

LIMESTONE COUNTY BOARD OF EDUCATION
Board Meeting
Courthouse Annex
December 2, 2014 @ 6:00 p.m.

- A. The meeting was called to order at 6:08 p.m. Notices for the meeting were properly posted and provided to those who requested direct notification.**
- B. Those Board members present were Mr. Earl Glaze, Mr. Anthony Hilliard, Mr. Bret McGill, Mr. Charles Shoulders, Mr. Edward Winter, and Mr. Bradley Young. Mr. Marty Adams was absent. Superintendent Dr. Tom Sisk was present.**
- C. Mr. McGill led everyone in prayer.**
- D. Mr. Winter led everyone in reciting the pledge of allegiance.**

AGENDA

Dr. Sisk stated that he would like to add the following item at the table:

- 2. *Superintendent's Report*
 - C. *Limestone County Career Technical Center Presentation*

Dr. Sisk stated that he would like to make the following amendment at the table:

- 7. *Discussion/Approval of Personnel Action Items*
 - B. *New Positions*
 - 4. *Site Coordinator, Owens Elementary School, 21st Century Community Learning Center Grant, paid at \$27.00/hr., determined according to federal contractor minimum wage requirements, paid with federal grant funds, effective December 3, 2014.*

Remove statement "determined according to federal contractor minimum wage requirements" as this grant is not regulated by federal contractor minimum wage requirements."

- 6. *Two (2) Bus Drivers, Owens Elementary School, 21st Century Community Learning Center Grant, paid at \$12.00/hr., not to exceed two hours/week, paid with federal grant funds, effective January 6, 2015.*

Change "two hours/week" to "two hours/day."

1. Approve Agenda

Dr. Sisk recommended the Board approve the agenda as amended. Mr. McGill made a motion to approve the agenda as amended, seconded by Mr. Young. The vote was unanimous.

2. Superintendent's Report

A. Resolutions for 2015-2016 Limestone County District Elementary and Secondary Teachers of the Year

Dr. Jan Tribble read a resolution recognizing Ms. Erin Elkins as Limestone County District Elementary Teacher of the Year.

Dr. Jan Tribble read a resolution recognizing Ms. Shane Carpenter as Limestone County District Secondary Teacher of the Year.

B. Superintendent's Commendations

Dr. Sisk presented Ms. Betsy Pitchford, Grant Writer, with a Superintendent's Commendation for securing over \$850,000 in grants/awards that will benefit the children of Limestone County Schools during the 2014-2015 school year.

Dr. Sisk presented Mr. Vince Green, Director of Limestone County Career Technical Center, with a Superintendent's Commendation in recognition of his leadership during the transformation of the Career Technical Center by adding five additional programs and expanding enrollment.

Dr. Sisk presented Mr. Steve Wallace, Director of Maintenance, with a Superintendent's Commendation for going above and beyond the call of duty during the 2014 tornado.

Dr. Sisk said he will be presenting Ms. Teresa Rogers, Director of the Child Nutrition Program, with a Superintendent's Commendation for going above and beyond the call of duty during the 2014 tornado.

Dr. Sisk presented Mr. Randy Hamilton, Blue Springs Elementary School Principal, with a Superintendent's Commendation in recognition of his leadership in piloting the systemwide Digital Passport Initiative.

Dr. Sisk presented Ms. Tara Bachus, Director of Special Education, with a Superintendent's Commendation in recognition of her leadership and dedication to ensure that all Limestone County Schools students receive a quality education.

Dr. Sisk gave a Superintendent's Commendation to Ms. Tara Bachus to present to the family of Brenda Barksdale during Ms. Barksdale's memorial service. The Superintendent's Commendation for Ms. Barksdale read as follows: "In recognition of her dedication to the students of Limestone County Schools and the Special Education students that she served, we're giving a special commendation to Brenda Barksdale for performing her job above expectations with diligence and love."

Dr. Sisk presented Ms. Rhonda Stringham, Executive Director of Curriculum, with a Superintendent's Commendation in recognition of her leadership and dedication during the district accreditation with AdvancED. Limestone County Schools have been recertified through 2019.

C. Limestone County Career Technical Center Presentation

Mr. Vince Green, CTC Director, thanked the Board for the opportunity to present. He gave an overview of the Career Technical Center and the programs. Mr. Green noted there are currently 799 students enrolled, which is the highest enrollment in history. He said he would like to build an additional building at the CTC to house additional instructors/programs.

