

LIMESTONE COUNTY BOARD OF EDUCATION
Board Meeting
Courthouse Annex
April 7, 2015 @ 6:00 p.m.

- A. The meeting was called to order at 6:02 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. Shoulders led everyone in prayer.
- D. Mr. Young led everyone in reciting the pledge of allegiance.

AGENDA

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

Addition to Superintendent's Report:

- 2. *Superintendent's Report*
 - D. *Board Resolution Declaring April 2015 Autism Awareness Month*

Change in Numbering to Superintendent's Report:

- 2. *Superintendent's Report*
 - D. *Career Technical Center Summer Camp for Grades 6 – 8 becomes Item 2. E with the addition of the Board Resolution Declaring April 2015 Autism Awareness Month*

Addition to Approval to Bid:

- 7. *Approval to Bid*
 - F. *Replacement of Elkmont Old Gymnasium Flooring*

Deletion of Discussion/Approval Item:

- 15. *Discussion/Approval – Acceptance of Proposal to Replace Wood Floor in the Old Gymnasium at Elkmont High School*

1. Approve Agenda

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

2. Superintendent's Report

A. Team Resolution – West Limestone High School Wildcats Basketball Team - 4A State Champions

Dr. Jan Tribble presented a resolution to the West Limestone High School Basketball Team, coach, and cheerleaders recognizing the team as 2014 4A State Champions.

B. Coach Resolution – Justin Taylor - West Limestone High School

Dr. Jan Tribble presented a resolution to West Limestone High School Basketball Coach Justin Taylor in recognition of his leading the team to the 2014 4A State Championship.

C. 4A First Team All State Resolution – West Limestone High School

Ms. Zebra Green presented a resolution to the West Limestone High School Basketball player Hunter Morgan in recognition of being selected as a member of the 2014 4A First Team All State.

D. Board Resolution Declaring April 2015 Autism Awareness Month

Ms. Tara Bachus presented a proclamation declaring April 2015 as Autism Awareness Month in Limestone County Schools to Todd Tomerlin, representative of the Athens/Limestone County chapter of Fitting the Pieces (Autism Support Network in Athens/Limestone County).

Mr. Todd Tomerlin thanked Dr. Sisk and the Board for the proclamation as well as Tara Bachus and the Special Education staff and teachers for the work they do every day with autistic students in Limestone County. Mr. Tomerlin noted that this year's Autism Walk will be on April 18th from 9:30 – 12:00 at Athens High School.

E. Career Technical Center Summer Camp for Grades 6 – 8

Dr. Sisk said the vision of a Career Exploration Camp at the Career Technical Center is something that has been on the horizon for the last couple of years. He said there is great opportunity for future graduates in the trades area. The purpose of the camp is to expose middle school students to opportunities at the Career Technical Center.

Mr. Vince Green said the camp will be held for two weeks in June 2015. There will be a morning and afternoon session. Mr. Green added that the main objective is not only to expose students to opportunities but to also to get the information out to parents regarding dual enrollment, articulating classes, money savings, and job opportunities students can have once they graduate high school. He said videos of all CTC programs are being created for a site that is accessible to students and parents. He said information about the camp will be distributed to students, counselors, and career preparedness teachers. Social media will also be used to inform the public of the camp as well as print media.

Mr. Green said the fee to attend the camp will be \$25 per student which will go for t-shirts and snacks. The system will not provide transportation to the camp. He noted that he is asking the Board to fund the salary for instructors at the camp. He said the camp will target six to seven areas including: Technology, Transportation, Public Safety, JROTC, Teaching, and Construction. Mr. Green said he is requesting funding for seven teachers, eight hours a day over a two-week period for 560 hours at \$27 an hour. This equals approximately \$15,120 for instructors' salaries.

Mr. Green said he would like to align the camp with Summer School so that the students can get free lunches. He said he would like to be able to transport students to area industries such as Steelcase, Carpenter, and Calhoun for tours. The \$25 fee would help fund the buses for these field trips as well as material for projects. If there is any money left from the collection of fees, Mr. Green said it will go back into the program and the cost of the salaries to pay the employees.

