

LIMESTONE COUNTY BOARD OF EDUCATION
Board Meeting at Courthouse Annex
October 1, 2013 at 6:00 p.m.

- 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. Mr. McGill read rules for addressing the Board.**
- B. **Those Board members present were Mr. Adams, Mr. Glaze, Mr. Hilliard, Mr. McGill, Mr. Russell, Mr. Shannon, and Mr. Shoulders. Superintendent Dr. Tom Sisk was present.**
- C. **Mr. Russell led everyone in prayer.**
- D. **Mr. McGill led everyone in reciting the pledge of allegiance.**

AGENDA

Dr. Sisk recommended the Board approve the following additions/revisions to the agenda.

Addition:

2. Superintendent's Report

- F. Recognition of School Board Member Academy Achievements

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. Review of Attendance Zone Variance Requirements (Board Policy JBCB)

Dr. Sisk noted the Board had previously received Board Policy JBCB, Transfer Policy. He said he wants the Board to understand our policy regarding transfer allowed within the zones is not inclusive, but he will not recommend a transfer that is against Board policy. He said if there is a transfer request made that is unique to a family or circumstance, he needs guidance from the Board. He also said until Board policy is amended, it needs to be followed. He noted the policy does have holes in it and then outlined the requirements for transfers according to the policy.

Mr. Glaze said he would like for parents to address their transfer requests to Dr. Sisk first then appeal to the Board.

Mr. McGill said he feels two of those speaking at the October 1st Board meeting involve a situation not addressed in Board policy. He said if this system or Central Office personnel

have directed parents to do something and federal government changes its mind, we should honor what was told to them originally because different guidelines will come out.

Dr. Sisk he can see problems with policy JBCB in the future due to land annexation and changes in school zones as a result of boundaries changing. He said situations this year in this regard involved no forced annexations. He said there are no Limestone County schools this year that fall under AYP and he cannot control what the federal government changes.

Mr. Glaze said school zones have been established and unless there are very unusual circumstances, the Board needs to stay with that. Dr. Sisk agreed.

Mr. McGill commented that anyone could do the Superintendent's job if all he does is enforce the policy. He said the Board hired Dr. Sisk to look at the policy and to bring situations to the Board when they fall outside of the policy for the Board to review.

Mr. Glaze said in this situation there were 35 families involved and all but four to five families went back to their original school. Dr. Sisk said he agreed but noted families have the right to come before the Board.

Mr. Hilliard asked what would be done if those families who went back to their original school decided later to go back to the school they transferred to under school choice. Dr. Sisk said this is why he recommends making a decision to apply across the board. He said if the Board wants to go in a different direction, they have that authority.

Mr. Shoulders asked how many parents were told they could stay at the school transferred to under school choice. Dr. Sisk said he was not sure how many parents were told this.

Mr. Glaze said he was told there was a letter that went out telling parents their children could stay at the school transferred to under school choice. Mr. Glaze said he would do some more checking to see if he could find a copy of the letter.

Mr. Hilliard asked if the system was paying for out-of-zone transportation. Dr. Sisk said the system is not paying for out-of-zone transportation and a letter was sent out to parents before the beginning of the school year explaining this. Dr. Sisk said the letter also explained that students can remain at their current school but when moving schools (e.g. leaving elementary school to attend middle school) they would have to go back to the school in their zone.

Mr. Hilliard asked if there are any affected families with children at Blue Springs and Clements. Dr. Sisk said the precedent has been extended to younger children not yet in school. Mr. Glaze said he does not agree with this position. Dr. Sisk reiterated the Board policy is not inclusive.

B. Request to Address Board – Brandi and Justin Dorning

Justin and Brandi Dorning addressed the Board regarding an out-of-zone request.

C. Request to Address Board – Dustin and Andrea Menefee

Dustin and Andrea Menefee addressed the Board regarding an out-of-zone request.

D. Request to Address Board – Jon and Jessica Pratt

Jon and Jessica Pratt addressed the Board regarding an out-of-zone request.

E. Release of Meeting Dates for Student Senate and Advisory Council (Support and Certified)

Dr. Sisk noted the Board had received a list of meeting dates for Student Senate and Advisory Council. He gave an overview of the newly-formed Student Senate and explained that the times of the four meeting dates for the Student Senate would alternate between morning and afternoon meeting times so that representatives would not miss the same classes every time. Each high school will have a representative from the sophomore, junior, and senior class. There will be one representative from the morning CTC classes and one from the afternoon CTC classes.