Mr. Green noted there are eight clubs and organizations at CTC: SkillsUSA, FCCLA, HOSA, FBLA, TSA, Honor Society, LEO Club, and FIRST Robotics. He said there are 13 career clusters offered: Architecture & Construction; Arts, A/V Technology & Communications; Business, Management, & Administration; Health Science; Hospitality & Tourism; Information Technology; Manufacturing; Human Services; Education & Training; Law, Public Safety, Corrections & Security; Science, Technology, Engineering, & Math; Transportation, Distribution, & Logistics; and Cooperative Education.

Mr. Green then noted there are 24 career offerings and numerous pathways and hundreds of job opportunities. He outlined Specialized Services and Academics: Occupational Preparation; High School, Middle School, and Elementary Gifted Services; 9th Grade World History; 10th & 11th Grade American History; 12th Grade U.S. Government; and 12th Grade Economics.

Mr. Green said the proposed additions will increase initial square footage from 24,000 to 27,000 square feet. He said this is why there is need to go from \$3 million to \$3.6 million, with an additional \$600,000 to get where the facility needs to be. He said the initial drawing that instructors and PH&J collaborated on with others was a great plan but the cost was going to be more than the system could handle. He said with that plan, Building Construction classrooms and labs were not separated. They were all in one area, which does not comply with VIC certification through the state department. This plan did not have an EMT classroom or a Fire classroom.

Mr. Green noted the next plan (page 9 of presentation) was developed through collaboration with instructors and added Fire and EMT classrooms but reduced the size of Public Safety and Health Science labs. This is not what the group wanted to do but what they had to do to stay in the price range. He said this plan had a corridor between Building Construction and Electrical and after talking to Central Office personnel, it was decided that this was a safety hazard. The group did not want a hallway between the Building Construction teacher and students working with saws. He said this was too dangerous so the group went back to the drawing board.

Mr. Green said the next plan (page 10 of presentation) got in the price range. This plan had all exterior entrances but no corridor, which was determined to be a violation of building codes. The group went back to the drawing board and got input from every instructor, input from industry, and input from architects.

Mr. Green said the next plan (page 11 of presentation) had Health Science separated from the lab which was not sufficient for Health Science teachers so the group went back to the drawing board again.

Mr. Green then presented the final drawing (page 12 of presentation). He outlined details of this plan:

- There are exterior entrances at the Building Construction/Electrical labs.
- An overhead porch awning is over the labs that will suffice for several projects in Building Construction, Electrical, and Industrial Maintenance.
- Classrooms have been joined with Health Science.
- Building Construction classrooms have no corridor between classrooms and shop for safety reasons.
- There is a corridor throughout building to meet fire code.
- Public Safety labs combine EMT, Law, and Fire. The lab is sufficient for all three instructors.
- Health Science has an adequate facility.
- JROTC has direct access to their firing range.

Mr. Green noted the new building will house seven different programs: Building Construction; Electrical/Industrial Systems; JROTC; Law; Fire; EMT; and Health Science. He said there is a paved area in the back of the building for ambulances and fire trucks for students to carry out their necessary course work. He said Fire is very important because it is actually a dual-enrollment for the Alabama Fire College and they have to have areas for students to do live work with loading and unloading hoses, inspecting fire trucks, and so on.

Mr. Green concluded by saying he could talk all evening about why this building is the perfect building but that another \$600,000 to get to that point. Dr. Sisk asked if the Board had any questions of Mr. Green. There were no questions from the Board.

Ms. Swanner suggested it would take up to \$1 million for the CTC renovations and noted that \$400,000 in contingency money over the \$600,000 was put into the \$1 million requested amount to be borrowed.

3. Information Only

A. Certification for Third Party Testing for Student Drivers License Test

Dr. Sisk said drivers education teachers will be certified to give drivers license test and students will not have to go to the Courthouse Annex to take the test. He said instructors will be certified to give students their drivers license. He said the reason the system is doing this so that students will not have to waste a whole day of school waiting to take the test. With this certification the test will be administered at school which takes pressure off the Courthouse Annex location. He said drivers

education teachers will work with the principal to schedule tests to minimize the impact on the instructional day.