3. Information Only

A. Summer Nutrition Program

Dr. Sisk said the system will be providing meals at the Summer School location and some nutrition programs off-site as well. He said Ms. Teresa Rogers, CNP Director, has plans to work with the Transportation department to repurpose one of the system's buses for a nutrition program but is not sure if it will be ready this year. The bus will go into some of the rural parts of the county and some of the lower socio-economic areas where some children really need the meals. He said there is grant money for these projects. He added the system is looking at expanding the Summer Nutrition Program.

B. School Audit Pay Plan

Dr. Sisk noted the system is required by law to have an audit. In previous years, the schools paid half and the county paid half. He said the Board has subsumed the schools and paid the entire amount. He said this is another way the system can support the schools. He said the schools can redirect this money that they would have to spend to pay for the audit into classroom supplies like ink cartridges.

C. Summer Temporary Positions at the Schools

Dr. Sisk noted there is a Discussion/Approval item on summer temporary positions that the schools on the April 7th agenda. This position ensures there is someone at the school to answer the phone and ensures someone is at the school when schools are open. He said it was very successful last year, and principals had asked for it again this year. He added the system has budgeted for the positions if the Board approves them.

D. Creation of Clerical Position: Data Clerk

Dr. Sisk said in the weeks to come, he will be discussing the need for a data clerk. He said this is as much state-driven as it is need for those in the county. He said the position is handled like an ELL teacher in that a portion is earned at each school. He said the salary for the data clerk, who will be handling data from each of the

schools, will be coming out of an allocation from each of the schools. Each school gets a portion of the person and the person manages STI iNOW along with other programs. He said the state will eventually require it but he is not sure how they will be able to do so since it is an unfunded mandate. He said the position will be broken between the 13 locations and will be housed at a central location, possibly at the Career Technical Center. He said those details are still being worked out.

Mr. Glaze noted the item was on the April 7th agenda for approval. Dr. Sisk clarified it was on the agenda for approval of the creation of the position but a job description would still have to be reviewed by Certified and Support Advisory Councils as well as be forwarded to the AEA. He said he would the job description ready for approval at the June or July Board meeting and hoped to have the position filled in August.

CONSENT AGENDA

Mr. McGill made a motion to approve the Consent Agenda. The motion was seconded by Mr. Winter. Mr. Young noted he would abstain from voting on Item 4.B. Approval of Minutes for the March 17, 2015 Board Work Session as he was not present for the meeting. The vote was unanimous.

4. Approval of Minutes

- A. March 10, 2015 Board Meeting
- B. March 17, 2015 Board Work Session

5. Use of Schools

- A. Cedar Hill Elementary School
 - 1. The Power of Pink Pageant requests the use of the gym on September 25-26, 2015 for a fundraiser for breast cancer research.
- B. East Limestone High School
 - 1. East Limestone Community Organization requests the use of the main gym on April 14, 2015 for an update on the state of East Limestone High School since the transition of Administration.
- C. Owens Elementary School
 - 1. Tammy Britton, teacher at Owens Elementary School, requests the use of the art room on June 20, 2015 for a community blood drive (service project).

6. Overnight Trips

- A. Blue Springs Elementary
 - 1. 4th and 5th grade students to travel to Tuscaloosa, AL on April 24-25, 2015 for Young Voice Festival
- B. Career Technical Center
 - 1. SkillsUSA members to travel to Birmingham, AL on April 21-23, 2015 to compete in State SkillsUSA competitions
 - 2. Students in TRAIL Leadership Organization to travel to Albion, IN on May 14-16, 2015 to participate in the Youth Leadership Development Conference.
 - 3. Students in TRAIL Leadership Organization to travel to Indianapolis, IN on June 30 – July 1, 2015 to participate in the Youth Leadership Development

Conference.

