

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**Board Meeting**  
**Courthouse Annex**  
**August 25, 2015 @ 6:00 p.m.**

- A. Call to Order**
- B. Roll Call**
- C. Prayer – Mr. McGill**
- D. Pledge – Mr. Shoulders**
- A. The meeting was called to order at 6:01 p.m. Notices for the meeting were properly posted and provided to those who requested direct notification.**
- B. Those Board members present were Mr. Marty Adams, Mr. Earl Glaze, Mr. Anthony Hilliard, Mr. Bret McGill, Mr. Charles Shoulders, and Mr. Edward Winter. Superintendent Dr. Tom Sisk was present.**
- C. Mr. McGill led everyone in prayer.**
- D. Mr. Shoulders 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. Adams. The vote was unanimous.

**2. Superintendent's Report**

**A. Enrollment Update**

Dr. Sisk noted the system is continuing to get enrollment counts and once the 20-day count is complete, he will know more about where the system stands. He presented the Board with a spreadsheet detailing the enrollment counts by school and grade level.

**B. Rejection of Obsolete Forms**

Dr. Sisk said he will be sending a memo to principals reminding them to use the correct forms. He continues to receive obsolete forms, such as the Request to Use School Building/Grounds, and he will reject them. He added since the principal signs the form, it is the principal's responsibility to ensure the correct form is being used by the requester.

### **3. Information Only**

#### **A. At-Risk After-School Meals for Limestone County Schools**

Ms. Teresa Rogers, CNP Director, explained the At-Risk After-School Meals program is the same program used for the Summer Nutrition Program. The program is done before home games and where children 18 and under eat free. The reimbursement rate is \$3.31. Adults can eat at a cost \$4.50.

Ms. Rogers also explained the CNP personnel working the At-Risk After-School Meals program work seven hours a day which equals approximately 40 hours when working the program. She said she tries to bring in a couple of workers immediately after school and let them go home and then bring a couple more workers and have them stay to clean up.

Ms. Rogers noted CNP prepared meals for approximately 140 individuals at Tanner which was mostly football players, cheerleaders, and band members. She said CNP fed approximately 40 at Ardmore, but that the football team did not participate in the At-Risk After-School Meals as they had already made plans.

Mr. Glaze asked Mr. Billy Owens, Tanner principal, if the program had affected concession stand sales, and Mr. Owens indicated that it had not. Mr. Glaze said he just wanted to ensure that the program was not hurting fundraising efforts.

#### **B. Secure Volunteer Background Screening Package**

Dr. Sisk noted the Board had received information regarding Secure Volunteer from Background Investigation Bureau (BIB). This program is being brought forth by the Human Resources department, and it is being implemented because it does not have as much out-of-pocket costs. The system is targeting substitutes with this program. Teachers and new employees still have to go through the Alabama Bureau of Investigation (ABI) background check. Substitutes have to work two days in order to pay for their screening. The implementation of this program is for due diligence but also not to charge substitutes too much money for the background check.

#### **C. Drug Testing Policy Update**

Dr. Sisk noted the Board had received a legal brief from the Board attorneys, and he will be having conversations in the next couple of weeks with Board members regarding procedure or policy changes. He said he had not received a tremendous amount of negativity about the issue. Mr. McGill said he had not received negative comments either but did want to note the newspaper article seemed to focus on teacher drug testing. He said that was not the intent of the Board; the intent of the Board was to expand to students in extracurricular activities not to drug test teachers. Mr. Glaze said in the emails he had received from teachers, they were 100% behind the expanded drug testing.

Dr. Sisk said he did not perceive there is really a problem but he wants to have the latitude and the Human Resources department needs to have the latitude if there is

reasonable suspicion. He said he agreed with Mr. McGill's comment that the conversation was about expanding drug testing of students to ensure their safety.

D. Interim Principal at Blue Springs Elementary

Dr. Sisk noted he had asked Mr. Henry White to step in as interim principal at Blue Springs Elementary. He said he intends to bring a recommendation at the October 6<sup>th</sup> Board meeting.