B. Report on Dekko Trip (November 19-21, 2014)

Dr. Sisk noted that he, Tara Bachus, and Betsy Pitchford traveled to Indiana on November 19th through 21st. He said the group participated in a Tour of Champions program. He said they saw some very innovative programs that the Dekko Foundation funds. He said the Dekko Foundation is making an investment in Limestone County Schools, particularly in our CTC programs. He said one of the programs he thinks is very promising is our Summer Camp for middle school students for career exploration where a grant would pay for teachers to come in a week at a time and students can try out a program before they get to high school so that they don't get there and realize they don't want to be stuck there for a year. This program would not be a credit but an opportunity. He said there are some other programs that the group learned about that they hope to apply later.

C. Strategic Planning for Alternative Center for Excellence in Education (ACEE) in March 2015

Dr. Sisk said starting in March 2015, a Central Office team will begin gathering stakeholders to determine what Alternative Center for Excellence in Education (ACEE) really means. He said ACEE is the central part of repurposing Owens School. He said depending on the input the team gets from community and stakeholders, the system may ask the state to re-designate Owens as a high school. He said if the system re-designates the school as a high school, students from Colt Academy could attend there, kids from Alternative School could go there, kids could go there for Night School (Twilight Academy), and Dual Enrollment classes could go there. He said students could do credit advancement and graduate sooner, which is not something the system has done in the past.

He concluded by saying the group will be engaging in a series of conversations in March 2015 with the idea of having a plan by 2016 which is when he hopes to have a new elementary school in the West Limestone area.

D. Appalachian Regional Commission (ARC) Grant

Dr. Sisk said the system received notification of a \$100,000 Appalachian Regional Commission (ARC) grant and thanked Senator Bill Holtzclaw, Representative Mac McCutcheon, and others who wrote letters of endorsement on the system's behalf. He said all of the money will be applied to DPI.

E. Owens Elementary School 21st Century Community Learning Center After School Program Partnership with Limestone County Schools CNP

Dr. Sisk noted two of the job descriptions that the Board is being asked to approve at the meeting are directly related to this. He said this program exists in several systems across the state. The job descriptions the Board is being asked to approve are directly written by the grant. The system will receive over \$500,000 over three years. He said he hopes to expand the number of 21st Century grants to include

other schools in the county.

After discussion regarding the status of the employees, Dr. Sisk clarified that the employees will be contract employees and hired under temporary funding mechanisms. Ms. Green added the positions are pending funding of the 21st Century Grant.

CONSENT AGENDA

Mr. Shoulders made a motion to approve the Consent Agenda, seconded by Mr. Hilliard. The vote was unanimous. Mr. Young and Mr. Winter stated they would abstain from Items 4. A – C as they were not yet elected as Board members and were not present at those Board meetings.

4. Approval of Minutes

1. October 7, 2014
2. October 21, 2014
3. October 30, 2014
4. November 10, 2014
5. November 14, 2014
6. November 24, 2014

5. Use of Schools

A. East Limestone High School

1. Volleyball and Softball teams request the use of the new gym for a Chicken Dinner on January 31, 2015.

B. Elkmont High School

1. Elkmont Junior Class requests the use of the new gym for a Winter Dance for 9th – 12th grade Elkmont students on December 6, 2014.
2. Elkmont PTO requests the use of the new gym for a Winter Dance for 6th – 8th grade Elkmont students on December 12, 2014.

6. Acceptance of Bid

A. Supplemental Groceries

NEW BUSINESS

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

7. Discussion/Approval of Personnel Action Items

A. New Personnel

1. Katelin Gray, elementary teacher, Creekside Elementary School, replacing Diana Blackwood, retroactive to November 7, 2014 for the remainder of the year only.

2. Brittley Keith Thompson, social science teacher, Clements High School, replacing Jason Black, effective December 3, 2014 for the remainder of the year only.
3. Nathan Fogg, coordinator of human resources and professional development, central office, replacing Natalia Dooley, effective December 3, 2014.

B. New Positions

1. Three (3) Instructional Assistants, Owens Elementary School, 21st Century Community Learning Center Grant, paid at 12.00/hr., paid with federal grant funds, effective December 18, 2014.
2. Three (3) Student Assistants, Owens Elementary School, 21st Century Community Learning Center Grant, paid at \$9.00/hr., paid with federal grant funds, effective December 18, 2014.
3. Lead Teacher, Owens Elementary School, 21st Century Community Learning Center Grant, paid at \$15.00/hr., with federal grant funds, effective December 18, 2014.
4. Site Coordinator, Owens Elementary School, 21st Century Community Learning Center Grant, paid at \$27.00/hr., paid with federal grant funds, effective December 3, 2014.
5. Part-time Bookkeeper, Owens Elementary School, 21st Century Community Learning Center Grant, paid at \$15.00/hr., not to exceed two hours/week, paid with federal grant funds, effective January 6, 2015.
6. Two (2) Bus Drivers, Owens Elementary School, 21st Century Community Learning Center Grant, paid at \$12.00/hr., not to exceed two hours/day, paid with federal grant funds, effective January 6, 2015.