- C. Creekside Elementary
 - 1. Chorus (4th-5th grade) to travel to Tuscaloosa, AL on April 24-25, 2015 for Young Voice Festival
- D. East Limestone High School
 - 1. Varsity Girls Soccer (Grades 8 – 12) to travel to Moody, AL on April 10-11, 2015 for soccer tournament
 - 2. Fishing Team to travel to Eufaula, AL on April 23-24, 2015 for the Alabama State Qualifier Tournament
 - 3. Varsity Cheer to travel to Birmingham, AL on June 1-4, 2015 to participate in Cheer Camp
 - 4. Junior Varsity and Middle School Cheer to travel to Tuscaloosa, AL on June 23-26, 2015 to participate in Cheer Camp
 - 5. FCCLA state winners and competitors to travel to Washington, DC on July 3-11, 2015 to participate in FCCLA National Conference and STAR Events
- E. Tanner High School
 - 1. FFA and 4-H members to travel to Auburn, AL on April 24-25, 2015 to compete in the Block & Bridle Livestock Judging contest
 - 2. FFA members to travel to Montgomery, AL on June 9-12, 2015 to compete in the state CDE contest and to attend the state FFA convention
- F. West Limestone High School
 - 1. All-State Band members to travel to Mobile, AL on April 14-18, 2015 to rehearse and perform in the Alabama All-State Band Festival 2015
 - 2. JV Cheer to travel to Florence, AL on June 16-19, 2015 to participate in UCA Cheer Camp

7. Approval to Bid

- A. Lease Farm Land at West Limestone High School for Hay Harvesting Only
- B. CNC Mill for Pre-Engineering Department at Career Technical Center
- C. Equipment and Other Items for Child Nutrition Department
- D. Purchase and Installation of A/C Units at the Piney Chapel Elementary Gymnasium
- E. New Contract to Purchase HVAC Equipment on an As-Needed Basis
- F. Replacement of Elkmont Old Gymnasium Flooring

8. Acceptance of Bid

- A. Acceptance of lawn care services for the District at a cost of \$36,975.00/year for a three-year contract with Precision Lawn Care. Contract to commence June 1, 2015 and end after a total of 17 cuttings or on October 31, 2017, whichever occurs first.

9. Property No Longer Needed for Public School Purposes

- A. Various Out-of-Date or Broken Equipment at Career Technical Center:
 - Three Lincoln Arc Welders - Idealarc, Model R3S-325, DC Power Source, Limestone property # 3949, # 3950, # 3931
 - Miller AC/DC 250, Dialarc, LCS property # 3941
 - Lincoln Squirt Welder LN -7 Wire Feeder - LCS property # 01603
 - Xerox 2510 Engineering Copier
 - Turn-Pro 7 Inch Metal Cutting Band Saw - LCS property # 16799
 - Scrap Aluminum Solid Wire

- Scrap Tungsten Welding Rods
 - Copper Welding Leads
 - Polishing Lathe Hardinge 1320
 - Lincoln Electric Wire Feeder - LCS property # 01604
 - One Hercules Paint Gun Washer
 - One Shop Fan
- B. Bleacher Boards at Clements High School

NEW BUSINESS

Mr. Young made a motion to approve the Personnel Action Items, seconded by Mr. Shoulders. Mr. Glaze asked that Item 10.C.2. Data Clerk be tabled until further information could be provided. The vote was unanimous.

10. Discussions/Approval of Personnel Action Items

A. Professional Services Agreements

1. Lisa Kelley, Title I Reading Intervention Teacher, Tanner High School, as needed for students in grades K-3, for 28 days with an hourly rate of \$27.00 not to exceed \$8,000.00 beginning April 8, 2015 through May 15, 2015.

B. New Personnel Correction – March 11, 2015

1. Item 1.B.1. Rebekah Raymond, itinerant special education teacher, Creekside Elementary School, is replacing Katy D. West, for the remainder of year only, salary determined according to Limestone County Board of Education current salary schedule, retroactive to February 24, 2015 instead of March 11, 2015.