E. Requirement for Additional Special Needs Personnel

Dr. Sisk noted the system has had a number of students move in with certain needs that have stressed the system's ability to meet those needs. He said this may result in having to add units. He said this year alone, 52 students have moved into the system with unique needs that are stressing resources. He said last year when the workforce was restructured, three special education units were cut and it may be necessary to restore two of those units because of the volume of students being served. He said this would be IEP-driven. He said he had a list of the needs and the services the system is being required to provide.

## CONSENT AGENDA

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

**4. Approval of Minutes**

- A. August 11, 2015 Board Work Session
- B. August 11, 2015 Board Meeting
- C. August 18, 2015 Board Meeting

**5. Use of Schools**

- A. Blue Springs Elementary
  - 1. Blue Springs Youth Basketball Association (BSYBA) requests the use of the gymnasium from October 2015 – April 2016 for practice, games, and tournaments.
- B. Career Technical Center
  - 1. Junior Civitans (Service Club of Limestone County and Athens City students Junior Club of Lady Civitans) requests the use of the CTC Drafting classroom on the first Monday of each month from September 2015 – May 2016 for meetings.
- C. East Limestone High School
  - 1. Administration requests the use of the new gym on October 3, 2015 for a concert by Darious Cole, a former ELHS student, as a pre-Homecoming activity.
- D. Piney Chapel Elementary School
  - 1. Elkmont Youth League requests the use of the Piney Chapel gymnasium for recreation basketball practices only on September 1, 2015 – February 28, 2016.

**6. Overnight Trips**

A. East Limestone High School

1. FFA members to travel to Louisville, KY on October 26-30, 2015 to attend FFA National Convention.

**7. Property No Longer Needed for Public School Purposes**

A. Child Nutrition Program

- Steamers
- Combi Oven
- Milk Boxes
- Shelving
- Miscellaneous Smallwares

**NEW BUSINESS**

**Mr. Glaze called for a motion to approve Item 8. Mr. Adams made a motion to approve the Personnel Action Items, and Mr. McGill seconded the motion. The vote was unanimous.**

**8. Discussion/Approval of Personnel Action Items**

**A. Contracts**

1. Henry White, Interim Principal, Blue Springs Elementary School, paid a daily rate \$348.00, retroactive to August 24, 2015 until suitable replacement is named.

**B. New Positions**

1. 1-Special Needs Bus Driver, Transportation Department, base school Johnson Elementary School and East Limestone High School, salary determined according to current Limestone County Board of Education Salary Schedule, effective August 26, 2015.
2. 1- Special Needs Bus Aide, Transportation Department, base school Johnson Elementary School and East Limestone High School, salary determined according to current Limestone County Board of Education Salary Schedule, effective August 26, 2015.

**C. Resignations**

1. Audrea Bailey, Bus Aide, Transportation Department, retroactive to August 13, 2015.
2. Rhonda Campbell, Custodian, Ardmore High School, retroactive to August 13, 2015.
3. James (Jim) Bennett, Mechanic, Transportation Department, effective September 1, 2015.

**D. New Personnel**

1. Stephanie Sims, Title I Second Grade Teacher, Piney Chapel Elementary School, one-year only, replacing Jessica Strain, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective August 26, 2015.

2. Michelle Jenkins, Bus Aide, Transportation Department, replacing Audrea Bailey, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective August 26, 2015.
3. \*Beverly Curtis Foust, Pre-K Teacher, Johnson Elementary School, replacing Tina Hasting, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective August 26, 2015.
4. Monica King, Utility Driver, Transportation Department, replacing Brenda Beddingfield, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective August 26, 2015.
5. Regina Leigh Brock, Regular Route Bus Driver, Creekside Elementary School, replacing Rebecca Richardson, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective August 26, 2015.

