

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**Board Meeting**  
**Courthouse Annex**  
**December 8, 2015 @ 6:00 p.m.**

- A. The meeting was called to order at 6:00 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, Mr. Edward Winter, and Mr. Bradley Young. 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 make the following deletion/addition at the table:*

**Deletion of Discussion Item:**

- 15. Discussion – First Reading of Revised Student Expulsion Policy**

**Addition to Discussion/Approval Items:**

- 15. Discussion/Approval – Bleachers for Ardmore Baseball Field**

**1. Approve Agenda**

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

**2. Superintendent's Report**

**A. Superintendent's Commendations**

Dr. Sisk presented a commendation to Rusty Bates, Director of Transportation, Safety, and Athletics, for his involvement in the November 2015 Emergency Preparedness Drill as executed by Homeland Security.

Dr. Sisk presented a commendation to Jacqueline Love, Human Resources Coordinator, for he continued dedication and efforts in the American Education Week celebration.

**B. "We Are Limestone" Video**

Dr. Sisk showed the recently-produced "We Are Limestone" video to Board and audience members.

C. Recognition of ACT 30+ Club Members

Dr. Sisk presented Superintendent's Commendations and a medal to 18 students who had scored 30 or above on the ACT. He said the system will continue to recognize students who make this accomplishment.

**3. Information Only – Superintendent**

A. New Cafeteria Furniture for Ardmore Lunchroom Addition

Dr. Sisk noted the Board had received information regarding the cafeteria furniture for the Ardmore lunchroom addition but that it had not been received.

B. Grinding off Paint on Balcony Floor at Clements High School Gym

Dr. Sisk noted the paint on the balcony floor at the Clements gym would be ground off at a cost of \$13,000. The floor will then be painted. Both items are in the current budget.

**CONSENT AGENDA**

**Mr. Hilliard called for a motion to approve the Consent Agenda. Mr. Young noted he would abstain from voting on Item 4. Approval of Minutes, as he was not present at the November 3<sup>rd</sup> meeting. Mr. Shoulders requested Item 8.C. Tanner Football Field Bathroom Facility (Acceptance of Bid) be pulled for discussion and a separate vote.**

**Mr. Hilliard called for a motion to approve the Consent Agenda, Items 4 – 9, with Item 8.C. Tanner Football Field Bathroom Facility (Acceptance of Bid) being voted on separately. Mr. McGill made a motion, seconded by Mr. Shoulders. The vote was unanimous.**

**Mr. Hilliard called for a motion to approve Item 8.C. Tanner Football Field Bathroom Facility (Acceptance of Bid). Mr. Shoulders made a motion, seconded by Mr. Glaze. Board members discussed concerns over privacy with the current design. Mr. Shoulders then amended his motion to table Item 8.C. until more information could be obtained. Mr. Glaze seconded the motion. The vote was unanimous to table Item 8.C. Tanner Football Field Bathroom Facility (Acceptance of Bid).**

**4. Approval of Minutes**

A. November 3, 2015 Board Meeting

**5. Use of Schools**

A. Ardmore High School

1. Ardmore High School requests the use of the Ardmore gymnasiums on December 28-29, 2015 for Ardmore Christmas Tournament (Middle School/JV teams only).

B. East Limestone High School

1. FCCLA requests the use of the FACS kitchen on December 19, 2015 for a FCCLA Kids Baking Class fundraiser.
2. East Limestone Softball requests the use of the old gym and hitting facilities (building) on December 29, 2015 for softball camp for elementary age girls.

