center
 - 1. Robotics team to travel to Kenner, LA on March 18-21, 2015 for FIRST Robotics Regional Competition.
- B. Clements High School
 - 1. Grades 7 – 12 FFA students to travel to Lexington, KY on November 19-21, 2014 to attend North American Livestock Show to improve students' knowledge of livestock judging and the livestock industry.
 - 2. One band student to travel with band director to Birmingham, AL on December 11-13, 2014 to participate in the UAB Honor Band.
- C. Clements and East Limestone High School
 - 1. FCCLA officers to travel to Birmingham, AL on November 18-19, 2014 to attend leadership workshops for Joint Leadership Development Conference, Golden Flake tour, Vulcan tour, and Jump Zone.
- D. East Limestone High School
 - 1. Serving Our Soldiers (SOS) members to travel to Washington, DC on April 20-22, 2015 to learn about the founding of the country and to tour the nation's capitol.
- E. West Limestone High School
 - 1. One student to travel with FCCLA Advisor to Birmingham, AL on November 18-19, 2014 to attend leadership workshops for Joint Leadership Development Conference.

- 7. Approval to Bid**
 - A. Supplemental Groceries for Food and Supplies for Breakfast in the Classroom Program

- 8. Acceptance of Bid**
 - A. Lease for Johnson Elementary Farm Land

NEW BUSINESS

Mr. Hilliard made a motion to approve the Personnel Action Items, seconded by Mr. Glaze. The vote was unanimous.

- 9. Discussion/Approval of Personnel Action Items**
 - A. Contracts**
 1. Louis Berry, principal, East Limestone High School, contract to follow, effective November 1, 2014.

 - B. Professional Services Agreements**
 1. Jessica McGee, transportation for Wyatt Moncada, at the appropriate current rate per mile, from home to Johnson Elementary School where total daily mileage for two trips per day is 95 mile, not to exceed approximately \$3,000.00 to be paid from the General Fund, retroactive to October 20, 2014.
 2. Sharon Ferguson, Title I Reading/Math Intervention Teacher, Owens Elementary School, paid at an hourly rate of \$27.00/hr., not to exceed \$11,000.00, effective November 12, 2014 to May 29, 2015.
 3. Amendment to Item 7.A.17. board approved on August 5, 2014, Brian Ozier is replacing Thomas Alexander, Firefighter I/II in that agreement.
 4. Ken Engle, certified vocal arts teacher, Career Technical Center, paid at an hourly rate of \$35.00/hr., for four hours per week, effective November 12, 2014 pending board approval of Pilot Vocal Music Course.

 - C. Leave of Absence**
 1. Tonya Dykes, CNP worker/assistant, Cedar Hill Elementary School, over 20 days leave, retroactive from August 21, 2014 through October 2, 2014.
 2. Jan Tribble, director of curriculum, over 20 days leave, retroactive from September 11, 2014 through October 31, 2014.
 3. Terry Curry, instruction assistant, East Limestone High School, unpaid leave, retroactive from September 22, 2014 through January 1, 2015.
 4. Melissa Thacker, collaborative special education instructional assistant, Owens Elementary School, over 20 days leave, effective January 12, 2015 through May 4, 2015.
 5. Tessa Hardiman, fifth grade teacher, Elkmont High School, effective January 1, 2015 through March 30, 2015, under FMLA.

D. Leave in Lieu of Sick Leave

1. Debbie Dison, CNP worker/assistant, Owens Elementary School, for three days, retroactive August 22, 23, and September 5, 2014.
2. Natalia Dooley, federal programs coordinator, Central Office, for nine days, retroactive from October 27 through November 6, 2014.

E. Resignations

1. Diana Blackwood, first grade teacher, Creekside Elementary School, is resigning, retroactive to October 31, 2014.
2. Gretta Kilgore, junior varsity cheerleader coach only, Clements High School, effective retroactive to October 31, 2014.

F. Transfers

1. Stephanie Coffey, regular route bus driver, Clements High School, is transferring to regular route bus driver plus tech route, Clements High School, for remainder of year only, is replacing Sara Meals, tech route only, salary determined according to Limestone County Schools current salary schedule, retroactive to November 4, 2014.
2. Penny Vincent, instructional assistant, Elkmont High School, is transferring to sixth grade teacher, Elkmont High School, replacing Beverly Gaston, salary determined according to Limestone County Schools current salary schedule, effective November 12, 2014.