C. New Positions

1. 3-Instructional Technology Facilitators, 10-month contract, new positions, salary determined according to Limestone County Board of Education current teacher salary schedule, effective 2015-2016 school year for the following locations:
 - a. Ardmore High School
 - b. Clements High School
 - c. East Limestone High School
2. Data Clerk, 10-month contract, Career Technical Center, new position, salary determined according to Limestone County Board of Education current teacher salary schedule, effective 2015-2016 school year. - **TABLED**

D. New Personnel

1. Mary Beth Whiteside, counselor's clerk, Creekside Elementary School, is replacing Gina Schrimsher, for the remainder of year only, salary is determined according to Limestone County Board of Education current salary schedule, effective April 8, 2015.

E. Resignations

1. Suzanne Bates, varsity volleyball coach only, West Limestone High School, retroactive to October 22, 2014.
2. Jose Guerrero, Itinerant EL Instructional Assistant, Tanner High School, retroactive to March 27, 2015.
3. Justin Taylor, girls' golf coach only, West Limestone High School, retroactive to March 20, 2015.
4. April Pollard, special education teacher, East Limestone High School, retroactive to February 27, 2015.

F. Retirements

1. Susan Kluger, librarian, Cedar Hill Elementary School, effective June 1, 2015.
2. Susan White, elementary teacher, Creekside Elementary School, effective June 1, 2015.
3. Steven Lavender, elementary teacher, Owens Elementary School, effective June 1, 2015.
4. Lynn M. Hodges, fifth grade teacher, Tanner High School, effective June 1, 2015.
5. Rufus Guy Fry, III, health teacher, West Limestone High School, effective June 1, 2015.
6. Donna Kay Everett Head, special education teacher, East Limestone High School, effective June 1, 2015.
7. Anissa Chittam Greene, third grade teacher, Blue Springs Elementary School, effective, June 1, 2015.

G. Leaves of Absence

1. Cherie Kim, kindergarten teacher, Creekside Elementary School, retroactive to January 1, 2015 through February 9, 2015, under FMLA.
2. Janie Smith, math teacher, East Limestone High School, retroactive to March 19, 2015 through May 29, 2015, under FMLA.
3. Brittney Hicks, CNP worker/assistant, Tanner High School, leave of absence effective May 1, 2015 through May 29, 2015.
4. LeAndrea Hobbs, language arts, East Limestone High School, effective April 27, 2015 through April 27, 2016, under intermittent FMLA.
5. Alton Nix, bus driver, Creekside Elementary School, extended leave of absence over 60 days, effective April 17, 2015 through June 10, 2015.
6. Lindsey McConnell, third grade teacher, Creekside Elementary School, effective April 30, 2015 through May 29, 2015, under FMLA.

H. Temporary Positions

1. 2015 Summer School Program, Tanner High School, effective June 8, 2015 through July 1, 2015, pending board approval.
 - a. Summer School Administrator, paid at a rate of \$27.00/hr.
 - b. Certified Teachers, paid at a rate of \$20.00/hr.
 - i. 2-English Language Arts Teachers (high school and middle school)
 - ii. 2-Mathematics Teachers (high school and middle school)
 - iii. 1- General Science Teacher
 - iv. 1- Social Science Teacher
 - v. 1- Special Education Teacher

- vi. 1- Drivers Education Teacher
- c. Technical Specialist, paid at the rate of \$12.50/hr.
- d. CNP Summer School Meal Staff, salary determined according to Limestone County Board of Education current salary schedule.
- 2. Local School Summer Receptionists, paid at the rate of \$10.00/hr.
- 3. Middle School Summer Career Camp staff:
 - a. Up to 5 Certified Teachers
 - b. 1-Counselor

I. Supplements

- 1. Ricky Green, girls' golf coach, West Limestone High School, \$1,200.00 supplement, retroactive to March 16, 2015 through May 22, 2015.

J. Volunteers

Non-Employees

- 1. Troy Evans, volunteer soccer coach contract, Ardmore High School, to be paid a nominal fee of \$1,000.00, retroactive to November 3, 2014 through April 30, 2015.
- 2. James Norman, Jr., volunteer choreographer, Ardmore High School, retroactive to March 15, 2015.

K. Suspensions

- 1. Jolanda Thornton, bus driver, Elkmont High School, suspension without pay for five (5) workdays, effective immediately from April 8, 9, 10, 13, & 14, 2015.