**6. Overnight Trips**

A. East Limestone High School

1. Softball team to travel to Gulf Shores, AL on March 21-23, 2016 (Spring Break) to participate in softball tournament
2. Senior class members to travel to Orlando, FL on May 14-18, 2016 to learn about careers in space exploration, zoological sciences, theme park design, and engineering

B. Elkmont High School

1. Softball team to travel to Gulf Shores, AL on March 20-23, 2016 (Spring Break) to participate in softball tournament
2. Track team to travel to Gulf Shores, AL on May 4-8, 2016 to participate in state track meet

**7. Approval to Bid**

A. Bathrooms at Tanner High School and East Limestone High School

**8. Acceptance of Bid**

A. Student Drug Testing

B. Supplemental Groceries/Small Wares

~~C. Tanner Football Field Bathroom Facility~~ - TABLED

**9. Property No Longer Used for Public School Purposes**

A. Maintenance Department

- Ditch Witch Trencher with Trailer
- Woods 8' Bush Hog
- 5' Bush Hog
- Old Ball Field Lights
- Old Reznor Heaters and Exhaust Fans
- Battery-Powered Fork Lift
- Old Alerton and Delta HVAC Controls

**NEW BUSINESS**

**Mr. Winter made a motion to approve the Personnel Action Items, and Mr. Hilliard seconded the motion. The vote was unanimous.**

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

**A. Contracts**

1. Rebecca Valenzuela, Probationary Principal Contract, Piney Chapel Elementary School, replacing Bill Hardyman, effective December 9, 2015.

**B. Professional Services Agreements**

1. Carrie Gervais, Special Education Department, provide services for homebound Special Education/504 students: Services include speech and language services, academic instruction, or auditory verbal therapy, paid \$40.00/hour, not to exceed \$7,000.00, paid from the General Fund, retroactive to November 12, 2015 through August 5, 2016.

2. Dr. Joe T. Adams, Independent Contractor with Public Affairs Research Council of Alabama (PARCA), evaluate the implementation of Limestone County Schools 21<sup>st</sup> CCLC Grant from the ALSDE, paid \$4,600.00 with 21<sup>st</sup> CCLC grant funds, effective December 9, 2015 through September 30, 2016.

### **C. New Positions**

1. 3-Title I Elementary Part Time Remediation Teachers, Owens Elementary School, new positions, remainder of year only, \$27.00/hour, for up to 25 hours per week, each not to exceed \$12,000.00, paid with Title I funds. These are certified positions and applicants must meet Title I HQ requirements, effective December 9, 2015 through May 26, 2016.
2. 4-Title I Certified After School Tutors, Owens Elementary School, remainder of year only, pay rate of \$27.00/hour, not to exceed 120 hours per tutor, paid with Title I funds, effective December 9, 2015 through May 27, 2016.
3. Speech Language Teacher, Special Education Department, to replace a contract speech-language position held by Katelyn Meadows, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, retroactive to November 9, 2015.

### **D. New Personnel**

1. Chelsea Thorton, Instructional Assistant, West Limestone High School, new position, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, retroactive to December 2, 2015.
2. Andrew Michael Clem, Maintenance Technician, Maintenance Department, replacing Thad Hebbe, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective January 4, 2016.
3. Christy Leopard, Title I Middle School Science Teacher, Tanner High School, replacing Sandra Wesley, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective to December 9, 2015.
4. Stacey Pope, Custodian, Clements High School, replacing George Malone, remainder of year only, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective to January 4, 2016.

### **E. Resignations**

1. Bart Nave, Head Baseball Coach only, Elkmont High School, retroactive to November 2, 2015.

### **F. Retirements**

1. Michael DeFiore, Science Teacher, Ardmore High School, retiring, effective January 1, 2016.

### **G. Position Reclassification**

1. Angela Garner, Shop Assistant, Transportation Department, reclassified to Lead Driver/Trainer, Transportation Department, new position, salary is determined according to the current Limestone County Board of Education Salary Schedule, effective December 9, 2015.