F. Recognition of School Board Member Academy Achievements

Dr. Sisk noted he had received a letter from Sally Howell from AASB recognizing the following Board members and their achievements for the 2012-2013 school year:

- Marty Adams – Level I certification in school board continuing education
- Bret McGill – Level II and Level III certifications in school board continuing education
- James Shannon – Member of AASB’s master’s honor roll
- Earl Glaze – Master’s Training Level

3. Information Only

A. Discussion of Bond Issues Status

Ann Swanner, interim CSFO, told the Board that three companies have presented or will be presenting options for bond issue: Thornton-Farish, Raymond James, and Joe Jolly. The bond issue amounts being considered are: \$5 million, \$11 million, and \$18 million. She said several issues (approximately \$300,000 – including buses) will be paid off in the next couple of years. The system will also be retiring a \$1.7 million note for County Schools Sewer System through LCSWA which will free up money to pay a new bond issue. Since these bond issues will be paid off soon, the recommendation will be for \$18 million. When all figures from the three companies come in, a recommendation will be presented to the Board based on what is desired by the board.

Ms. Swanner said four buses will be paid off in the next two years which will free up amount paid in principal/interest. Mr. Shoulders asked if buses will have to be purchased in the next two years. Mr. Darryl Adams said that buses would have to be purchased in the next two years but the state tried to put the transportation department on a 10-year cycle and with proper maintenance, the department can go beyond 10 years. Ms. Swanner pointed out there is currently \$511,000 in Transportation debt services.

Dr. Sisk said \$18 million to be brought before the Board for debt services is manageable and still maintain our structure while allowing for choices. Ms. Swanner pointed out \$18 million will get the system through the Capital Plan through 2015.

B. LEAN Frog Report

Dr. Sisk noted the Board had received a report from LEAN Frog report for review. The next step from LEAN Frog, should the system proceed with their services, is a Rapid Readiness Review followed by meetings with individual departments. Dr. Sisk said he has asked LEAN Frog to make a 10 to 15 minute presentation at the November 5th Board meeting. Mr. McGill asked if there would be anything to vote on during the upcoming meeting. Dr. Sisk said there would not be anything to vote on and added the proposed costs are \$6000 - \$9000 which does not require Board approval.

Mr. Russell asked if the LEAN Frog report relates to energy-savings deferred maintenance. Dr. Sisk said it was not related and addressed facility/employee maximization.

C. Mooresville-Belle Mina Property Update

Dr. Sisk noted the Superintendent/CSFO have directed Mr. Brad Horner to provide a number of items, including detailed engineering plans as required by the Alabama Building Commission since Mr. Horner has proposed a lease-purchase plan. Dr. Sisk said the only way to avoid these requirements is to buy the property outright from the Board. Mr. McGill asked if Mr. Horner was told he could buy the property outright, and Dr. Sisk said that he was.

Ghost Card to be Used in Purchases

Dr. Sisk discussed the use of a ghost card since the system does not currently use credit cards. By requiring contractors to use the ghost card, the system could get rebates/money back which could be applied toward purchases such as technology. He said Jefferson County earned \$100,000 - \$500,000 a year by using ghost cards. Ms. Swanner noted this would free up manhours in Accounting and allow for online payments. She said several systems in North Alabama are doing this.

CONSENT AGENDA

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

Mr. McGill asked the Board how important it is for the Board to approve Use of Schools requests, especially when the requests are for activities that are being held between Board meetings. He said these type activities are one way for schools to obtain funds. He said the process may be getting in the way.

Mr. Shoulders said the consensus has been that everything lies with the Board. He discussed the possibility of something negative happening and leaving the Board open to lawsuits. He said while the Board has the utmost confidence in principals, this is what was discussed years ago.

Mr. Glaze discussed consistency in what one principal allows and what another principal does not allow. Dr. Sisk suggested allow certain types of organizations certain activities within established parameters.

Mr. McGill asked principals in attendance their opinions. Mr. Randy Hamilton said he receives numerous requests and does not always get the requests within the required timeframe. He said he does his best to let organizations know about the timeframe requirements. He also expressed concerns about liability. Mr. Keith Hairrell said the issue needs to be looked at because the school is for the community.

Mr. Shoulders discussed if the activity is between Board meetings, giving discretion to the principal.

Dr. Sisk noted he has turned down some requests because the Board has asked that this requirement be enforced.

Mr. Shoulders said this issue has been discussed before, and the consensus has been to keep the policy in place. Mr. Hilliard agreed by saying enforcing the policy ensures consistency.

Mr. McGill said he knows the Board just wants to do things that help the community and the children. Mr. Shoulders pointed out the Board has never turned down legitimate requests for the community and the children.