C. Retirements

1. Harold Neeley, bus driver, Creekside Elementary School, is retiring, effective January 1, 2015.
2. Pat Magnusson, instructional assistant, Tanner High School, effective January 1, 2015.
3. Donnie Putman, CNP worker/assistant, Piney Chapel Elementary School, effective January 1, 2015.
4. Jane Hardin, teacher, Clements High School, effective January 1, 2015.
5. Gayle Kuehn, teacher, Blue Springs Elementary School, effective January 1, 2015.

D. Resignations

1. Mariana S. Walker, speech pathologist, Limestone County Schools, retroactive to November 30, 2014.
2. Ed OMalley, Jr., bus driver, Creekside Elementary School, retroactive to December 1, 2014.
3. Jason Black, teacher, Clements High School, retroactive to November 20, 2014.

E. Transfers

1. Robbie Lauderdale, 7-12 curriculum coordinator, Curriculum Department, is transferring to assistant principal, East Limestone High School, replacing Louis Berry, Jr., salary is determined according to current Limestone County Schools salary schedule, effective December 3, 2014.

F. Leaves of Absence

1. Brittany Arnold, instructional assistant, Cedar Hill Elementary, perform student teaching, unpaid leave, effective January 13, 2015 through April 27, 2015.
2. Karan Baker, gifted teacher, Career Technical Center, extension of leave of absence, retroactive to November 3, 2014 through January 5, 2015.

G. Suspensions

1. Sara Meals, bus driver, Clements High School, suspension without pay for ten days, effective December 3, 2014 through December 17, 2014.

H. After School Tutoring Personnel

1. Terry Clark, Title I after school tutor, Blue Springs Elementary School, remainder of year only, paid at \$27.00/hr., with Title I funds, effective December 3, 2014.
2. Brittney Newton, Title I after school tutor, Blue Springs Elementary School, remainder of year only, paid at \$27.00/hr., with Title I funds, effective December 3, 2014.
3. Robin Blankenship, Title I after school tutor, Blue Springs Elementary School, remainder of year only, paid at \$27.00/hr., with Title I funds, effective December 3, 2014.
4. Emily Paschall, Title III EL after school tutor, Tanner High School, paid at \$27.00/hr., with Title III funds, effective December 12, 2014 for 15 weeks.
5. Lori Thomas, Title III EL after school tutor, Tanner High School, paid at \$27.00/hr., with Title III funds, effective December 12, 2014 for 15 weeks.
6. Nicole Russell, Title III EL after school tutor, Tanner High School, paid at \$27.00/hr., with Title III funds, effective December 12, 2014 for 15 weeks.
7. Dakota Bentley, Title III EL after school tutor, Tanner High School, paid at \$27.00/hr., with Title III funds, effective December 12, 2014 for 15 weeks.
8. Larry McCord, Title III bus driver for EL after school tutoring program, Tanner High School, paid at \$12.00/hr., with Title III funds, effective December 12, 2014 for 15 weeks.
9. Melody Etheredge, Title I after school tutor, Tanner High School, remainder of year only, paid at \$27.00/hr., with Title I funds, effective December 3, 2014.
10. Amanda Hulsey, Title I after school tutor, Tanner High School, remainder of year only, paid at \$27.00/hr., with Title I funds, effective December 3, 2014.
11. Jillian Chappell, Title I after school tutor, Tanner High School, remainder of year only, paid at \$27.00/hr., with Title I funds, effective December 3, 2014.
12. Cynthia LeSueur, Title I non-certified after school tutor, Tanner High School, remainder of year only, paid at \$12.00/hr., with Title I funds, effective December 3, 2014.
13. Jonathan Hicks, Title I non-certified after school tutor, Tanner High School, remainder of year only, paid at \$12.00/hr., with Title I funds, effective December 3, 2014.