**E. Retirement Correction**

1. **Item 8.D.1.**, board approved on August 11, 2015, Ivy McCune, Bus Driver, Transportation Department, retroactive to July 30, 2015; instead retirement effective date is September 1, 2015.

**F. Leaves of Absences**

1. Tiffinee Haney, Third Grade Teacher, Blue Springs Elementary School, effective October 26, 2015 through December 18, 2015, under FMLA.
2. Helen Pressnell, CNP Worker/Assistant, Cedar Hill Elementary School, leave over 20 days, retroactive to August 3, 2015 through September 15, 2015.
3. Kelli Southard, Special Education Teacher, Clements High School, retroactive to August 3, 2015 through September 2, 2015, under FMLA.
4. Regina Clem, Elementary PE Teacher, Elkmont High School, retroactive to August 18, 2015 through October 19, 2015, under FMLA.
5. Angela Carter, CNP Worker/Assistant, Owens Elementary School, leave request for 11 days, retroactive to August 3, 2015 through August 17, 2015; intermittent leave retroactive to August 18, 2015 through September 30, 2015.

**G. Transfers**

1. Brenda Beddingfield, Utility Driver, Transportation Department, transferring to Regular Route Driver plus Technical Route, East Limestone High School, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective August 26, 2015.

**H. Continuation of Service – 21st Century Community Learning Center Grant**

1. Isabella Pendley, 21<sup>st</sup> CCLC Bookkeeper, Owens Elementary School, paid \$15.00/hr. by federal contractor grant, retroactive to August 10, 2015.

**I. 21st Century Community Learning Center Grant**

1. Coltin Sanchez, Student Assistant, Owens Elementary School, paid \$9.00/hr., by federal contractor grant, effective August 26, 2015.

**J. Suspension**

1. Karen Hargrove Standridge, Bus Driver, Transportation Department, suspended without pay for five consecutive working days, effective September 7, 2015

through September 11, 2015.

**K. After School Detention**

1. Sherry Smith, After School Detention Teacher, Cedar Hill Elementary, one-year only, paid \$27.00/hr., effective 2015-2016 school year.
2. Tina Downs, After School Detention Teacher, Clements High School, one-year only, paid \$27.00/hr., effective 2015-2016 school year.
3. Kelli Champion, After School Detention Teacher, Johnson Elementary School, one-year only, paid \$27.00/hr., effective 2015-2016 school year.
4. Mitzi Looney, After School Detention Teacher, Johnson Elementary School, one-year only, paid \$27.00/hr., effective 2015-2016 school year.

**L. Temporary Staff Correction**

1. **Item 8.M.1.**, board approved August 11, 2015, Corey Mitchell, Helper, Textbook Warehouse, instead correct name is Corey Smith.

**M. Supplement Corrections**

**Ardmore High School**

1. **Item 8.M.26.**, board approved July 30, 2015, Brenda Morrow, Boys/Girls Cross Country Coach supplement; current supplement separated into two. Correction: Brenda Morrow, Boys Cross Country Coach and Girls Cross Country Coach, \$1,500.00 supplement for each (total \$3,000.00), retroactive to July 1, 2015 through June 30, 2016.

**Elkmont High School**

1. **Item 8.M.19.**, board approved July 30, 2015, Barry Pugh, Boys/Girls Cross Country Coach supplement; current supplement separated into two. Correction: Barry Pugh, Boys Cross Country Coach and Girls Cross Country Coach, \$1,500.00 supplement for each (total \$3,000.00), retroactive to August 5, 2015 through May 29, 2016.

**West Limestone High School**

1. **Item 8.M.19.**, board approved July 30, 2015, Jordan Paul, Boys/Girls Cross Country Coach supplement; current supplement separated into two. Correction: Jordan Paul, Boys Cross Country and Girls Cross Country Coach, \$1,500.00 supplement for each (total \$3,000.00).
2. **Item 8.M.17.**, board approved July 30, 2015, Jordan Paul, Varsity Boys Track Coach supplement; current supplement requires title to change to Boys Indoor Track Coach, paid supplement of \$1,500.00.
3. **Item 8.M.18.**, board approved July 30, 2015, Jordan Paul, Varsity Girls Track Coach supplement; current supplement requires title to change to Girls Indoor Track Coach, paid supplement of \$1,500.00.