4. Approval of Minutes

- A. September 10, 2013 Board Meeting Minutes
- B. September 24, 2013 Special-Called Board Meeting Minutes

5. Use of Schools

- A. Ardmore High School
 - 1. Ardmore High School Baseball Diamond Club requests the use of the new gymnasium on February 15, 2014 for a Draw Down Dinner Baseball Fundraiser.
- B. Blue Springs Elementary School
 - 1. Blue Springs Youth Basketball requests the use of the gymnasium from October 21, 2013 – March 1, 2014 for practices and games.
- C. Creekside Elementary School
 - 1. American Youth Soccer Association Region 914 requests the use of the cafeteria and soccer fields on November 8-10, 2013 for a catered dinner, coach and referee meeting, and soccer tournament.
- D. Elkmont High School
 - 1. Miss Southern Elegance Beauty Pageant requests the use of the old gymnasium on October 26, 2013 for a beauty pageant.
- E. Johnson Elementary School
 - 1. Johnson Booster Club requests the use of the gymnasium on October 2, 2013 – March 15, 2014 for basketball practice and games for boys and girls teams.
- F. Owens Elementary School
 - 1. Owens Booster Club requests the use of baseball fields and gymnasium on October 9, 2013 – October 31, 2014 for baseball, basketball, softball, football, cheerleading sign-ups, practice, games, tournaments, various fundraising events, camps, meetings, and workdays.

6. Overnight Trips

A. Career Technical Center

1. Gifted Debate Team to attend Model United Nations Conference on November 1-3, 2013 in Atlanta, GA
2. 7th and 8th Grade Gifted students to participate in hands-on environmental field trip to Dauphin Island Sea Lab on November 3-6, 2013

B. East Limestone High School

1. Marching Band to attend marching contest on November 2-3, 2013 in Gordo, AL

7. Acceptance of Bid

A. Bread Products for 2013-2014

B. Tea Products for 2013-2014

NEW BUSINESS

Dr. Sisk recommended the Board approve the Personnel Action Items. Mr. Glaze made a motion, seconded by Mr. Shoulders. The vote was unanimous.

Mr. Hilliard asked for clarification on Item 8F. Transfer. He wanted to make sure the position had been properly advertised and if there would be a pay increase involved. Dr. Sisk said while he did not know details of the transfer, he assumes protocol was followed. Mr. Darryl Adams said the job was posted and the employee was chosen from a pool of applicants. He said there was a pay increase involved.

Mr. Russell asked about Item 8H – Leave in Lieu of Sick Leave. Dr. Sisk said this has been an ongoing issue and the item could be tabled if the Board requires additional information. Mr. Shoulders clarified the employee was not related to him, but he knows the person was hurt on the job. Ms. Teresa Rogers confirmed the leave involved an on-the-job injury.

8. Discussion/Approval of Personnel Action Items

A. Professional Services Agreements

1. Huntsville Hospital, Auditory-Verbal Therapy Services for special education students, \$75.00/hour, Travel \$75.00 per hour retroactive to Aug. 1, 2013 through Aug. 30, 2014.
2. Patsy Nash, Title I Parental Involvement Services, \$27.00/hour not to exceed \$12,000.00, effective Oct. 1, 2013 – May 30, 2014, funded with Title I local school allocation.
3. Vicki Curtis, Title I Reading and Math Intervention, \$27.00/hour, 4 hours/day, not to exceed \$22,000.00, effective October 1, 2013 – May 30, 2014, funded through Title I Program.
4. Joyce Ware, Title I Reading and Math Intervention, \$27.00/hour, not to exceed \$22,000.00, effective Oct. 1, 2013 – May 30, 2014.

B. New Personnel

1. Karen Brown, Special Education Instructional Assistant, Creekside Elementary School, effective Oct. 1, 2013.
2. Holly Tiemann, RN, Career Technical Center, replacing Lisa Crawford, RN, Career Technical Center, LOA, effective Oct. 1, 2013.

3. Jeffrey Baird, Title I Funded Science Teacher, Tanner High School, replacing Mandy Ashley, effective Oct. 2, 2013 for the remainder of the 2013-2014 school year.
4. Coty Hughes, Custodian, Creekside Elementary School, replacing Dennis Hodges, effective Oct. 1, 2013.
5. James Griffis, Bus Driver, Creekside Elementary School/East Limestone High School, effective Oct. 1, 2013.
6. Dakota Bentley, Title I Funded CSR 2nd Grade Teacher, Tanner High School, effective Oct. 2, 2013 for the remainder of the 2013-2014 school year.
7. Tabitha Fulks, Title II Funded Kindergarten Teacher, West Limestone High School, effective Oct. 1, 2013 for the remainder of the 2013-2014 school year.
8. Wendy Brightman, Instructional Technology Facilitator, Blue Springs Elementary School, effective Oct. 2, 2013.