G. Suspensions

1. Maggie Thomas Keller, teacher, Elkmont High School, suspension without pay for two workdays.

H. Temporary Extended Day Personnel

1. Viva Baird, nurse, Creekside Elementary School, as needed on a part-time/temporary basis, paid by local school funds at a rate of \$18.00/day, retroactive to October 6, 2014.

I. After School Tutoring Personnel

1. Angie Holt, after school tutoring, Owens Elementary School, remainder of year only, at a rate of \$27.00/hr., paid with Title I funds, effective November 17, 2014.
2. Sentria Lowe, after school tutoring, Owens Elementary School, remainder of year only, at a rate of \$27.00/hr., paid with Title I funds, effective November 17, 2014.
3. Patti Reeves, after school tutoring, Owens Elementary School, remainder of year only, at a rate of \$27.00/hr., paid with Title I funds, effective November 17, 2014.
4. Sueann Hobbs, after school tutoring, Owens Elementary School, remainder of year only, at a rate of \$27.00/hr., paid with Title I funds, effective November 17, 2014.
5. Olivia Bishop, after school tutoring, Owens Elementary School, remainder of year only, at a rate of \$27.00/hr., paid with Title I funds, effective November 17, 2014.

6. Stacy Moore, after school tutoring, Owens Elementary School, remainder of year only, at a rate of \$27.00/hr., paid with Title I funds, effective November 17, 2014.
7. Ceara Smith, after school tutoring, Owens Elementary School, remainder of year only, at a rate of \$27.00/hr., paid with Title I funds, effective November 17, 2014.
8. Amy Bassham, after school tutoring, Owens Elementary School, remainder of year only, at a rate of \$27.00/hr., paid with Title I funds, effective November 17, 2014.
9. Carrie Gervais, after school tutoring, Owens Elementary School, remainder of year only, at a rate of \$27.00/hr., paid with Title I funds, effective November 17, 2014.

J. Extra-Curricular Activities Supplements

The following supplements for schools listed below are effective August 1, 2014 through June 1, 2015:

Career Technical Center

1. Brian Terry and Debbie Wilson, senior beta club sponsor/national honor society, \$1,000 supplement, each will receive half the respective amount.
2. Samantha Fleming and Brian Terry, junior lion's club (9 month employee), \$1,000 supplement, each will receive half the respective amount.
3. Natalie Hampton, local school FCCLA advisor (9 month employee), \$1,000 supplement.
4. Jerry Haggermaker, USA advisor (9 month employee), \$1,000 supplement.
5. Casey Wigginton, TSA advisor, \$1,000 supplement.
6. Hollie Tiemann and Samantha Fleming, health and occupational services of Alabama (HOSA) for 9-month employees ONLY, \$1,000 supplement, each will receive half the respective amount.
7. Brian Terry, non-certified designated assistant principal, \$1,250 supplement.

Clements High School

1. Wendy Gordon, assistant softball coach, \$1,500 supplement.
2. Dana Jackson, junior varsity cheerleader coach, \$1,000 supplement.

K. New Supplement

1. Soccer, supplement for the creation of assistant soccer coach, \$1,000 to be paid annually.

L. Supplement Amendment

1. Amendment to Item 9.L. Career Technical Center board approved on September 9, 2014 agenda, Casey Wigginton, Monica McConnell, & Debbie Wilson, robotic advisor (9 month employee), \$2,000 supplement, will be divided equally amongst them in the amount of \$666.67. Instead, Casey Wigginton, Monica McConnell, Debbie Wilson, and Lanise Olgee robotic advisor (9 month employee), \$2,000 supplement will be divided equally amongst them in the amount of \$500.

M. Volunteers

1. Greg Allred, volunteer assistant wrestling coach, East Limestone High School, retroactive to September 25, 2014.
2. Troy D. Evans, volunteer soccer coach, Ardmore High School, effective November 12, 2014.
3. Kelvin Davis, volunteer assistant basketball coach, East Limestone High School, retroactive to October 10, 2014.
4. Travis McElyea, volunteer assistant softball coach, Clements High School, effective November 12, 2014.
5. William "Ryan" Swaim, volunteer assistant soccer coach, East Limestone High School, retroactive to November 1, 2014.
6. Dage Starnes, volunteer assistant boys basketball coach, Clements High School, effective November 12, 2014.

N. Temporary Staff

1. Rebecca Tucker, temporary nurse, Elkmont High School, to be paid at a rate of \$70.00/day, effective November 12, 2014.