## **H. Leaves of Absence**

1. Sonya Berzett, 7<sup>th</sup> & 8<sup>th</sup> Grade Math Teacher, West Limestone High School, retroactive to November 10, 2015 through January 4, 2016, under FMLA.
2. Meaghan Dow, History Teacher, Career Technical Center, retroactive to November 10, 2015 through February 22, 2016, under FMLA.
3. Alberta McWilliams, Instructional Assistant, East Limestone High School, retroactive to October 26, 2015 through May 27, 2016.
4. Charlotte Griggs, Special Education Teacher, Elkmont High School, extended leave of absence, 14 days, retroactive to November 4, 2015 through November 27, 2015.
5. Debra Holland, Bus Driver, Transportation Department, leave of absence over 20 days, retroactive to November 19, 2015 through January 29, 2016.
6. Samantha Garner, Bus Driver, Transportation Department, leave of absence over 20 days, retroactive to October 7, 2015 through November 27, 2015.
7. Laurie Page, Secretary/Receptionist, Transportation Department, intermittent leave under FMLA, retroactive to September 17, 2015 through March 17, 2016.
8. Mary Kathryn Bailey, Elementary Teacher, Cedar Hill Elementary School, retroactive to October 19, 2015 through January 29, 2016, under FMLA; leave of absence, 138 days, February 1, 2016 through May 27, 2016.
9. Holly Huggins, Art Teacher, West Limestone High School/Tanner High School, retroactive to October 19, 2015 through January 29, 2016, under FMLA; leave of absence, 94 days, February 1, 2016 through March 28, 2016.
10. Alicia Dean, Elementary Teacher, Cedar Hill Elementary School, retroactive to October 7, 2015 through January 4, 2016, under FMLA.
11. Patsy Blakely, CNP Worker/Assistant, Elkmont High School, extended leave of absence, 109 days, retroactive to November 30, 2015 through May 27, 2016.

## **I. Leave in Lieu of Sick Leave**

1. Rhonda Barnes, CNP Manager, West Limestone High School, 1.5 days, retroactive to October 21, 2015 at 11:00 a.m. through October 22, 2015.
2. Robin Reed, CNP Worker/Assistant, East Limestone High School, 19 days, retroactive to November 19, 2015 through January 5, 2016.
3. Mark Smith, Maintenance Worker, Maintenance Department, 31 days, retroactive to November 2, 2015 through December 18, 2015.

## **J. 21<sup>st</sup> Century Community Learning Center Grant - Salary Schedule Adjustment**

1. 21<sup>st</sup> CCLC, Grant Program, Bus Driver Salary, adjustment revision needed to align 21<sup>st</sup> CCLC bus driver compensation with other extracurricular programs in the district. Drivers will receive payment of \$30.00 for less than 3 hours, or \$10.00/hour for more than 3 hours, effective December 9, 2015.

## **K. After School Tutoring**

1. Aundria Campbell, Title I Certified After School Tutor, Owens Elementary School, temporary position, remainder of year only, paid hourly rate of \$27.00, paid with Title I funds, not to exceed 120 hours, effective December 9, 2015 through May 27, 2016.
2. Bernice Young, Title I Certified After School Tutor, Owens Elementary School, temporary position, remainder of year only, paid hourly rate of \$27.00, paid

with Title I funds, not to exceed 120 hours, effective December 9, 2015 through May 27, 2016.

3. Whitney Moore, Title I Certified After School Tutor, Owens Elementary School, temporary position, remainder of year only, paid hourly rate of \$27.00, paid with Title I funds, not to exceed 120 hours, effective December 9, 2015 through May 27, 2016.
4. Kimberly Blankenship, Title I Certified After School Tutor, Owens Elementary School, temporary position, remainder of year only, paid hourly rate of \$27.00, paid with Title I funds, not to exceed 120 hours, effective December 9, 2015 through May 27, 2016.

#### **L. Salary Correction**

1. Stephanie Bridges, Regular Route Bus Driver, Transportation Department, correction in salary from Regular Route Bus Driver plus Tech Driver to Regular Route Bus Driver only, retroactive to August 2, 2015.