C. Extended Day Personnel

1. Hannah Barnes, Instructional Assistant, Owens Elementary School, \$9.00/hour, retroactive to August 19, 2013, paid for with Extended Day funds.

D. Resignations

1. Katie Wilkerson, English Teacher, Clements High School, effective Oct. 1, 2013.
2. Michael Mewbourn, Utility Bus Driver, Transportation Dept., effective Oct. 18, 2013.
3. Shirley White, Bus Driver, Creekside Elementary School, retroactive to Sept. 25, 2013.
4. Greg Sutton, 6th Grade Scholar's Bowl Sponsor Only, Elkmont High School, retroactive to Sept. 18, 2013.

E. Reclassification

1. Reclassify Pam Malone, Human Resources Administrative Assistant, to Human Resources Secretary, retroactive to Sept. 11, 2013.

F. Transfer

1. Alton Nix, Custodian, Creekside Elementary School to Bus Driver, Creekside Elementary, replacing Brenda Walker, effective Oct. 2, 2013.

G. Leaves of Absence

1. Nona Adams, Assistant Principal, Creekside Elementary School, Oct. 8, 2013 and return Nov. 19, 2013 under FMLA.
2. Debra Coulter, Elementary Teacher, West Limestone High School, retroactive to Sept. 16, 2013 until approximately Oct. 28, 2013.
3. Tina White, Custodian, Tanner High School, retroactive to Sept. 26, 2013 and return approximately Nov. 8, 2013 under FMLA.
4. Jamie Berryhill, RN, Career Technical Center, retroactive to Sept. 23, 2013 – Dec. 31, 2013.
5. Ken Engle, Band Director, West Limestone High School, effective Oct. 1, 2013 for four to six weeks.

H. Leave in Lieu of Sick Leave

1. Odell V. Shoulders, CNP Worker/Assistant, Tanner High School, for a total of 23 days, (4-23-2013 – 5-23-2013).

I. Supplements

1. Danny Anderson, Clements High School, Boys Basketball Assistant Coach.
2. Patricia Greene, Tanner High School, Assistant Varsity Girls Basketball Coach.
3. Patricia Greene, Tanner High School, Assistant Jr. Varsity Girls Basketball Coach.
4. Dana Jackson, Clements High School, After School Detention Teacher.
5. Lauren Lang, Elkmont High School, Scholar's Bowl Sponsor.

J. Volunteers

1. Mario Turner, Clements High School, MS Basketball
2. Greg Allred, East Limestone High School, Wrestling
3. Barry Black, Clements High School, Volleyball
4. Corey Mitchell, East Limestone High School, MS Basketball
5. James Michael Beaver, East Limestone High School, Percussion Instructor
6. Jared Laxson, East Limestone High School, MS Basketball and JV Baseball
7. James Crutcher, East Limestone High School, Track
8. Emily Lewter, Tanner High School, Assistant Volleyball

9. **Dr. Sisk recommended the Board approve the Letter of Intent to Continue Participation with AASB & Fairbanks LLC Medicaid Administrative Claiming (MAC) Program. Mr. Russell made a motion, seconded by Mr. Adams. The vote was unanimous.**
10. **Dr. Sisk recommended the Board approve the Work Order Software for Maintenance Department at a cost of \$4,288.50 and a one-time set up/training fee of \$1,300. Mr. Russell made a motion, seconded by Mr. Adams. The vote was unanimous.**
11. **Mr. Shoulders nominated Mr. Adams for Board Chairman for 2013-2014 fiscal year, seconded by Mr. Russell. The vote was unanimous. Mr. Shoulders nominated Mr. Glaze as Vice Chairman for 2013-2014, seconded by Mr. Russell. The vote was unanimous.**
12. **Mr. Shoulders thanked Mr. McGill for serving as Board Chairman and commended him on his efforts for keeping the Board informed during the previous year. Mr. Hilliard thanked the audience for coming and for all that they do for the students of Limestone County. Dr. Sisk concluded by thanking Mr. McGill for his service as Chairman.**
13. **The meeting adjourned at 7:04 p.m.**

**The next Board Meeting
will be on November 5, 2013
at 6:00 p.m.
Courthouse Annex**