**N. Supplements**

**Employees**

Cedar Hill Elementary School

1. Kim Campbell, Yearbook Sponsor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 27, 2016.
2. Cathy Smith, Yearbook Sponsor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 27, 2016.
3. Kim Campbell, Elementary Beta Club/Honor Society Sponsor, paid supplement of \$250.00, retroactive to August 3, 2015 through May 27, 2016.
4. Rebecca Butler, Elementary Beta Club/Honor Society Sponsor, paid supplement of \$250.00, retroactive to August 3, 2015 through May 27, 2016.
5. Sherry Smith, Elementary Scholars Bowl Sponsor, paid supplement of \$500.00, retroactive to August 3, 2015 through May 27, 2016.

Elkmont High School

1. Maggie Keller, Yearbook Sponsor, paid supplement of \$1,000.00, retroactive to August 5, 2015 through May 29, 2016.

**Non-Employees**

Elkmont High School

1. Brad Brazeal, Assistant Varsity Football Coach contract, paid nominal fee of \$3,500.00, retroactive to August 5, 2015 through May 30, 2016.
2. Michelle Toney, Volleyball Assistant Coach contract, paid nominal fee of \$1,500.00, retroactive to August 5, 2015 through May 30, 2016.

**O. Volunteers**

**Non-Employees**

Clements High School

1. Julian Owens, Volunteer Assistant Track and Cross Country, retroactive to July 1, 2015 through June 30, 2016.

Elkmont High School

1. Regina K. Hargrove, Band/Parent Volunteer, retroactive to August 5, 2015 through May 29, 2016.
2. Shawn Birdwell, Band Volunteer, retroactive to August 5, 2015 through May 29, 2016.

West Limestone High School

1. Joe McDaniel, Volunteer Assistant Baseball Coach, retroactive to July 1, 2015 through June 30, 2016.

9. **Dr. Sisk recommended the Board approve the quote for installation of rubber athletic flooring at Elkmont High School Field House to be paid by Quarterback Club at a cost of \$14,750.40 from Alabama Custom Flooring and Design. Mr. Hilliard made the motion, and Mr. Winter seconded. The vote was unanimous.**
10. **Dr. Sisk recommended the Board approve the resolution requesting the Alabama State Department of Education transfer the deed for the land at Belle Mina to**

**Limestone County Schools. Mr. Winter made the motion, and Mr. Glaze seconded. The vote was unanimous.**

- 11. Dr. Sisk recommended the Board approve the 2015-2016 Annual Budget. Mr. Shoulders made the motion, and Mr. Glaze seconded. The vote was unanimous.**
- 12. Dr. Sisk recommended the Board approve the Discovery Education Streaming Plus at a cost of \$34,500.00 annually for six years (through 2020) with a total cost of \$207,000.00. This includes the subscription fee for each elementary and each high school in the district. The ALSDE has approved use of textbook allocations for the purpose. Mr. Winter made the motion, and Mr. McGill seconded. The vote was unanimous.**
- 13. Dr. Sisk recommended the Board approve the TenMarks Pilot for Tanner High School at a cost of \$1060.00 for 53 seats. Mr. Shoulders made the motion, and Mr. Glaze seconded. The vote was unanimous.**
- 14. The Board had no comments. Dr. Sisk thanked the staff and teachers for what they do Limestone County students. He gave special kudos to Ardmore High School whose staff handled the power outage on Monday professionally.**
- 15. The Board meeting adjourned at 6:36 p.m.**

**The next Board Meeting will be on  
September 8, 2015 @ 6:00 p.m.  
Courthouse Annex**