#### **M. Supplements Correction**

1. Item 8.M.16 for East Limestone High School, board approved July 30, 2015, Lindsey Balentine, Boys and Girls Cross Country Coach, paid supplement of \$1,500.00, retroactive to July 31, 2015 through August 30, 2016. Supplement now separated, Lindsey Balentine to receive \$1,500.00 for Boys Cross Country Coach and \$1,500.00 for Girls Cross Country Coach retroactive to July 31, 2015 through August 30, 2016.

#### **N. Supplements**

##### Employees

###### Central Office

1. Elizabeth Pitchford, Grant Writer, paid supplement of \$4,500.00, retroactive to July 20, 2015 through November 30, 2015.

##### Non-Employees

###### East Limestone High School

1. Todd Bohanan, Soccer Girls Assistant Coach contract, locally paid nominal fee of \$1,000.00, retroactive to July 31, 2015 through August 30, 2016.
2. Danny McConnell, Soccer Boys Assistant Coach contract, locally paid nominal fee of \$1,000.00, retroactive to August 5, 2015 through June 1, 2016.
3. Andy Dye, Soccer Boys Assistant Coach contract, locally paid nominal fee of \$1,000.00, retroactive to August 5, 2015 through June 1, 2016.
4. Adrian Goddard, Assistant Boys Track Coach contract, locally paid nominal fee of \$1,000.00, retroactive to August 1, 2015 through July 30, 2016.

###### Tanner

1. Parris Tyrone Love, Boy's Middle School Basketball Coach contract, paid nominal fee of \$3,500.00, retroactive to October 14, 2015 through May 26, 2016.

## **O. Volunteers**

### Non-Employees

#### East Limestone High School

1. William "Ryan" Swaim, Volunteer Soccer Coach, retroactive to August 1, 2015 through July 31, 2016.
2. Bobby L. Wade, Volunteer Soccer Coach, retroactive to December 1, 2015 through May 1, 2016.
3. Andrew Gilewicz, Volunteer Baseball Coach, effective January 1, 2016 through April 30, 2016.

#### Elkmont High School

1. Farrah Simpson, Band Volunteer, retroactive to August 5, 2015 through May 29, 2016.

11. **Dr. Sisk recommended the Board approve the Charter VoIP SIP Trunk Contract at a cost of \$18 per month. Mr. Shoulders made a motion, seconded by Mr. Young. The vote was unanimous.**
12. **Dr. Sisk recommended the Board approve the East Limestone High School contract with Calhoun Community College for Commencement Ceremonies. Mr. Shoulders made a motion, seconded by Mr. Glaze. The vote was unanimous.**
13. **Dr. Sisk recommended the Board approve the Early Paycheck Release for December 2015. Mr. Young made a motion, seconded by Mr. Winter. The vote was unanimous.**
14. **Dr. Sisk recommended the Board accept the Quote from Limestone County Commission for Paving of New Parking Lot, Back Road around Middle School, and Drive on West Side of Football Stadium at East Limestone High School at a not-to-exceed cost of \$75,000 for materials. The Limestone County Commission will provide the labor and equipment. Funding will come from the \$1.5 million budgeted for East Limestone High School bathroom and school improvements. Mr. Glaze made a motion, seconded by Mr. Shoulders. The vote was unanimous.**
15. **Dr. Sisk recommended the Board approve the bleachers for Ardmore Baseball Field at a not-to-exceed cost of \$42,000. The Ardmore Diamond Club will donate \$5000 to the project, making the Board commitment not to exceed \$37,000. Mr. Young made a motion, seconded by Mr. Adams. The vote was unanimous.**
16. **Dr. Sisk and Board members congratulated Rebecca Valenzuela on being selected as the new principal at Piney Chapel Elementary as well as the students who achieved 30 plus on their ACT.**
17. **The Board meeting adjourned at 7:11 p.m.**

**The next Board Meeting will be on  
January 12, 2016@6:00 p.m.  
Courthouse Annex**