10. Dr. Sisk recommended the Board approve the Health Sciences Internship Student Training Agreement between LCBoE and the Following Entities:

- a) Athens-Limestone Hospital
- b) Athens Rehabilitation Center
- c) Limestone Health Facility

Mr. Shoulders made a motion, seconded by Mr. Young. The vote was unanimous.

11. Dr. Sisk recommended the Board approve Bowling being recognized as a Club Sport for 2014-2015 School Year and as an AHSAA-Sanctioned Championship Sport for 2015-2016 School Year.

Mr. Shoulders asked which school had already started a bowling team, and Dr. Sisk said it was East Limestone. Mr. Shoulders then asked what making bowling a team sport would cost the Board and how it would work.

Terri Harris, East Limestone Bowling coach, said there is no cost and that bowling alleys provide everything for the first two years.

Rusty Bates, Transportation, Safety, and Athletics Director, said bowling is just a club now and it is not a sport yet. He said it will become a championship sport in the 2015-2016 school year with regions. Mr. Shoulders asked where the funding would come from at that point. Mr. Bates said it would come from each school. Mr. Shoulders asked if there would be financial obligation to the Board at that time. Mr. Glaze commented that once bowling becomes sanctioned, there will be financial obligation to the Board. Mr. Bates said the only financial obligation would be a supplement. Mr. Young asked if once bowling is declared a sanctioned sport if the \$8 insurance would cover the student. Ms. Harris said her students paid the \$8 catastrophic insurance and \$32 to cover tee shirts, etc.

Mr. Bates said the AHSAA recommended the system go ahead and offer catastrophic insurance to participants. Mr. Glaze asked principals attending the meeting if any of their schools had expressed an interest in bowling. Mr. Tommy Hunter, Ardmore High School principal, said he had not an anyone expressing interest in bowling as a sport yet but that he may when students hear other schools are doing it. Mr. Glaze asked if equipment was the responsibility of participants, and Ms. Harris said it was.

Mr. Hilliard made a motion to accept the Superintendent's recommendation, seconded by Mr. Winter. The vote was unanimous.

- 12. Dr. Sisk recommended the Board approve the American Red Cross Shelter Agreement. Mr. Shoulders made a motion, seconded by Mr. Young. The vote was unanimous.**

- 13. Dr. Sisk recommended the Board approve the Teacher of the Year Stipends.**

Dr. Sisk noted that each year more requirements have been added to Teacher of the Year District Winners. He said the packet is fairly lengthy and some are reluctant to speak in front of others. Each District Teacher of the Year and each District Support Person of the Year will receive \$500 and will be required to speak at Institute. Ms. Swanner added that the \$500 must be used for public education.

Mr. Hilliard made a motion to accept the Superintendent's recommendation, seconded by Mr. Glaze. The vote was unanimous.

- 14. Dr. Sisk recommended the Board approve the Pilot After-School Chorus Course.**

Dr. Sisk said the After-School Chorus course is being offered in direct response to students. He said students want arts and humanities. Mr. Glaze said he would like for groups such as these to participate in AASB conferences in the future.

Mr. Shoulders made a motion, seconded by Mr. Winter. The vote was unanimous.

- 15. Mr. Shoulders nominated Mr. Glaze for Board Chairman for 2014-2015 fiscal year, seconded by Mr. Hilliard. The vote was unanimous. Mr. Shoulders nominated Mr. Hilliard as Vice Chairman for 2014-2015 fiscal year, seconded by Mr. Winter. The vote was unanimous.**

- 16. Mr. Glaze nominated Mr. Winter and Mr. Young as delegates and Mr. Shoulders as alternate for December 2014 AASB Conference (Two Delegates and One Alternate). Mr. Shoulders seconded. The vote was unanimous.**

- 17. Mr. Glaze motioned to go into Executive Session at 6:52 p.m. The motion was as follows: *I move that the Board go into Executive Session to discuss the general reputation, character, and professional competence of an individual.* The motion was seconded by Mr. Hilliard. The vote was unanimous.**

The Board reconvened at 7:03 p.m. No action was taken during Executive Session.

- 18. Mr. Winter thanked the audience for coming and Mr. Russell for his twelve years of service. Mr. Young said he looks forward to working with everyone. Mr. Shoulders offered his congratulations to Mr. Louis Berry in his new role and to Coach Jeff Pugh. Mr. Hilliard welcomed the new Board members and said he looks forward to working with both of them. He congratulated Brian Stovall and Coach Jeff Pugh.**
- 19. The meeting adjourned at 7:05 p.m.**

**The next Board Meeting will be on
December 2, 2014@6:00 p.m.
Courthouse Annex**