I. Extra-Curricular Activities Supplements

The following supplements for schools listed below are effective June 1, 2014 through May 31, 2015:

Tanner High School

1. Matt Smith, varsity football assistant, \$1,000 supplement to be paid out of local school funds.
2. Russ Freeman, varsity football assistant, \$1,500 supplement to be paid out of local school funds.
3. Kimberly West, non-employee, volunteer varsity girls soccer coach, Tanner High School, \$2,000 supplement, effective December 3, 2014.

J. Volunteers

1. Todd Bohanan, volunteer soccer coach, East Limestone High School, effective December 3, 2014.
2. Howard Redus, volunteer assistant boys basketball coach and assist in spring 2015 football training, Clements High School, effective December 3, 2014.
3. Mark Ferris, volunteer assistant bowling coach, East Limestone High School, effective December 3, 2014.

- 8. Dr. Sisk recommended the Board approve the Career and Technical Education Textbooks. Mr. Hilliard made a motion, seconded by Mr. Winter. The vote was unanimous.**

Dr. Sisk noted there have been several new programs piloted at the CTC this year, and they have been successful. They will be added to the Course Offerings Handbook this year.

- 9. Dr. Sisk recommended the Board approve the Monthly Financial Statement and Bank Reconciliation for September 2014. Mr. Glaze made a motion, seconded by Mr. Shoulders. The vote was unanimous.**
- 10. Dr. Sisk recommended the Board approve the Document Scanning Conversion Services Agreement (As Approved in Budget) with Business Solutions and Consultants at a cost of approximately \$30,000. Mr. McGill made a motion, seconded by Mr. Shoulders. The vote was unanimous.**
- 11. Dr. Sisk recommended the Board approve the hiring of Danny Osborne to draw plans for the I.T. Facility to be built at the Transportation/Maintenance Complex (as approved in Budget). Mr. Hilliard made a motion, seconded by Mr. Young. The vote was unanimous.**
- 12. Dr. Sisk recommended the Board approve the hiring of McKee and Associates to draw plans for the Ardmore High School cafeteria expansion (as approved in Budget). Mr. McGill made a motion, seconded by Mr. Young. The vote was unanimous.**
- 13. Dr. Sisk recommended the Board approve the purchase of a 2015 Ford F250 Crew Cab 4x4 Truck for Transportation Department at a cost of \$27,350 (as approved in Budget). Mr. Winter made a motion, seconded by Mr. Young. The vote was unanimous.**

14. **Dr. Sisk recommended the Board approve the \$12 Million Bond Issue with Raymond James as issuer. Mr. Hilliard made a motion, seconded by Mr. Winter. The vote was unanimous.**
15. **Dr. Sisk recommended the Board approve the \$4 Million Short-Term Loan from First National Bank. Mr. Shoulders made a motion, seconded by Mr. Young. The vote was unanimous.**
16. **Dr. Sisk recommended the Board approve the school bus camera systems at a cost of \$69,807.85 from GSA Advantage. Mr. Shoulders made a motion, seconded by Mr. Glaze. The vote was unanimous.**
17. **Dr. Sisk recommended the Board approve the early paycheck release for December 19, 2014. Mr. Winter made a motion, seconded by Mr. Young. The vote was unanimous.**
18. **Dr. Sisk recommended the Board approve the following job descriptions: Teacher/Instructional Assistant, Lead Teacher, and Site Coordinator. Mr. McGill made a motion, seconded by Mr. Shoulders. The vote was unanimous.**
19. **Mr. Shoulders thanked everyone for attending and congratulated all of those employees who received Superintendent Commendations as well as teachers who were given resolutions. Mr. Hilliard thanked everyone for attending and said he appreciated everything our employees. He said it shows in the successes of the system's students. Mr. Young thanked system employees for what they do for the students of Limestone County Schools which can be seen in the students.**

Dr. Sisk said the County Commission had asked every school to create an ornament to be displayed at the tree lighting ceremony. The ornaments will be judged by local businesses for the best ornament. Dr. Sisk encouraged the audience to attend the ceremony. Mr. Glaze said he knows that occasionally the system gets dinged for things going on in the system but that the system also has a lot of great things going on. He said those in attendance were the reason the system has so many great things happening and that he appreciated all that they do.

20. **The meeting adjourned at 7:24 p.m.**

**The next Board Meeting will be on
January 13, 2015@6:00 p.m.
Courthouse Annex**