- 11. Dr. Sisk recommended the Board approve the Career and Technical Education Textbook. Mr. Shoulders made a motion, seconded by Mr. McGill. The vote was unanimous.**
- 12. Dr. Sisk recommended the Board approve the 2015 Limestone County Schools Summer School Program. Mr. Young made a motion, seconded by Mr. Winter. The vote was unanimous.**
- 13. Dr. Sisk recommended the Board accept the quote to replace store front glass and doors for the East Limestone Middle School front entrance at a cost of \$10,908.22 from McNeese Glass. Mr. Hilliard made a motion, seconded by Mr. Shoulders. The vote was unanimous.**
- 14. Dr. Sisk recommended the Board accept the quote to sand and refinish the floor in the high school gymnasium at West Limestone at a cost of \$20,022.00 from Prater Flooring. Mr. Winter made a motion, seconded by Mr. Glaze. The vote was unanimous.**
- 15. Dr. Sisk recommended the Board approve the purchase of 100 through-the-wall HVAC units to be used districtwide at a cost of \$885.00 each under a Board-approved bid. Mr. McGill made a motion, seconded by Mr. Young. The vote was unanimous.**

16. **Dr. Sisk recommended the Board approve the high school counselors twelve month contract at a cost of \$34, 317.00 annually. Mr. Shoulders made a motion, seconded by Mr. Young. The vote was unanimous.**
17. **Dr. Sisk recommended the Board approve the Middle School Summer Career Camp at Career Technical Center. Mr. Hilliard made a motion, seconded by Mr. Glaze. The vote was unanimous.**
18. **Dr. Sisk recommended the Board approve the Middle School Basketball Schedule Adjustment to be implemented districtwide. Mr. Winter made a motion, seconded by Mr. Shoulders. The vote was unanimous.**
19. **Dr. Sisk recommended the Board approve the Budget Amendment which includes various projected maintenance projects. Mr. Shoulders made a motion, seconded by Mr. Glaze. The vote was unanimous.**
20. **Dr. Sisk recommended the Board approve the Monthly Financial Statement and Bank Reconciliation for January 2015. Mr. Young made a motion, seconded by Mr. McGill. The vote was unanimous.**
21. **Dr. Sisk recommended the Board approve the Clements Property Transfer of the Blackburn Center to the Limestone County Commission effective immediately. Mr. Glaze made a motion, seconded by Mr. Shoulders. The vote was unanimous.**
22. **Mr. Shoulders congratulated the West Limestone Wildcats Basketball Team on their 4A State Championship. He said the team did a superb job, and that they are a class group of boys and girls. He said he appreciated the effort of the administrators in getting the team to that point. He said the team played like champs, and they had an attitude like champs. Mr. Hilliard echoed the comments made by Mr. Shoulders and thanked everyone for what they do for Limestone County Schools. Mr. Young congratulated West Limestone on the state championship and commented that it is nice to have something in the county like the state championship. Mr. McGill echoed the comments on West Limestone's state championship as did Mr. Glaze. Mr. Glaze said the team performed very well during the basketball season and that he was proud of them.**

Dr. Sisk thanked the Board for investing the future of career education in Limestone County and allowing the system to move forward with the summer camp. He noted there will be a State of the Schools address at the Limestone County Event Center on April 21st at 6:00 p.m. The event will be hosted by the County Commission. Dr. Sisk said he will talk about all of the great things that are going in the county schools. One of those things, he said, involves an underwater robotics program at the CTC. He said Mr. Casey Wigington is working on raising money so that they can build an underwater robot that they can take to Dauphin Island for regional competitions.

Mr. Shoulders said he thinks the State of the School that Mr. Louis Berry is hosting at East Limestone is a great idea and commended Mr. Berry for his effort.

Dr. Sisk noted the Board had been provided copies of audits from all of the schools.

23. The meeting adjourned at 7:13 p.m.

**The next Board Meeting will be on
May 5, 2015 @ 6:00 p.m.
Courthouse Annex**